

SistersIN Limited

Northern Ireland · Charity number 109051

Details

Status	Received
Company number	688523
Registered	2022-08-31
Register	View on the Charity Commission for Northern Ireland register

Contact

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33 Ballynahinch Road
Carryduff
BT8 8eh
BT8 8EH

Phone 07732441462

Email info@sisters-in.org

Website <https://www.sisters-in.org/>

Activities

Purposes: The charities objects are specifically restricted to the following: For the public benefit to promote the education of females aged 16-18 in Northern Ireland in such ways as the trustees think fit including: Bespoke leadership skills training Leadership project to real-life experiences Mentorship programmes

What the charity does: The advancement of education

How the charity works: Education/training, Youth development

Who the charity helps: Women, Youth (14-25 year olds)

Finances

Period end	Income	Expenditure	Assets	Employees
2025-06-30	£192,253	£134,675	£0	2

Trustees

Name	Role	Appointed
Aisling Press		
Ciara Mageean		
Mr Fiacre O'donnell		
Mr Ian Barrett Jeffers		
Mr Robert Mcconnell		
Mrs Karen Morrison		
Mrs Oonagh O'reilly		
Mrs Tessa Mary Breslin		
Peter Dobbin		

SistersIN Limited

Northern Ireland - Charity number 109051

Accounts

REGISTERED COMPANY NUMBER: NI688523 (Northern Ireland)
REGISTERED CHARITY NUMBER: 109051

**Report of the Trustees and
Unaudited Financial Statements
for the Year Ended 30 June 2025
for
SistersIN**

M.B.McGrady & Co
Chartered Accountants
Rathmore House
52 St Patricks Avenue
Downpatrick
Co. Down
BT30 6DS

SistersIN

**Contents of the Financial Statements
for the Year Ended 30 June 2025**

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Report of the Trustees for the Year Ended 30 June 2025

The trustees who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 30 June 2025. The trustees have adopted the provisions of 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).

OBJECTIVES AND ACTIVITIES

Objectives and aims

Our mission is to enable, empower and develop female pupils in education to become the leaders of tomorrow; to help them discover their full potential & open new possibilities for their professional journeys by building leadership capability and confidence.

SistersIN has created the signature SistersIN Leadership Programme, an 8-month development journey for sixth form girls to help build their confidence and broaden their career perspectives. The programme has 3 core elements:

- Bespoke leadership skills training
- Project leadership experience
- Mentoring from female business leaders.

In crafting the programme, we sought to create something that would have a long-lasting impact.

Each element of the programme was designed to be practical and provide an opportunity for pupils to apply the skills they learned. The programme exposed the students to different careers that exist today, connected them to the world of work and to female leaders who have shared their career journeys and personal leadership stories with them. A critical part of the SistersIN programme is to boost the pupils' self-confidence. We want them to leave the programme inspired as to all the career opportunities that lie in front of them and knowledgeable that they can choose to step up as leaders in whatever path they pursue.

Public benefit

The Trustees of SistersIN have fully complied with the Public Benefit requirements as set out in the Charity Commission for Northern Ireland's statutory guidance on public benefit.

The benefit which flows from the organisation purpose is an improved level of education and work experience, increased confidence and broadened career prospects. These benefits will be evidenced through feedback from schools and pupils and regular internal evaluation of our services. There is no possibility of any harm arising from any of the purposes. The charities beneficiaries are female school students in Northern Ireland aged 16-18. There is no private benefit.

Beyond the direct impact SistersIN has on the pupils, leaders and organisations involved, we have seen the programme create a ripple effect of positive impact in communities and beyond.

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Report of the Trustees for the Year Ended 30 June 2025

ACHIEVEMENTS AND PERFORMANCE

Charitable activities

Foreword from Peter Dobbin, Chair of SistersIN

It is with great pride that we reflect on what has been a landmark year in the SistersIN journey. Now in completing our third year, the growth of this programme has been both remarkable and organic, fuelled by an unwavering belief in the potential of our young women and the power of meaningful mentorship. What began as a bold idea is now a proven model, empowering almost 700 girls this year across 49 schools—each one inspired, equipped, and ready to lead.

This year we also welcomed two significant additions to our leadership team. Gillian McKeown joined as our Director of Operations and Development at the beginning of the programme year, bringing strategic vision and tireless energy to our mission. As the year closed, we were delighted to bring Hannah Fitzsimmons onboard as our first Educational Programme Manager—a vital role as we deepen our impact in classrooms and build resources for the future.

To all our mentors, partners, educators, and supporters—thank you for believing in this vision. Your commitment is changing lives. Together, we are shaping not just futures, but a more equal and inspiring society.

Peter Dobbin
Chair of SistersIN

Charitable activities

We build skills:

The Leadership Skills Curriculum, is delivered by teachers, supported by SistersIN, within the participating schools. This 10-module programme was intensive, challenging and rewarding for the students involved.

We give opportunities:

The Leadership Project, undertaken by each girl, unearthed a wealth of innovation, creativity, and talent. The wide range of projects enriched the school curriculum and has had an impact on both the school and the local community.

We build networks:

Each girl was matched with a female mentor in a leadership role. This mentoring was to prove as powerful and rewarding for the female leader as it was for the student. Regular virtual and face-to-face meetings took place, including a job shadowing day, when the girls followed the role of a senior leader in each organisation. This sparked professional conversations between mentors and mentees leading to connections that we hope will endure.

We build confidence:

"My mentor showed me that no matter how much you think you can't do something, there is always a way." Pupil

"The biggest topic featuring in the pupil's applications is confidence. Some really struggle with confidence, social anxiety and self-esteem and for them, this programme is a massive step outside of their comfort zone. Even the first engagement with their mentor can be a real stretch. Helping them break down some of these barriers was key, right down to having them deliver their end of programme speech to the next cohort, something many would not have thought possible at the start of the journey." Teacher

"Our organisation is mainly engineering focused, and our leadership team is only 23% female. We're committed to driving a culture change but it's not enough to just talk about things, we have to take action. SistersIN is a very practical way to help us make a difference and create greater awareness of both STEM roles but also roles in STEM organisations" Mentor

The programme in numbers:

Since launching in 2022, SistersIN has grown into a powerful movement, creating more opportunities for girls across Northern Ireland. In just three years, we've dramatically increased our reach, empowering more young women than ever to lead with confidence and purpose.

In the 24-25 year, we had 659 pupils engaged in the programme, from 49 schools across Northern Ireland. Together, they received 7600 hours of leadership lessons, 3240 hours of mentoring and each participated in a job shadow day hosted by their mentor.

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Report of the Trustees for the Year Ended 30 June 2025

We're also delighted to see more pupils from diverse backgrounds participating in the programme. We've seen a 77% increase in schools with medium & high numbers of pupils receiving free school meals in the last 3 years.

SistersIN has reached 5 times the number of schools participating since its inception in 2022 and increased the number of pupils from west of the Bann by 32% since last year.

While growing significantly, we're also still creating a great experience for our Pupils, Mentors & Teachers involved in the programme. In their end of year evaluation, the charity scored 4.46/ 5 for overall quality of programme.

Our Impact - On Pupils

SistersIN was created with pupils at the heart and centre.

SistersIN empowers girls at a pivotal stage in their education by building confidence, deepening self-awareness, and opening their eyes to future careers and the world of work. Through a holistic programme, we connect them with inspiring women leaders, offer hands-on leadership experience, and equip them with essential skills to thrive in life and work.

