

WOMEN'S EQUALITY NETWORK WALES
UNAUDITED FINANCIAL STATEMENTS
FOR THE YEAR ENDED
31 MARCH 2020

WOMEN'S EQUALITY NETWORK WALES

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WOMEN'S EQUALITY NETWORK WALES

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2020

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 31 March 2020. 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).

Registered Office
WEN Wales
International House, 10 Churchill Way,
Cardiff, CF10 2HE,

Tel: 07511 939 235
Website: www.wenwales.org.uk

Registered Company Number
07891533
(England and Wales)

Registered Charity Number
1145706

Message from the Chair

This year the impact and influence of WEN Wales' small but dynamic and committed team has continued to grow in our role as the national umbrella body for women's organisations in Wales. In order to ensure Wales becomes a country free from gender discrimination, we have connected to bring women's voices together, campaigned to call out gender inequality, and championed inspirational women.

Our strategic priorities this year have been focused on growing and mobilising our coalition, campaigning for diverse and equal leadership in Welsh political institutions, and campaigning for CEDAW principles to be enshrined in Welsh law. Our coalition has grown 4.9% to 35.7k supporters in 2020, thanks to effective social media campaigns, increased press coverage, and the launch of our virtual WEN Café events in March as the country went into lockdown.

We want to pay tribute to our wonderful Ambassador Dilys Price OBE who very sadly passed away as we went to press. Dilys had a profound impact on everyone she met - she radiated kindness and positivity and she achieved so much in her life. During the year she was key note speaker at our final WEN mentoring event, inspiring our WEN Mentees to take action and create a 'tsunami of kindness.' She was a great supporter of WEN, both to us as an organisation and to us as individuals. We will all miss her hugely.

Welsh political institutions do not reflect the diversity of the Welsh population, with BAME women, disabled women, and LGBT women among those who are underrepresented both in the Senedd and in local government. Alongside our work campaigning for positive action from political parties to address this imbalance, our mentoring scheme establishes a pipeline for women to develop the knowledge, skills, and confidence to enter political and public life. The scheme continues to go from strength to strength. Our feedback from mentees has shown that 92% of participants are willing to stand as a political candidate following the scheme - up 25% from the beginning of the scheme.

WEN's Women's Rights Conference was a key platform this year for working towards our goal of enshrining the principles of CEDAW in Welsh law. The event enabled us to come together with experts, activists, our members and interested individuals to tackle how to ensure, enshrine, and embed our rights.

We have led the way in policy on women's rights this year, coordinating the response of the women's sector to Covid-19 and launching the WEN Café as a space for bringing together women's voices to explore issues and share solutions on a number of themes related to inequalities exposed by the pandemic.

One of the year's highlights was our event series leading up to International Women's Day, where we championed women in the theatre, in science and in storytelling across Wales. With our press coverage more than doubling this year, we have had the opportunity to connect, campaign, and champion alongside more supporters than ever before.

WOMEN'S EQUALITY NETWORK WALES

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2020

Thank you to our team of dedicated staff, who have, true to our values, worked tirelessly towards our goals with a responsible, relentless and kind approach. Of course, being relentless, we know there is so much more to do. Throughout, our members and supporters have been at the heart of what we do. Our sincerest thanks go to all of you for your continued support, engagement, and ideas, and we look forward to continuing our work together in the years to come.

Sarah Powell
Chair

Trustees' Annual Report for the year ending 31 March 2020

Our vision is a Wales free from gender discrimination.

A Wales where all women and men have equal authority & opportunity to shape society and their own lives. We work with our vibrant coalition of organisational and individual members to transform society - no one organisation alone can deliver equality.

Purpose & Objects

Purpose

To be a representative women's network working to influence policy making and empower women to achieve equal status in corporate and civil life.