- 4.38/5 stated that the programme helped them reach their objectives, and the overall programme rating was 4.47/5.
 - 97% of pupils have applied the leadership skills from lessons
 - 86% pupils felt the investment was worthwhile
 - 84% of mentors & 97% of teachers saw an improvement across all 10 leadership skills
- "My mentor showed me to never give up, and always shoot for the stars" Pupil

"My mentor helped me to improve my confidence by helping me realise I already have confidence it just needs to be strengthened. She taught me to pick out the most inspiring qualities from my role models and apply them to myself." Pupil

"At the start, the girls feel they need to be mentored by someone in their chosen field/industry but they realise quickly that the skills and insights they can gain from their mentor are so transferable and tangible, it really doesn't matter what their mentor does for work." Teacher

Our Impact - On Mentors

In 24-25, 649 mentors joined us in championing the SistersIN mission - each playing a vital role in shaping the next generation of female leaders. From first-time mentors to seasoned professionals, they all share one powerful truth: the experience can be transformative not only for the girls, but for the mentors themselves.

- 41% work in STEM professions
- 80% work in private sector
- 77% say the programme met or exceeded expectations
- 72% gained insights about tomorrow's workforce

"Being part of SistersIN has been equal parts heartwarming and eye-opening, I came in hoping to make a difference, but I think I've learned just as much from my mentee as she has from me. It's been an absolute joy to watch these brilliant young women find their voices and grow in confidence, the future's in very good hands!" Mentor

"Involvement with SistersIN, has driven us to seek out our female leaders in the business, helping us build our networks and connections internally. This has helped us see that we have a group of really talented senior leaders in our business, who can help us with internal mentorship and development programmes." Mentor

"This was a great opportunity for me to develop my own skills and to hear more about what it's like to be a young woman in today's world." Mentor

Our Impact - On Communities

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Report of the Trustees for the Year Ended 30 June 2025

As part of the SistersIN Leadership Programme, each girl leads a project, either in school or the community. This year, we took a deep dive to understand the impact these projects are having on the wider school population and the communities they live in.

Project topics included: school clubs, charity, mental health / health, mentoring/ tutoring, event. Sports, environmental, career options. STEM, inclusion, life skills, women and girls.

- 57% of students are engaging in projects that are creating a long-term impact
- 23% of projects impact the wider community

The Ripple effect:

On average, each pupil impacted 20 people throughout their project - that's 13,475 people across this year's cohort!

Industry Partners

At SistersIN, our partnership model is designed to reflect the depth of commitment and impact our supporters contribute to the programme. SistersIN received monetary, in-kind contributions and expertise from:

- 2 Platinum Partners
- 9 Gold Partners
- 10 Silver partners
- 3 Bronze Partners
- 2 Collaboration Partners
- Various Funders via grants and donations.

2024/2025 Highlights

Some organisations went a step further and provided unique leadership project opportunities and events throughout the programme year. Three of our Founding Partners delivered inspiring events for the SistersIN pupils to attend.

The ICC, Belfast supported the staff team and a group students with the organisation of the SistersIN Celebration Event, including behind the scenes insight to working in large scale events and marketing.

Our Inspiring Entrepreneurs Day saw Over 350 SistersIN girls gathered at The Inspiring Entrepreneurs event in City Hall to be inspired by the leadership journeys of two phenomenal female entrepreneurs, Alice Thompson and Dr. Pragya Sharma. Thanks to the unwavering support of our Founding and Platinum Sponsor, Danske Bank UK.

Queen's University Belfast hosted another SistersINSPIRE event. This is an initiative designed to inspire and empower young women by showcasing leadership, career pathways, and education opportunities..

"2048: The Future Starts Now" event took place for a second year in the Senate Chamber at Stormont, which saw 12 incredible SistersIN pupils stood in the Senate Chamber at Stormont, delivering powerful, thought-provoking speeches on their vision for Northern Ireland in 2048. With no notes, they spoke passionately for five minutes each on vital issues, their confidence, passion, and composure were truly inspiring!

In April, the SistersIN Closing Celebration was attended by First Minister, Michelle O'Neill and Deputy First Minister, Emma-Little-Pengelly, where they delivered keynotes speeches, and announced that they are set to become mentors as part of the SistersIN Leadership Programme.

FINANCIAL REVIEW

Financial position

The charity's financial position is reviewed on a regular basis by the board. The charity has an annual independent examination performed by an external accountant. The charity income for the 2025 year was £192,253 (2024: £197,800) and the expenditure was £134,675 (2024: £64,770) which in turn results in a surplus of £57,578 (2024: £133,030) in the year. Unrestricted funds at the year end totalled £205,797.

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Report of the Trustees for the Year Ended 30 June 2025

FINANCIAL REVIEW

Principal funding sources

The charity is funded entirely from contributions from grant funders, its participating Industry Partners and Schools. A huge thanks goes out to all of our Grant funders, Industry Partners and Schools who have supported us throughout the year.

We couldn't have done it without you.

Reserves policy

The trustees recognise that it is necessary to hold reserves in order to offset the effects of fluctuation on incoming resources and thereby secure the continued viability of the Charity beyond the immediate future. In keeping with best practice, it is the aim of the charity to hold free reserves which equate to three to six months operating costs.

FUTURE PLANS

Looking ahead to 2025/26, SistersIN is entering an exciting new phase. The charity is ready to transition from a start-up mindset to a model of sustainable growth. This means strengthening our foundations through long-term partnerships, expanding opportunities for our girls and mentors, and actively exploring ways to broaden access and impact. From potential recognition accreditation routes to new resource offerings and programme enhancements, the possibilities are vast. We will also continue to evolve at governance level, welcoming new Board members who bring fresh insights and help us steward this next chapter with ambition and care.

Our Priorities for 2025/26:

- Recruitment of two key roles to strengthen delivery - Partnerships Manager and Programme Administration Coordinator
- Appointment of new Board members to bring additional expertise, strategic insight, and governance support.
- Development of a library of resources for schools, mentors, and pupils to enhance programme support and consistency.
- Continued focus on enhanced training and support for mentors and schools.
- Implementation of PushFar mentoring platform to streamline mentor-pupil matching, communication, and tracking.
- Research and scope accreditation options to formalise and add value to participants' experiences.
- Research and scope how to widen access to the programme

To all our mentors, partners, educators, and supporters-thank you for believing in this vision. Your commitment is changing lives. Together, we are shaping not just futures, but a more equal and inspiring society.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

SistersIN is a company limited by guarantee which was incorporated on 25th May 2022. It was registered as a charity with the NI Charity Commission as from 31st August 2022.

The company is governed by a Board of Trustees which operates as detailed in the company's governing document, the Memorandum and Articles of Association.

Recruitment and appointment of new trustees

Due to the nature of the charity's work the trustees seek to ensure that these needs are appropriately reflected through the diversity of the trustee body. To enhance the potential pool, trustees are requested to provide a list of their skills (and update it each year) and in the event of particular skills lacking or being lost due to retirement, individuals are approached to offer themselves for election.

Organisational structure

The company is governed by a Board of Trustees which operates as detailed in the company's governing document, the Memorandum and Articles of Association.

The trustees meet on a regular basis to review all aspects of the charity. The committee is made up of a number of members with a shared vision, commitment and passion for achieving the objectives of the organisation. Members come with a range of skills crucial to the management of the organisation. Director of operations, Mrs Gillian McKeown, was appointed by the board to administer the day to day operations of the charity.

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**Report of the Trustees
for the Year Ended 30 June 2025**

STRUCTURE, GOVERNANCE AND MANAGEMENT

Induction and training of new trustees

New Trustees are briefed on their legal obligations under charity and company law, the content of the Memorandum and Articles of Association, the committee and decision making processes, the business plan and recent financial performance of the charity. They meet key employees and other Trustees. The Trustees and management committee are encouraged to attend appropriate external training events where these will facilitate the undertaking of their role.

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Company number

NI688523 (Northern Ireland)

Registered Charity number

109051

Registered office

Down Business Centre
46 Belfast Road
Downpatrick
Co. Down
BT30 9UP

Trustees

P Cochrane Chartered Accountant (resigned 17/9/2025)

P Dobbin School Principal

Mrs A Press Director

Miss C Mageean Professional Athlete

Mrs O O'Reilly Director

Professor K Morrison Dean of Education

F O'Donnell (appointed 17/9/2025)

R McConnell (appointed 17/9/2025)

I B Jeffers (appointed 17/9/2025)

Mrs T M Breslin (appointed 17/9/2025)

Independent Examiner

M.B.McGrady & Co
Chartered Accountants
Rathmore House
52 St Patricks Avenue
Downpatrick
Co. Down
BT30 6DS

STATEMENT OF TRUSTEES' RESPONSIBILITIES

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

SistersIN

**Report of the Trustees
for the Year Ended 30 June 2025**

STATEMENT OF TRUSTEES' RESPONSIBILITIES - continued

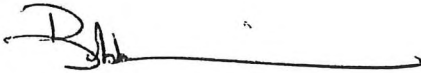
Company law requires the trustees to prepare financial statements for each financial year. Under that law, the trustees have elected to prepare the financial statements in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law).

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 the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing those financial statements, the trustees are required to

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

The trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charitable company and to 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.

Approved by order of the board of trustees on 12 January 2026 and signed on its behalf by:



P Dobbin - Trustee

**Independent Examiner's Report to the Trustees of
SistersIN**

I report on the accounts of the company for the year ended 30 June 2025, which are set out on pages nine to seventeen.

Respective responsibilities of charity trustees and examiner

As the charity's trustees (and also the directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006.

Having satisfied myself that the charity is not subject to audit under company law and is eligible for independent examination, it is my responsibility to:

- examine the accounts under Section 65 of the Charities Act
- follow the procedures laid down in the general Directions given by the Charity Commission for Northern Ireland under Section 65(9)(b) of the Charities Act
- state whether particular matters have come to my attention.

Basis of the independent examiner's report

I have examined your charity accounts as required under Section 65 of the Charities Act and my examination was carried out in accordance with the general Directions given by the Charity Commission for Northern Ireland under Section 65(9)(b) of the Charities Act. The examination included a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also included consideration of any unusual items or disclosures in the accounts, and seeking explanations from you as charity trustees concerning any such matters.

My role is to state whether any material matters have come to my attention giving me cause to believe:

1. That accounting records were not kept in accordance with Section 386 of the Companies Act 2006
2. That the accounts do not accord with those accounting records
3. That the accounts do not comply with the accounting requirements of Section 396 of the Companies Act 2006 and with the methods and principles of the 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
4. That there is further information needed for a proper understanding of the accounts to be reached.

Independent examiner's statement

I have completed my examination and have no concerns in respect of the matters (1) to (4) listed above and, in connection with following the Directions of the Charity Commission for Northern Ireland, I have found no matters that require drawing to your attention.



Karl Gilchrist FCA

M.B. McGrady & Co
Chartered Accountants
Rathmore House
52 St Patricks Avenue
Downpatrick
Co. Down
BT30 6DS

13 January 2026

SistersIN

Statement of Financial Activities
for the Year Ended 30 June 2025

				YEAR ENDED 30/6/25	PERIOD 1/6/23 TO 30/6/24
	Notes	Unrestricted fund £	Restricted fund £	Total funds £	Total funds £
INCOME AND ENDOWMENTS FROM					
Donations and legacies	2	14,353	-	14,353	62,500
Charitable activities	4				
Charitable activities		177,720	-	177,720	135,300
Investment income	3	180	-	180	-
Total		<u>192,253</u>	<u>-</u>	<u>192,253</u>	<u>197,800</u>
EXPENDITURE ON					
Charitable activities		<u>71,659</u>	<u>63,016</u>	<u>134,675</u>	<u>64,770</u>
NET INCOME/(EXPENDITURE)					
Transfers between funds	12	120,594 (8,058)	(63,016) 8,058	57,578 -	133,030 -
Net movement in funds		<u>112,536</u>	<u>(54,958)</u>	<u>57,578</u>	<u>133,030</u>
RECONCILIATION OF FUNDS					
Total funds brought forward		<u>93,261</u>	<u>54,958</u>	<u>148,219</u>	<u>15,189</u>
TOTAL FUNDS CARRIED FORWARD		<u><u>205,797</u></u>	<u><u>-</u></u>	<u><u>205,797</u></u>	<u><u>148,219</u></u>

The notes form part of these financial statements

SistersIN
Balance Sheet
30 June 2025

	Notes	Unrestricted fund £	Restricted fund £	30/6/25 Total funds £	30/6/24 Total funds £
FIXED ASSETS					
Tangible assets	9	3,014	-	3,014	1,805
CURRENT ASSETS					
Debtors	10	11,222	-	11,222	1,000
Cash at bank		200,990	-	200,990	160,439
		<u>212,212</u>	-	<u>212,212</u>	<u>161,439</u>
CREDITORS					
Amounts falling due within one year	11	(9,429)	-	(9,429)	(15,025)
NET CURRENT ASSETS					
		<u>202,783</u>	-	<u>202,783</u>	<u>146,414</u>
TOTAL ASSETS LESS CURRENT LIABILITIES					
		<u>205,797</u>	-	<u>205,797</u>	<u>148,219</u>
NET ASSETS					
		<u>205,797</u>	-	<u>205,797</u>	<u>148,219</u>
FUNDS					
Unrestricted funds	12			205,797	93,261
Restricted funds				-	54,958
TOTAL FUNDS					
				<u>205,797</u>	<u>148,219</u>

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 30 June 2025.

The members have not required the company to obtain an audit of its financial statements for the year ended 30 June 2025 in accordance with Section 476 of the Companies Act 2006.

The trustees acknowledge their responsibilities for

- (a) ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and
- (b) preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial year and of its surplus or deficit for each financial year in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the charitable company.

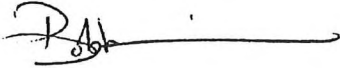
The notes form part of these financial statements

SistersIN

Balance Sheet - continued
30 June 2025

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

The financial statements were approved by the Board of Trustees and authorised for issue on 12 January 2026 and were signed on its behalf by:



P Dobbin - Trustee



R McConnell - Trustee

The notes form part of these financial statements

**Notes to the Financial Statements
for the Year Ended 30 June 2025**

1. ACCOUNTING POLICIES

Basis of preparing the financial statements

The financial statements of the charitable company, which is a public benefit entity under FRS 102, 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)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention.

Financial reporting standard 102 - reduced disclosure exemptions

The charitable company has taken advantage of the following disclosure exemption in preparing these financial statements, as permitted by FRS 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland':

- the requirements of Section 7 Statement of Cash Flows.

Income

All income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably.

Expenditure

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Tangible fixed assets

Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life.

Computer equipment - 20% on cost

Taxation

The charity is exempt from corporation tax on its charitable activities.

Fund accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

Hire purchase and leasing commitments

Rentals paid under operating leases are charged to the Statement of Financial Activities on a straight line basis over the period of the lease.