Objects

Our Objects are based on those in the Convention on the Elimination of all forms of Discrimination Against Women (CEDAW). This convention was adopted by the General Assembly of the United Nations on 18 December 1979. We also depend on the Universal Declaration of Human Rights, adopted by the General Assembly of the United Nations on 10 December 1948. Our objects are, for the public benefit, the following:

1. the promotion of equality; and
2. the promotion of human rights by all or any of the following means:
 - i. monitoring abuses of human rights;
 - ii. obtaining redress for the victims of human rights abuse;
 - iii. relieving need among the victims of human rights abuse;
 - iv. research into human rights issues;
 - v. educating the public about human rights;
 - vi. providing technical advice to government and others on human rights matters;
 - vii. contributing to the sound administration of human rights law;
 - viii. commenting on proposed human rights legislation;
 - ix. raising awareness of human rights issues;
 - x. promoting public support for human rights;
 - xi. promoting respect for human rights among individuals and corporations;
 - xii. international advocacy of human rights; and
 - xiii. eliminating infringements of human rights,

and, in each case with specific reference to women and gender equality in Wales.

Review of the Year

Our work is focused around three strategic priorities:

- > growing and mobilising a coalition of activists to campaign with us
- > campaigning for Diverse 50:50 leadership in the Senedd and Local Government
- > strengthening women's rights by campaigning for CEDAW principles to be enshrined in Welsh law

The work we have done this year to work towards our three strategic priorities is outlined below.

1. Grow and mobilise a coalition of activists to campaign with us

WOMEN'S EQUALITY NETWORK WALES

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2020

We continued to grow and mobilise our coalition of members and supporters across Wales in new ways. Towards the end of the financial year, as the Covid-19 pandemic impacted on planned events, we moved quickly to establish new lines of communication and spaces for discussion and engagement. The WEN Café launched in March and has enabled us to connect with wider audiences from areas all across Wales and new supporters via the Zoom video conferencing platform, creating a space to explore issues and share solutions on a number of themes related to inequalities exposed by the pandemic.

We also continued to grow our audiences on existing platforms by running social media campaigns such as #ImWithWen, which featured our members in short films sharing why they value being a WEN Member.

1.1. Growth in our coalition

- > Individual members grew from 1,264 to 1,527 - an increase of 20%
- > Social Media audience grew from 7,700 to 9,192 - increase of 19%
- > Organisational members: remained static with a reach of 25,000
- > Our total Number of supporters 2019 grew from 34k in 2019 to 35,692 in 2020
- > 25,000 via organisational members
- > 1,500 individual members
- > 9,192 social media
- > Overall Growth of 4.9%

1.2. Supporting the coalition

We highlighted the lived experience of our members throughout the year, including by encouraging and supporting many of our mentees to input into the Diversity in Public Boards development work led by Welsh Government, the Gender Equality Review and to speak in public forums and debates.

Via the Gender Network, our Gender Policy Forum for members, we shared weekly policy updates including information on what is taking place at the Senedd around gender equality and rights; we also regularly consulted the group and collaborated on responses to policy consultations. The group also supported and input into the Gender Equality Review and published and shared policy documents such as our UK Election Manifesto in December 2019 and our Feminist Scorecard. The Gender Network is supported from our TSPC funding and thanks to the hard work of Policy Officer Hilary Watson, the reach of the policy forum grew by 25% this year from 24 organisations to 30 organisations.

1.3. Championing women on International Women's Day (IWD)

Our series of events championed women in the theatre, in science and in storytelling across Wales and we also published our latest 15 nominees to the 100 Welsh Women list to celebrate women's achievements. For the first time we released an IWD toolkit so any organisation could get involved in International Women's Day and make pledges to support women's rights across the year, not just on International Women's Day.

1.4. Press coverage

Across the year we more than doubled our press coverage reaching 7.9m people across year, up from 3m. Our key press highlights were our board member Maria Mesa speaking about the barriers BAME women face in terms of their rights for BBC Wales at our Women's Rights Conference; Hilary Watson our Policy Officer taking part in the Guilty Feminist show, Catherine Fookes our Director speaking about role models and beauty pageants on Radio 5 Live and coverage live from Llandudno of the Launch of our first Feminist Scorecard for BBC Wales.

2. Diverse 50:50: Diverse and equal leadership in the Senedd and in Local Government:

We campaign for equal leadership across Wales' political institutions with an intersectional understanding of barriers facing different women. We are calling for diverse 50:50 gender representation as currently our elected institutions do not reflect the diversity of the Welsh population. We campaign for diverse and equal leadership in two ways. Firstly, by campaigning for policy change in our lobbying work and secondly by creating a pipeline of future leaders with our mentoring scheme for women in political and public life in Wales.