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Notes to the Financial Statements - continued
for the Year Ended 30 June 2025

2. DONATIONS AND LEGACIES

	YEAR ENDED 30/6/25	PERIOD 1/6/23 TO 30/6/24
	£	£
Donations	100	-
Grants	14,253	62,500
	<u>14,353</u>	<u>62,500</u>

Grants received, included in the above, are as follows:

	YEAR ENDED 30/6/25	PERIOD 1/6/23 TO 30/6/24
	£	£
James Kane Foundation grant	-	60,000
Other grant income	-	2,500
Irish American Partnership grant	7,740	-
Think Human Fund grant	6,513	-
	<u>14,253</u>	<u>62,500</u>

3. INVESTMENT INCOME

	YEAR ENDED 30/6/25	PERIOD 1/6/23 TO 30/6/24
	£	£
Deposit account interest	180	-
	<u>180</u>	<u>-</u>

SistersIN

Notes to the Financial Statements - continued
for the Year Ended 30 June 2025

4. INCOME FROM CHARITABLE ACTIVITIES

		YEAR ENDED 30/6/25	PERIOD 1/6/23 TO 30/6/24
	Activity	£	£
Industry partner income	Charitable activities	117,000	95,000
School's contribution income	Charitable activities	49,800	29,000
Exhibition income	Charitable activities	10,920	11,300
		<u>177,720</u>	<u>135,300</u>

5. NET INCOME/(EXPENDITURE)

Net income/(expenditure) is stated after charging/(crediting):

	YEAR ENDED 30/6/25	PERIOD 1/6/23 TO 30/6/24
	£	£
Independent examination fees	2,160	2,400
Depreciation - owned assets	449	232
Insurance	1,118	769
Other operating leases	1,187	-
	<u>1,187</u>	<u>-</u>

6. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 30 June 2025 nor for the period ended 30 June 2024.

Trustees' expenses

There were no trustees' expenses paid for the year ended 30 June 2025 nor for the period ended 30 June 2024.

7. STAFF COSTS

The average monthly number of employees during the year was as follows:

	YEAR ENDED 30/6/25	PERIOD 1/6/23 TO 30/6/24
Administration	2	1
	<u>2</u>	<u>1</u>

No employees received emoluments in excess of £60,000.

SistersIN

Notes to the Financial Statements - continued
for the Year Ended 30 June 2025

8. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted fund £	Restricted fund £	Total funds £
INCOME AND ENDOWMENTS FROM			
Donations and legacies	-	62,500	62,500
Charitable activities			
Charitable activities	135,300	-	135,300
Total	<u>135,300</u>	<u>62,500</u>	<u>197,800</u>
EXPENDITURE ON			
Charitable activities	<u>57,228</u>	<u>7,542</u>	<u>64,770</u>
NET INCOME	78,072	54,958	133,030
RECONCILIATION OF FUNDS			
Total funds brought forward	15,189	-	15,189
TOTAL FUNDS CARRIED FORWARD	<u><u>93,261</u></u>	<u><u>54,958</u></u>	<u><u>148,219</u></u>

9. TANGIBLE FIXED ASSETS

	Computer equipment £
COST	
At 1 July 2024	2,037
Additions	<u>1,658</u>
At 30 June 2025	<u>3,695</u>
DEPRECIATION	
At 1 July 2024	232
Charge for year	<u>449</u>
At 30 June 2025	<u>681</u>
NET BOOK VALUE	
At 30 June 2025	<u><u>3,014</u></u>
At 30 June 2024	<u><u>1,805</u></u>

SistersIN

Notes to the Financial Statements - continued
for the Year Ended 30 June 2025

10. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR				
		30/6/25		30/6/24
		£		£
Trade debtors		2,000		1,000
Prepayments and accrued income		9,222		-
		<u>11,222</u>		<u>1,000</u>
11. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR				
		30/6/25		30/6/24
		£		£
Social security and other taxes		3,375		2,966
Accruals and deferred income		6,054		12,059
		<u>9,429</u>		<u>15,025</u>
12. MOVEMENT IN FUNDS				
	At 1/7/24	Net movement in funds	Transfers between funds	At 30/6/25
	£	£	£	£
Unrestricted funds				
General fund	93,261	120,594	(8,058)	205,797
Restricted funds				
Restricted	54,958	(63,016)	8,058	-
	<u>148,219</u>	<u>57,578</u>	<u>-</u>	<u>205,797</u>
Net movement in funds, included in the above are as follows:				
		Incoming resources	Resources expended	Movement in funds
		£	£	£
Unrestricted funds				
General fund		192,253	(71,659)	120,594
Restricted funds				
Restricted		-	(63,016)	(63,016)
		<u>192,253</u>	<u>(134,675)</u>	<u>57,578</u>

SistersIN

Notes to the Financial Statements - continued
for the Year Ended 30 June 2025

12. MOVEMENT IN FUNDS - continued

Comparatives for movement in funds

	At 1/6/23 £	Net movement in funds £	At 30/6/24 £
Unrestricted funds			
General fund	15,189	78,072	93,261
Restricted funds			
Restricted	-	54,958	54,958
TOTAL FUNDS	<u>15,189</u>	<u>133,030</u>	<u>148,219</u>

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	135,300	(57,228)	78,072
Restricted funds			
Restricted	62,500	(7,542)	54,958
TOTAL FUNDS	<u>197,800</u>	<u>(64,770)</u>	<u>133,030</u>

13. RELATED PARTY DISCLOSURES

There were no related party transactions for the year ended 30 June 2025.

SistersIN Limited

Northern Ireland - Charity number 109051

Accounts

REGISTERED COMPANY NUMBER: NI688523 (Northern Ireland)
REGISTERED CHARITY NUMBER: 109051

**Report of the Trustees and
Unaudited Financial Statements
FOR THE PERIOD
1 June 2023 to 30 June 2024**

for

SISTERSIN

M.B.McGrady & Co
Chartered Accountants
Rathmore House
52 St Patricks Avenue
Downpatrick
Co. Down
BT30 6DS

SISTERSIN

**Contents of the Financial Statements
FOR THE PERIOD 1 JUNE 2023 TO 30 JUNE 2024**

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Statement of Financial Activities	7
Balance Sheet	8 to 9
Notes to the Financial Statements	10 to 15

SISTERSIN

Report of the Trustees FOR THE PERIOD 1 JUNE 2023 TO 30 JUNE 2024

The trustees who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the period 1 June 2023 to 30 June 2024. The trustees have adopted the provisions of 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).

OBJECTIVES AND ACTIVITIES

Objectives and aims

Our mission is to enable, empower and develop female pupils in education to become the leaders of tomorrow; to help them discover their full potential & open new possibilities for their professional journeys by building leadership capability and confidence.

SistersIN has created the signature SistersIN Leadership Programme, an 8-month development journey for sixth form girls to help build their confidence and broaden their career perspectives. The programme has 3 core elements:

- Bespoke leadership skills training
- Project leadership experience
- Mentoring from female business leaders.

In crafting the programme, we sought to create something that would have a long-lasting impact.

Each element of the programme was designed to be practical and provide an opportunity for pupils to apply the skills they learned. The programme exposed the students to different careers that exist today, connected them to the world of work and to female leaders who have shared their career journeys and personal leadership stories with them. A critical part of the SistersIN programme is to boost the pupils' self-confidence. We want them to leave the programme inspired as to all the career opportunities that lie in front of them and knowledgeable that they can choose to step up as leaders in whatever path they pursue.

Public benefit

The Trustees of SistersIN have fully complied with the Public Benefit requirements as set out in the Charity Commission for Northern Ireland's statutory guidance on public benefit.

The benefit which flows from the organisation purpose is an improved level of education and work experience, increased confidence and broadened career prospects. These benefits will be evidenced through feedback from schools and pupils and regular internal evaluation of our services. There is no possibility of any harm arising from any of the purposes. The charities beneficiaries are female school students in Northern Ireland aged 16-18. There is no private benefit.

Beyond the direct impact SistersIN has on the pupils, leaders and organisations involved, we have seen the programme create a ripple effect of positive impact in communities and beyond.

SISTERSIN

Report of the Trustees FOR THE PERIOD 1 JUNE 2023 TO 30 JUNE 2024

ACHIEVEMENT AND PERFORMANCE

Charitable activities

We build skills:

The Leadership Skills Curriculum, is delivered by teachers within the participating schools. This 10-module programme was intensive, challenging and rewarding for the students involved.

We give opportunities:

The Leadership Project, undertaken by each girl, unearthed a wealth of innovation, creativity, and talent. The wide range of projects enriched the school curriculum and has had an impact on both the school and the local community.

We build networks:

Each girl was matched with a female mentor in a leadership role. This mentoring was to prove as powerful and rewarding for the female leader as it was for the student. Regular virtual and face-to-face meetings took place, including a job shadowing day, when the girls followed the role of a senior leader in each organisation. This sparked professional conversations between mentors and mentees leading to connections that we hope will endure.

The programme in numbers:

The students participating in the 2023/24 programme came from 28 schools, covering 6 districts across Northern Ireland. It involved 192 industry organisations operating in 71 different professional industries/sectors providing 450 mentor applications to the 379 students partaking in this year's programme. The students received 1,700 hours 1:1 mentoring, participated in over 20 masterclasses with 4,500 leadership lessons being provided over 10 modules and were able to shadow their mentor for a day in their workplace.

99% of pupils felt that the time investment was worthwhile, and 85% of pupils felt the programme met or exceeded their expectations. There was an uplift of 40% in pupils' levels of confidence and 22% in their level of self-awareness

93% of pupils have applied the leadership skills from lessons, and 63% of mentors & 80% of teachers saw an improvement across all 10 leadership skills

Industry partners and mentors

Businesses, and specifically Mentors, play a key role in the SistersIN Leadership Programme and we extend a huge thank you to all those involved.

The 134 different organisations across a range of sectors and industries have provided time for mentors to volunteer as part of SistersIN and access to pupils as part of the job shadow day.

Our 389 mentors generously shared their time, insights, and personal learning with pupils over a 5-month period and delivered over 1,700 hours of 1:1 mentoring.

This included giving guidance to pupils for their leadership project and career advice. Some even delivered leadership masterclasses or provided connections from their own network.

The benefit doesn't just extend to participating pupils. Our mentors, from all sectors, have reported benefits for themselves and their businesses. 79% of mentors say the programme met or exceeded their expectations, and 23% of mentors participated to support their own personal development. 80% of mentors confirmed that would participate in the programme again.

Collectively we can play a part in giving each girl the opportunity to shine to their fullest potential.

2023/2024 Highlights

SISTERSIN

Report of the Trustees FOR THE PERIOD 1 JUNE 2023 TO 30 JUNE 2024

Some organisations went a step further and provided unique leadership project opportunities and events throughout the programme year. Three of our Founding Partners delivered inspiring events for the SistersIN pupils to attend.

The ICC, Belfast supported a team of 28 students with the organisation of the SistersIN Celebration Event, including behind the scenes insight to working in large scale events and marketing. SistersIN Inspiring Entrepreneurs Event, supported by Danske Bank, Belfast City Council, and Podiem, provided mentees with invaluable insights from successful female entrepreneurs, and Queen's University, Belfast delivered SistersINSPiRE at their campus, where the William J. Clinton Leadership Institute awarded formal endorsement to the SistersIN leadership programme.

In collaboration with 4 Voices, Vocalis, and McCann VA, the SistersIN "2048: The Future Starts Now" event in the Senate Chamber at Stormont saw 12 SistersIN mentees deliver 5 minute speeches about what they would like to see in Northern Ireland in 25 years, after completing 12 weeks of public speaking training.

In March, the SistersIN Closing Celebration was attended by First Minister, Michelle O'Neill and Deputy First Minister, Emma-Little-Pengelly. The event heard from Dr Gill Tierney, President of the Association of Surgeons in GB and Ireland, and our SistersIN mentee Maka Chinanayi from Hazelwood Integrated College delivered keynote speeches at SistersIN Celebration Event.

FINANCIAL REVIEW

Financial position

The charity's financial position is reviewed on a regular basis by the board. The charity has an annual independent examination performed by an external accountant. The charity income for the 2024 period was £197,800 (2023: £117,230) and the expenditure was £64,770 (2023: £102,041) which in turn results in a surplus of £133,030 (2023: £15,189) in the period. Restricted funds at the period end totalled £54,958 and unrestricted funds at the period end totalled £93,261.

Principal funding sources

The charity is funded entirely from contributions from grant funders, its participating Industry Partners and Schools. A huge thanks goes out to all of our Industry Partners and Schools who have supported us throughout the year.

We couldn't have done it without you.

Reserves policy

The trustees recognise that it is necessary to hold reserves in order to offset the effects of fluctuation on incoming resources and thereby secure the continued viability of the Charity beyond the immediate future. In keeping with best practice, it is the aim of the charity to hold free reserves which equate to three to six months operating costs.

FUTURE PLANS

2023/2024 was all about growing from the pilot, growing our reach to 28 schools and widening our industry support. To ensure that we are able to grow sustainably, we continued to put firm foundations in place, while encouraging continuous evaluation and development, as we gathered valuable experience and feedback from our partners, mentors and pupils to help us take the programme to the next level.

Our visionary and skilled Board of Directors continue to be instrumental not only in the success of this year's programme but who have worked hard to help shape the future vision and roadmap for SistersIN.

Our Vision for the future is to make the SistersIN Leadership Programme available to:

- any girl from any school or college at Post 16 level in Northern Ireland who wants to engage in the programme
- any female mentor, in any organisation, no matter how big or small, who wishes to mentor the female leaders of tomorrow.

Our focus on Northern Ireland initially will ensure that the programme can be rolled out and scaled in a successful way and to high quality standards.

SISTERSIN

Report of the Trustees FOR THE PERIOD 1 JUNE 2023 TO 30 JUNE 2024

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

SistersIN is a company limited by guarantee which was incorporated on 25th May 2022. It was registered as a charity with the NI Charity Commission as from 31st August 2022.

The company is governed by a Board of Trustees which operates as detailed in the company's governing document, the Memorandum and Articles of Association.

Recruitment and appointment of new trustees

Due to the nature of the charity's work the trustees seek to ensure that these needs are appropriately reflected through the diversity of the trustee body. To enhance the potential pool, trustees are requested to provide a list of their skills (and update it each year) and in the event of particular skills lacking or being lost due to retirement, individuals are approached to offer themselves for election.

Organisational structure

The company is governed by a Board of Trustees which operates as detailed in the company's governing document, the Memorandum and Articles of Association.

The trustees meet on a regular basis to review all aspects of the charity. The committee is made up of a number of members with a shared vision, commitment and passion for achieving the objectives of the organisation. Members come with a range of skills crucial to the management of the organisation. During the year a director of operations, Mrs Gillian McKeown, was appointed by the board to administer the day to day operations of the charity.

Induction and training of new trustees

New Trustees are briefed on their legal obligations under charity and company law, the content of the Memorandum and Articles of Association, the committee and decision making processes, the business plan and recent financial performance of the charity. They meet key employees and other Trustees. The Trustees and management committee are encouraged to attend appropriate external training events where these will facilitate the undertaking of their role.

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Company number

NI688523 (Northern Ireland)

Registered Charity number

109051

Registered office

Down Business Centre
46 Belfast Road
Downpatrick
Co. Down
BT30 9UP

Trustees

P Cochrane Chartered Accountant
P Dobbin School Principal
Mrs A Press Director
Miss C Mageean Professional Athlete
Mrs O'Reilly Director
Y K Choo Programme Officer (resigned 24/5/2024)
Professor K Morrison Dean of Education
J Healy Director (resigned 29/2/2024)

SISTERSIN

Report of the Trustees FOR THE PERIOD 1 JUNE 2023 TO 30 JUNE 2024

REFERENCE AND ADMINISTRATIVE DETAILS

Independent Examiner

M.B.McGrady & Co
Chartered Accountants
Rathmore House
52 St Patricks Avenue
Downpatrick
Co. Down
BT30 6DS

STATEMENT OF TRUSTEES' RESPONSIBILITIES

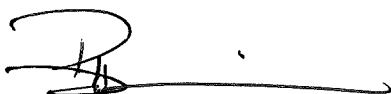
The trustees (who are also the directors of SistersIN for the purposes of company law) are responsible for preparing the Report of the Trustees and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing those financial statements, the trustees are required to

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

The trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charitable company and to 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.