2.1. Campaigning for Change

WOMEN'S EQUALITY NETWORK WALES

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2020

To further our objective of Diverse and Equal leadership we published a briefing on how and why legislative quotas and positive action can work to improve diversity and equality. We also responded to the Consultation on the Local Government and Elections (Wales) Bill and Capacity of the Assembly consultation pushing forward quotas, an access to elected office fund and publication of candidate diversity data as our key asks. Our Director gave verbal evidence at two Senedd Committees to further this agenda. With electoral reform continuing to be a focus in the coming year, we will continue to press for a diverse Senedd and Local Government as a priority.

As part of our role in holding Welsh Government to account, in partnership with Oxfam Cymru we also called for positive action on quotas and diversity in our first Feminist Scorecard report tracking Welsh Government action to advance women's rights and gender equality. The scorecard ranked Welsh Government action in six key areas where action was needed to ensure Wales becomes a Feminist Nation: Women and Caring; Ending Violence against Women and Girls; Women and Equal Representation and Leadership, Global responsibility; jobs and pay equality, taxation and budgets. Key recommendations called for include:

- > Developing a strategy for identifying and tackling barriers to employment facing BAME women
- > Setting a target for the employment of disabled women
- > Introducing legislative quotas and requiring local authorities to collect and publish diversity data on candidates
- > Access to Elected office fund for the 2021 elections
- > Introducing mainstreamed gender budgeting

2.2. Creating the pipeline - The WEN Mentoring Scheme

Our flagship Mentoring Scheme run by Sarah Sweeney to get more women into political and public life has once again had excellent outcomes and feedback from the twenty-seven mentees on the programme. The full summary can be seen in the image below and highlights include:

- > 92% of participants are willing to stand as a political candidate following the scheme - up 25% from the beginning of the scheme
- " Understanding of what it takes to be a political candidate has increased from 12% to 83%, an increase of 71%
- > Understanding of what it takes to apply for a public board increased from 4% at the beginning of the scheme to 75% at the end - an increase of 71%, with two participants appointed to the EHRC and Sport Wales Board
- > 88% of participants are satisfied with their progress on the scheme and 100% are prepared to recommend the scheme to a friend.
- > Two mentees became local councillors in by-elections whilst on the scheme.
- > A further three were selected to candidate lists for their political parties.

We would like to thank our wonderful mentors and workshop session speakers, who have shared their time, experiences, and advice selflessly with our mentees. We are privileged to be able to connect so many exceptional, dynamic women to support each other to achieve their ambitions.

Achievements of the previous year's mentee cohort have also continued with one WEN Alumni becoming an MP, another being appointed as a Family Court Judge and also board members for a Health and Social Care Committee, a local Health Board and the EHRC.

Alongside this, mentees have become effective campaigners for improvements in Health and Education around Women's health issues and meaningful employment opportunities for adults with learning disabilities. This demonstrates the ongoing impact of our scheme, reaching beyond the timeframe of the scheme itself.

2.3. Mentoring Women's Groups

WEN Wales also ran a mentoring scheme for small grassroots women's organisations in Wales funded by Rosa, the UK Fund for Women and Girls. The ten organisations all benefited from our support in developing their governance, financial sustainability, leadership and influencing skills.

There were three elements to the scheme.

- > Tailored learning sessions looking at strategy, good governance, funding applications and influencing as well as 1:1 help with fundraising applications
- > Mentoring from a well-matched mentor
- > Peer to peer support and skill sharing, through the scheme's participating charities and the existing WEN Wales membership network

The charities we worked with left the scheme with a clear sense of their strategic direction, greater fundraising expertise and a stronger network.

3. Strengthen women's rights by ensuring CEDAW principles enshrined in Welsh Law

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Our key activity in this area centred around ensuring our members and the wider community understand Women's Rights and specifically understand how the UN's Convention for the Elimination of All Forms of Discrimination Against Women (CEDAW) can be used to safeguard their rights and why CEDAW needs to be incorporated in Wales.