Approved by order of the board of trustees on 20 January 2025 and signed on its behalf by:



P Dobbin - Trustee

Independent Examiner's Report to the Trustees of SistersIN

I report on the accounts of the company for the period 1 June 2023 to 30 June 2024, which are set out on pages seven to fifteen.

Respective responsibilities of charity trustees and examiner

As the charity's trustees (and also the directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006.

Having satisfied myself that the charity is not subject to audit under company law and is eligible for independent examination, it is my responsibility to:

- examine the accounts under Section 65 of the Charities Act
- follow the procedures laid down in the general Directions given by the Charity Commission for Northern Ireland under Section 65(9)(b) of the Charities Act
- state whether particular matters have come to my attention.

Basis of the independent examiner's report

I have examined your charity accounts as required under Section 65 of the Charities Act and my examination was carried out in accordance with the general Directions given by the Charity Commission for Northern Ireland under Section 65(9)(b) of the Charities Act. The examination included a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also included consideration of any unusual items or disclosures in the accounts, and seeking explanations from you as charity trustees concerning any such matters.

My role is to state whether any material matters have come to my attention giving me cause to believe:

1. That accounting records were not kept in accordance with Section 386 of the Companies Act 2006
2. That the accounts do not accord with those accounting records
3. That the accounts do not comply with the accounting requirements of Section 396 of the Companies Act 2006 and with the methods and principles of the 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
4. That there is further information needed for a proper understanding of the accounts to be reached.

Independent examiner's statement

I have completed my examination and have no concerns in respect of the matters (1) to (4) listed above and, in connection with following the Directions of the Charity Commission for Northern Ireland, I have found no matters that require drawing to your attention.



Karl Gilchrist FCA

M.B.McGrady & Co
Chartered Accountants
Rathmore House
52 St Patricks Avenue
Downpatrick
Co. Down
BT30 6DS

21 January 2025

SISTERSIN**Statement of Financial Activities
FOR THE PERIOD 1 JUNE 2023 TO 30 JUNE 2024**

				PERIOD 1/6/23 TO 30/6/24 Total funds £	PERIOD 26/5/22 TO 31/5/23 Total funds £
	Notes	Unrestricted fund £	Restricted fund £		
INCOME AND ENDOWMENTS FROM					
Donations and legacies	2	-	62,500	62,500	53,380
Charitable activities	3				
Charitable activities		135,300	-	135,300	63,850
Total		<u>135,300</u>	<u>62,500</u>	<u>197,800</u>	<u>117,230</u>
EXPENDITURE ON					
Charitable activities		57,228	7,542	64,770	102,041
NET INCOME		<u>78,072</u>	<u>54,958</u>	<u>133,030</u>	<u>15,189</u>
RECONCILIATION OF FUNDS					
Total funds brought forward		15,189	-	15,189	-
TOTAL FUNDS CARRIED FORWARD		<u><u>93,261</u></u>	<u><u>54,958</u></u>	<u><u>148,219</u></u>	<u><u>15,189</u></u>

The notes form part of these financial statements

SISTERSIN

**Balance Sheet
30 JUNE 2024**

	Notes	Unrestricted fund £	Restricted fund £	30/6/24 Total funds £	31/5/23 Total funds £
FIXED ASSETS					
Tangible assets	8	1,805	-	1,805	-
CURRENT ASSETS					
Debtors	9	1,000	-	1,000	-
Cash at bank		105,481	54,958	160,439	24,398
		<u>106,481</u>	<u>54,958</u>	<u>161,439</u>	<u>24,398</u>
CREDITORS					
Amounts falling due within one year	10	(15,025)	-	(15,025)	(9,209)
NET CURRENT ASSETS		<u>91,456</u>	<u>54,958</u>	<u>146,414</u>	<u>15,189</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		<u>93,261</u>	<u>54,958</u>	<u>148,219</u>	<u>15,189</u>
NET ASSETS		<u>93,261</u>	<u>54,958</u>	<u>148,219</u>	<u>15,189</u>
FUNDS					
Unrestricted funds	11			93,261	15,189
Restricted funds				54,958	-
TOTAL FUNDS				<u>148,219</u>	<u>15,189</u>

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the period ended 30 June 2024.

The members have not required the company to obtain an audit of its financial statements for the period ended 30 June 2024 in accordance with Section 476 of the Companies Act 2006.

The trustees acknowledge their responsibilities for

- (a) ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and
- (b) preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial year and of its surplus or deficit for each financial year in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the charitable company.

The notes form part of these financial statements

SISTERSIN

Balance Sheet - continued
30 JUNE 2024

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

The financial statements were approved by the Board of Trustees and authorised for issue on 20 January 2025 and were signed on its behalf by:



P Dobbin - Trustee



P Cochrane - Trustee

The notes form part of these financial statements

**Notes to the Financial Statements
FOR THE PERIOD 1 JUNE 2023 TO 30 JUNE 2024**

1. ACCOUNTING POLICIES

Basis of preparing the financial statements

The financial statements of the charitable company, which is a public benefit entity under FRS 102, 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)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention.

Financial reporting standard 102 - reduced disclosure exemptions

The charitable company has taken advantage of the following disclosure exemption in preparing these financial statements, as permitted by FRS 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland':

- the requirements of Section 7 Statement of Cash Flows.

Income

All income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably.

Expenditure

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Tangible fixed assets

Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life.

Taxation

The charity is exempt from corporation tax on its charitable activities.

Fund accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

Hire purchase and leasing commitments

Rentals paid under operating leases are charged to the Statement of Financial Activities on a straight line basis over the period of the lease.

SISTERSIN

**Notes to the Financial Statements - continued
FOR THE PERIOD 1 JUNE 2023 TO 30 JUNE 2024**

2. DONATIONS AND LEGACIES

	PERIOD 1/6/23 TO 30/6/24 £	PERIOD 26/5/22 TO 31/5/23 £
Grants	<u>62,500</u>	<u>53,380</u>

Grants received, included in the above, are as follows:

	PERIOD 1/6/23 TO 30/6/24 £	PERIOD 26/5/22 TO 31/5/23 £
James Kane Foundation grant	60,000	32,880
Other grant income	2,500	20,500
	<u>62,500</u>	<u>53,380</u>

3. INCOME FROM CHARITABLE ACTIVITIES

	PERIOD 1/6/23 TO 30/6/24 £	PERIOD 26/5/22 TO 31/5/23 £
Industry partner income	95,000	43,000
School's contribution	29,000	9,000
income	11,300	11,850
Exhibition income	<u>135,300</u>	<u>63,850</u>

4. NET INCOME/(EXPENDITURE)

Net income/(expenditure) is stated after charging/(crediting):

	PERIOD 1/6/23 TO 30/6/24 £	PERIOD 26/5/22 TO 31/5/23 £
Independent examination fees	2,400	2,400
Depreciation - owned assets	232	-
Insurance	<u>769</u>	<u>-</u>

SISTERSIN**Notes to the Financial Statements - continued
FOR THE PERIOD 1 JUNE 2023 TO 30 JUNE 2024****5. TRUSTEES' REMUNERATION AND BENEFITS**

There were no trustees' remuneration or other benefits for the period ended 30 June 2024 nor for the period ended 31 May 2023.

Trustees' expenses

There were no trustees' expenses paid for the period ended 30 June 2024 nor for the period ended 31 May 2023.

6. STAFF COSTS

The average monthly number of employees during the period was as follows:

	PERIOD 1/6/23 TO 30/6/24	PERIOD 26/5/22 TO 31/5/23
Administration	<u>1</u>	<u>1</u>

No employees received emoluments in excess of £60,000.

7. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted fund £	Restricted fund £	Total funds £
INCOME AND ENDOWMENTS FROM			
Donations and legacies	20,500	32,880	53,380
Charitable activities			
Charitable activities	<u>63,850</u>	-	<u>63,850</u>
Total	<u>84,350</u>	<u>32,880</u>	<u>117,230</u>
EXPENDITURE ON			
Charitable activities	<u>69,161</u>	<u>32,880</u>	<u>102,041</u>
NET INCOME	<u>15,189</u>	-	<u>15,189</u>
TOTAL FUNDS CARRIED FORWARD	<u>15,189</u>	<u>-</u>	<u>15,189</u>

SISTERSIN

Notes to the Financial Statements - continued
FOR THE PERIOD 1 JUNE 2023 TO 30 JUNE 2024

8. TANGIBLE FIXED ASSETS

	Computer equipment £
COST	
Additions	2,037
DEPRECIATION	
Charge for year	232
NET BOOK VALUE	
At 30 June 2024	1,805
At 31 May 2023	-

9. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	30/6/24 £	31/5/23 £
Trade debtors	1,000	-

10. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	30/6/24 £	31/5/23 £
Social security and other taxes	2,966	-
Accruals and deferred income	12,059	9,209
	15,025	9,209

11. MOVEMENT IN FUNDS

	At 1/6/23 £	Net movement in funds £	At 30/6/24 £
Unrestricted funds			
General fund	15,189	78,072	93,261
Restricted funds			
Restricted	-	54,958	54,958
TOTAL FUNDS	15,189	133,030	148,219

SISTERSIN

**Notes to the Financial Statements - continued
FOR THE PERIOD 1 JUNE 2023 TO 30 JUNE 2024**

11. MOVEMENT IN FUNDS - continued

Net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	135,300	(57,228)	78,072
Restricted funds			
Restricted	62,500	(7,542)	54,958
TOTAL FUNDS	<u>197,800</u>	<u>(64,770)</u>	<u>133,030</u>

Comparatives for movement in funds

	Net movement in funds £	At 31/5/23 £
Unrestricted funds		
General fund	15,189	15,189
TOTAL FUNDS	<u>15,189</u>	<u>15,189</u>

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	84,350	(69,161)	15,189
Restricted funds			
Restricted	32,880	(32,880)	-
TOTAL FUNDS	<u>117,230</u>	<u>(102,041)</u>	<u>15,189</u>

SISTERSIN

Notes to the Financial Statements - continued FOR THE PERIOD 1 JUNE 2023 TO 30 JUNE 2024

12. RELATED PARTY DISCLOSURES

During the period the charity operated out of offices within the Assumption Grammar School. The School was exempted from the fee usually charged to a participating school, in lieu of rent and utilities. Assumption Grammar School also bridging financed the salary costs for an employee for the period to September 2023.

SistersIN Limited

Northern Ireland - Charity number 109051

Annual report

SISTERSIN

Report of the Trustees FOR THE PERIOD 1 JUNE 2023 TO 30 JUNE 2024

The trustees who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the period 1 June 2023 to 30 June 2024. The trustees have adopted the provisions of 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).

OBJECTIVES AND ACTIVITIES

Objectives and aims

Our mission is to enable, empower and develop female pupils in education to become the leaders of tomorrow; to help them discover their full potential & open new possibilities for their professional journeys by building leadership capability and confidence.

SistersIN has created the signature SistersIN Leadership Programme, an 8-month development journey for sixth form girls to help build their confidence and broaden their career perspectives. The programme has 3 core elements:

- Bespoke leadership skills training
- Project leadership experience
- Mentoring from female business leaders.

In crafting the programme, we sought to create something that would have a long-lasting impact.

Each element of the programme was designed to be practical and provide an opportunity for pupils to apply the skills they learned. The programme exposed the students to different careers that exist today, connected them to the world of work and to female leaders who have shared their career journeys and personal leadership stories with them. A critical part of the SistersIN programme is to boost the pupils' self-confidence. We want them to leave the programme inspired as to all the career opportunities that lie in front of them and knowledgeable that they can choose to step up as leaders in whatever path they pursue.

Public benefit

The Trustees of SistersIN have fully complied with the Public Benefit requirements as set out in the Charity Commission for Northern Ireland's statutory guidance on public benefit.

The benefit which flows from the organisation purpose is an improved level of education and work experience, increased confidence and broadened career prospects. These benefits will be evidenced through feedback from schools and pupils and regular internal evaluation of our services. There is no possibility of any harm arising from any of the purposes. The charities beneficiaries are female school students in Northern Ireland aged 16-18. There is no private benefit.

Beyond the direct impact SistersIN has on the pupils, leaders and organisations involved, we have seen the programme create a ripple effect of positive impact in communities and beyond.

SISTERSIN

Report of the Trustees FOR THE PERIOD 1 JUNE 2023 TO 30 JUNE 2024

ACHIEVEMENT AND PERFORMANCE

Charitable activities

We build skills:

The Leadership Skills Curriculum, is delivered by teachers within the participating schools. This 10-module programme was intensive, challenging and rewarding for the students involved.

We give opportunities:

The Leadership Project, undertaken by each girl, unearthed a wealth of innovation, creativity, and talent. The wide range of projects enriched the school curriculum and has had an impact on both the school and the local community.

We build networks:

Each girl was matched with a female mentor in a leadership role. This mentoring was to prove as powerful and rewarding for the female leader as it was for the student. Regular virtual and face-to-face meetings took place, including a job shadowing day, when the girls followed the role of a senior leader in each organisation. This sparked professional conversations between mentors and mentees leading to connections that we hope will endure.

The programme in numbers:

The students participating in the 2023/24 programme came from 28 schools, covering 6 districts across Northern Ireland. It involved 192 industry organisations operating in 71 different professional industries/sectors providing 450 mentor applications to the 379 students partaking in this year's programme. The students received 1,700 hours 1:1 mentoring, participated in over 20 masterclasses with 4,500 leadership lessons being provided over 10 modules and were able to shadow their mentor for a day in their workplace.

99% of pupils felt that the time investment was worthwhile, and 85% of pupils felt the programme met or exceeded their expectations. There was an uplift of 40% in pupils' levels of confidence and 22% in their level of self-awareness

93% of pupils have applied the leadership skills from lessons, and 63% of mentors & 80% of teachers saw an improvement across all 10 leadership skills

Industry partners and mentors

Businesses, and specifically Mentors, play a key role in the SistersIN Leadership Programme and we extend a huge thank you to all those involved.

The 134 different organisations across a range of sectors and industries have provided time for mentors to volunteer as part of SistersIN and access to pupils as part of the job shadow day.

Our 389 mentors generously shared their time, insights, and personal learning with pupils over a 5-month period and delivered over 1,700 hours of 1:1 mentoring.

This included giving guidance to pupils for their leadership project and career advice. Some even delivered leadership masterclasses or provided connections from their own network.

The benefit doesn't just extend to participating pupils. Our mentors, from all sectors, have reported benefits for themselves and their businesses. 79% of mentors say the programme met or exceeded their expectations, and 23% of mentors participated to support their own personal development. 80% of mentors confirmed that would participate in the programme again.

Collectively we can play a part in giving each girl the opportunity to shine to their fullest potential.

2023/2024 Highlights

SISTERSIN

Report of the Trustees FOR THE PERIOD 1 JUNE 2023 TO 30 JUNE 2024

Some organisations went a step further and provided unique leadership project opportunities and events throughout the programme year. Three of our Founding Partners delivered inspiring events for the SistersIN pupils to attend.