In order to get the message across we worked both at a policy level in the Welsh Parliament and more publicly with our Women's Rights conference:

3.1. Policy Work

We researched and published a briefing on CEDAW for all 60 Members of the Senedd (MSs), the main message being to incorporate CEDAW into Welsh policy and law and to help them understand what CEDAW is so they can argue for it in the Senedd. A 60 second statement was also made on CEDAW in the Senedd.

We held an MSs drop in on CEDAW in Ty Hywel and invited MSs to make pledges. 16 MSs came to the event and made pledges on International Women's Day.

3.2. Women's Rights Conference

WEN's Women's Rights Conference was one of our key national events for the year and enabled us to come together with experts, activists, our members and interested individuals to tackle how to ensure, enshrine, and embed our rights. Virginia Brás Gomes, a United Nations expert in women's economic, social and cultural rights, used her keynote speech to set the scene for the day. Deputy Minister Jane Hutt used her speech to announce that the Welsh Government is looking at adopting the UN Convention to protect women's rights here in Wales. Speakers from women's organisations NIWEP (Northern Ireland) and Engender (Scotland) spoke about the importance of CEDAW to them and BAWSO, Women Connect First, Oxfam, Welsh Women's Aid and Chwarae Teg also contributed. At our AGM which followed, our key-note speaker was Shavanah Taj from Wales TUC who was interviewed by mentee Shazia Ali.

3.3. National and International networks

WEN Wales continued to take an active role on UKJCW - the UK Joint Committee on Women, so that we continue to have a seat at the table influencing EU policies and ensuring that we in the UK nations keep up to date with changes to women's rights legislation in Europe. This forum promises to be even more important post-Brexit.

Governance, Structure & Management

WEN Wales is a charitable company limited by guarantee, incorporated on 23rd December 2011 and registered as a charity on 1st February 2012. It was established under a Memorandum of Association which established the objects and powers of the charitable company and is governed under its Articles of Association.

The Directors of the company are also charity trustees for the purposes of charity law and under the company's Articles are known as members of the Board. WEN's Trustees make all strategic, major financial, and staff employment decisions. In other areas responsibility for decision-making is delegated to staff.

The Board is responsible for maintaining 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.

Risk Management

The trustees have a duty to identify and review the risks to which the charity is exposed and to ensure that appropriate controls are in place to provide reasonable assurance against fraud and error.

Public Benefit

The Trustees confirm that they have complied with the duty in Section 4 of the Charities Act 2006 to have due regard to public benefit guidance published by the Charities Commission. Significant activities that we undertook during the year that demonstrate public benefit are set out in the above pages.

Recruitment & Appointment of the Management Committee

WEN Wales has a maximum of 10 trustees, all of whom must be members who are elected to serve for three years. The Trustees may at any time co-opt any individual who is qualified to be elected as a Trustee to fill a vacancy in their number or as an additional Trustee, but co-opted Trustees hold office only until the next election of Trustees or until removed by the Trustees (whichever is earlier).

WOMEN'S EQUALITY NETWORK WALES

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2020

Our Trustees are offered training through either the WCVA or C3SC. WEN also carries out internal inductions and offers support to incoming Trustees.

All members of WEN are eligible to be Trustees.

Staff, Volunteers and Trustees

Staff

Director	Catherine Fookes	From September 2017
Policy & Communications Officer	Hilary Watson	From April 2018
Finance & Admin Officer	Catherine Chatham	From August 2019
Mentoring Project Officer	Sarah Sweeney	From April 2019

Emina Redzepovic provided services for social media communications in a freelance capacity during the financial year to 31 March 2020.

We are extremely grateful also for the contribution of Lydia Godden, a student from the Cardiff University Politics degree who supported our policy work this year.

Financial Review

Principal Funding Sources

WEN received total funds for the year of £159,768 (made up of unrestricted funds £1,823; restricted funds £157,945).

WEN's main funding comes from the Welsh Government Equality and Inclusion Grant of £119,904 (2019: £114,362). We also received Big Lottery funding of £10,000 to support our work on Mentoring, Baring foundation funding of £4,540 for our work on CEDAW, and £20,000 from Rosa for our work on supporting and mentoring Women's groups.