The ICC, Belfast supported a team of 28 students with the organisation of the SistersIN Celebration Event, including behind the scenes insight to working in large scale events and marketing. SistersIN Inspiring Entrepreneurs Event, supported by Danske Bank, Belfast City Council, and Podiem, provided mentees with invaluable insights from successful female entrepreneurs, and Queen's University, Belfast delivered SistersINSPIRE at their campus, where the William J. Clinton Leadership Institute awarded formal endorsement to the SistersIN leadership programme.

In collaboration with 4 Voices, Vocalis, and McCann VA, the SistersIN "2048: The Future Starts Now" event in the Senate Chamber at Stormont saw 12 SistersIN mentees deliver 5 minute speeches about what they would like to see in Northern Ireland in 25 years, after completing 12 weeks of public speaking training.

In March, the SistersIN Closing Celebration was attended by First Minister, Michelle O'Neill and Deputy First Minister, Emma-Little-Pengelly. The event heard from Dr Gill Tierney, President of the Association of Surgeons in GB and Ireland, and our SistersIN mentee Maka Chinanayi from Hazelwood Integrated College delivered keynote speeches at SistersIN Celebration Event.

FINANCIAL REVIEW

Financial position

The charity's financial position is reviewed on a regular basis by the board. The charity has an annual independent examination performed by an external accountant. The charity income for the 2024 period was £197,800 (2023: £117,230) and the expenditure was £64,770 (2023: £102,041) which in turn results in a surplus of £133,030 (2023: £15,189) in the period. Restricted funds at the period end totalled £54,958 and unrestricted funds at the period end totalled £93,261.

Principal funding sources

The charity is funded entirely from contributions from grant funders, its participating Industry Partners and Schools. A huge thanks goes out to all of our Industry Partners and Schools who have supported us throughout the year.

We couldn't have done it without you.

Reserves policy

The trustees recognise that it is necessary to hold reserves in order to offset the effects of fluctuation on incoming resources and thereby secure the continued viability of the Charity beyond the immediate future. In keeping with best practice, it is the aim of the charity to hold free reserves which equate to three to six months operating costs.

FUTURE PLANS

2023/2024 was all about growing from the pilot, growing our reach to 28 schools and widening our industry support. To ensure that we are able to grow sustainably, we continued to put firm foundations in place, while encouraging continuous evaluation and development, as we gathered valuable experience and feedback from our partners, mentors and pupils to help us take the programme to the next level.

Our visionary and skilled Board of Directors continue to be instrumental not only in the success of this year's programme but who have worked hard to help shape the future vision and roadmap for SistersIN.

Our Vision for the future is to make the SistersIN Leadership Programme available to:

- any girl from any school or college at Post 16 level in Northern Ireland who wants to engage in the programme
- any female mentor, in any organisation, no matter how big or small, who wishes to mentor the female leaders of tomorrow.

Our focus on Northern Ireland initially will ensure that the programme can be rolled out and scaled in a successful way and to high quality standards.

SISTERSIN

Report of the Trustees FOR THE PERIOD 1 JUNE 2023 TO 30 JUNE 2024

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

SistersIN is a company limited by guarantee which was incorporated on 25th May 2022. It was registered as a charity with the NI Charity Commission as from 31st August 2022.

The company is governed by a Board of Trustees which operates as detailed in the company's governing document, the Memorandum and Articles of Association.

Recruitment and appointment of new trustees

Due to the nature of the charity's work the trustees seek to ensure that these needs are appropriately reflected through the diversity of the trustee body. To enhance the potential pool, trustees are requested to provide a list of their skills (and update it each year) and in the event of particular skills lacking or being lost due to retirement, individuals are approached to offer themselves for election.

Organisational structure

The company is governed by a Board of Trustees which operates as detailed in the company's governing document, the Memorandum and Articles of Association.

The trustees meet on a regular basis to review all aspects of the charity. The committee is made up of a number of members with a shared vision, commitment and passion for achieving the objectives of the organisation. Members come with a range of skills crucial to the management of the organisation. During the year a director of operations, Mrs Gillian McKeown, was appointed by the board to administer the day to day operations of the charity.

Induction and training of new trustees

New Trustees are briefed on their legal obligations under charity and company law, the content of the Memorandum and Articles of Association, the committee and decision making processes, the business plan and recent financial performance of the charity. They meet key employees and other Trustees. The Trustees and management committee are encouraged to attend appropriate external training events where these will facilitate the undertaking of their role.

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Company number

NI688523 (Northern Ireland)

Registered Charity number

109051

Registered office

Down Business Centre
46 Belfast Road
Downpatrick
Co. Down
BT30 9UP

Trustees

P Cochrane Chartered Accountant
P Dobbin School Principal
Mrs A Press Director
Miss C Mageean Professional Athlete
Mrs O'Reilly Director
Y K Choo Programme Officer (resigned 24/5/2024)
Professor K Morrison Dean of Education
J Healy Director (resigned 29/2/2024)

SISTERSIN

Report of the Trustees FOR THE PERIOD 1 JUNE 2023 TO 30 JUNE 2024

REFERENCE AND ADMINISTRATIVE DETAILS

Independent Examiner

M.B.McGrady & Co
Chartered Accountants
Rathmore House
52 St Patricks Avenue
Downpatrick
Co. Down
BT30 6DS

STATEMENT OF TRUSTEES' RESPONSIBILITIES

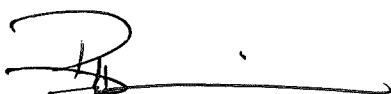
The trustees (who are also the directors of SistersIN for the purposes of company law) are responsible for preparing the Report of the Trustees and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing those financial statements, the trustees are required to

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

The trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charitable company and to 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.

Approved by order of the board of trustees on 20 January 2025 and signed on its behalf by:



P Dobbin - Trustee

SistersIN Limited

Northern Ireland - Charity number 109051

Annual return

Independent Examiner's Report to the Trustees of SistersIN

I report on the accounts of the company for the period 1 June 2023 to 30 June 2024, which are set out on pages seven to fifteen.

Respective responsibilities of charity trustees and examiner

As the charity's trustees (and also the directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006.

Having satisfied myself that the charity is not subject to audit under company law and is eligible for independent examination, it is my responsibility to:

- examine the accounts under Section 65 of the Charities Act
- follow the procedures laid down in the general Directions given by the Charity Commission for Northern Ireland under Section 65(9)(b) of the Charities Act
- state whether particular matters have come to my attention.

Basis of the independent examiner's report

I have examined your charity accounts as required under Section 65 of the Charities Act and my examination was carried out in accordance with the general Directions given by the Charity Commission for Northern Ireland under Section 65(9)(b) of the Charities Act. The examination included a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also included consideration of any unusual items or disclosures in the accounts, and seeking explanations from you as charity trustees concerning any such matters.

My role is to state whether any material matters have come to my attention giving me cause to believe:

1. That accounting records were not kept in accordance with Section 386 of the Companies Act 2006
2. That the accounts do not accord with those accounting records
3. That the accounts do not comply with the accounting requirements of Section 396 of the Companies Act 2006 and with the methods and principles of the 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
4. That there is further information needed for a proper understanding of the accounts to be reached.

Independent examiner's statement

I have completed my examination and have no concerns in respect of the matters (1) to (4) listed above and, in connection with following the Directions of the Charity Commission for Northern Ireland, I have found no matters that require drawing to your attention.



Karl Gilchrist FCA

M.B.McGrady & Co
Chartered Accountants
Rathmore House
52 St Patricks Avenue
Downpatrick
Co. Down
BT30 6DS

21 January 2025