Reserves Policy

WEN Wales recognises the importance of having reserves and has adopted a reserves policy to provide the charity with adequate financial stability and the means for it to meet its charitable objectives for the foreseeable future.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

The charity is controlled by its governing document, a deed of trust, and constitutes a limited company, limited by guarantee, as defined by the Companies Act 2006.

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Company number

07891533 (England and Wales)

Registered Charity number

1145706

Registered office

International House
10 Churchill Way
Cardiff
CF10 2HE

WOMEN'S EQUALITY NETWORK WALES

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2020

Trustees

Ruth Fowler (appointed 16.10.19)
Iris Joy Kent (appointed 16.10.19)
Shelagh Elizabeth Iles (appointed 23.10.19)
Sarah Powell (appointed 1.7.19)
Rhian Helen Elizabeth Davies
Mutale Merrill OBE (appointed 23.10.19)
Maria Constanza Mesa-Betancur (appointed 23.10.19)
Frances Beecher
Alison Williams (appointed 1.7.19)
Kerry-Lynne Pyke

Independent Examiner

Bevan Buckland LLP
Langdon House
Langdon Road
SA1 Swansea Waterfront
Swansea
SA1 8QY

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

.....
Sarah Powell - Trustee

**INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF
WOMEN'S EQUALITY NETWORK WALES**

Independent examiner's report to the trustees of Women's Equality Network Wales ('the Company')

I report to the charity trustees on my examination of the accounts of the Company for the year ended 31 March 2020.

Responsibilities and basis of report

As the charity's trustees of the Company (and also its 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 ('the 2006 Act').

Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5) (b) of the 2011 Act.

Independent examiner's statement

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe:

1. accounting records were not kept in respect of the Company as required by section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a true and fair view which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities (applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)).

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

Alison Vickers
ACA
Bevan Buckland LLP
Langdon House
Langdon Road
SA1 Swansea Waterfront
Swansea
SA1 8QY

Date:

WOMEN'S EQUALITY NETWORK WALES

**STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 MARCH 2020**

	Notes	Unrestricted fund £	Restricted funds £	2020 Total funds £	2019 Total funds £
INCOME AND ENDOWMENTS FROM					
Donations and legacies		5	-	5	-
Charitable activities					
Charitable activities		1,805	157,941	159,746	159,352
Investment income	2	13	4	17	-
Total		<u>1,823</u>	<u>157,945</u>	<u>159,768</u>	<u>159,352</u>
EXPENDITURE ON					
Charitable activities					
Charitable activities		(817)	165,848	165,031	143,969
NET INCOME/(EXPENDITURE)		<u>2,640</u>	<u>(7,903)</u>	<u>(5,263)</u>	<u>15,383</u>
Transfers between funds	8	<u>18,085</u>	<u>(18,085)</u>	<u>-</u>	<u>-</u>
Net movement in funds		20,725	(25,988)	(5,263)	15,383
RECONCILIATION OF FUNDS					
Total funds brought forward		10,361	53,785	64,146	48,763
TOTAL FUNDS CARRIED FORWARD		<u><u>31,086</u></u>	<u><u>27,797</u></u>	<u><u>58,883</u></u>	<u><u>64,146</u></u>

The notes form part of these financial statements

WOMEN'S EQUALITY NETWORK WALES

BALANCE SHEET 31 MARCH 2020

	Notes	Unrestricted fund £	Restricted funds £	2020 Total funds £	2019 Total funds £
CURRENT ASSETS					
Debtors	6	-	3,422	3,422	8,778
Cash at bank		32,766	25,358	58,124	83,009
		<u>32,766</u>	<u>28,780</u>	<u>61,546</u>	<u>91,787</u>
CREDITORS					
Amounts falling due within one year	7	(1,680)	(983)	(2,663)	(27,641)
		<u>31,086</u>	<u>27,797</u>	<u>58,883</u>	<u>64,146</u>
NET CURRENT ASSETS					
		<u>31,086</u>	<u>27,797</u>	<u>58,883</u>	<u>64,146</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		<u>31,086</u>	<u>27,797</u>	<u>58,883</u>	<u>64,146</u>
NET ASSETS		<u>31,086</u>	<u>27,797</u>	<u>58,883</u>	<u>64,146</u>
FUNDS	8				
Unrestricted funds				31,086	10,361
Restricted funds				27,797	53,785
TOTAL FUNDS				<u>58,883</u>	<u>64,146</u>

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 March 2020.

The members have not required the company to obtain an audit of its financial statements for the year ended 31 March 2020 in accordance with Section 476 of the Companies Act 2006.

The trustees acknowledge their responsibilities for

- ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and
- 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.

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 and were signed on its behalf by:

.....
Alison Williams - Trustee

The notes form part of these financial statements

WOMEN'S EQUALITY NETWORK WALES

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2020

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.

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.

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.

Pension costs and other post-retirement benefits

The charitable company operates a defined contribution pension scheme. Contributions payable to the charitable company's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

Allocation of support costs

Support costs are those functions that assist the work of the charity but do not directly undertake charitable activities. Support costs include back office costs, finance, personnel, payroll and governance costs which support the charities activities. These costs have been allocated between cost of raising funds and expenditure on charitable activities.

Debtors

Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

Cash at bank and in hand

Cash at bank and cash 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.

Creditors and provisions

WOMEN'S EQUALITY NETWORK WALES

NOTES TO THE FINANCIAL STATEMENTS - continued FOR THE YEAR ENDED 31 MARCH 2020

1. ACCOUNTING POLICIES - continued

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

Financial instruments

The charity 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.

Employee Benefits

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

Legal status of the Charity

The charity is a company limited by guarantee and has no share capital. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the charity.

Tangible Assets

It is our policy that any capital costs under the amount of £500 is written off to the Statement of Financial Activities.

2. INVESTMENT INCOME

	2020 £	2019 £
Deposit account interest	17	-
	<u>17</u>	<u>-</u>

3. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31 March 2020 nor for the year ended 31 March 2019.

Trustees' expenses

	2020 £	2019 £
Trustees' expenses	142	29
	<u>142</u>	<u>29</u>

4. STAFF COSTS

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

	2020	2019
Management	1	1
Direct Services	2	1
Admin	1	1
	<u>4</u>	<u>3</u>

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

The Key Management Personnel of the Charity received remuneration of £46,904, this includes gross salary paid, employers national insurance contributions and employers pension contributions.

WOMEN'S EQUALITY NETWORK WALES

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2020**

5. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted fund £	Restricted funds £	Total funds £
INCOME AND ENDOWMENTS FROM			
Charitable activities			
Charitable activities	2,662	156,690	159,352
 EXPENDITURE ON			
Charitable activities			
Charitable activities	20	143,949	143,969
 NET INCOME	<hr/> 2,642	<hr/> 12,741	<hr/> 15,383
 RECONCILIATION OF FUNDS			
Total funds brought forward	7,719	41,044	48,763
 TOTAL FUNDS CARRIED FORWARD	<hr/> <hr/> 10,361	<hr/> <hr/> 53,785	<hr/> <hr/> 64,146

6. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2020 £	2019 £
Accrued Income	<hr/> 3,422	<hr/> 8,778

Accrued income relates to grant payments received after 31 March 2020 for projects undertaken in the financial year to 31 March 2020. Included within this amount is £3,422 in relation to the final instalment of our Welsh Government Equality and Inclusions and WCVA grants for the year ended 31 March 2020. The 2019 balance included £8,778 in relation to the the final instalment of our Welsh Government Equality and Inclusion Grant for the year to 31 March 2019.

7. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2020 £	2019 £
Trade creditors	983	-
Social security and other taxes	-	2,068
Accruals and deferred income	-	20,000
Accrued expenses	1,680	5,573
	<hr/> 2,663	<hr/> 27,641

WOMEN'S EQUALITY NETWORK WALES

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2020**

8. MOVEMENT IN FUNDS

	At 1.4.19 £	Net movement in funds £	Transfers between funds £	At 31.3.20 £
Unrestricted funds				
General fund	10,361	2,640	18,085	31,086
Restricted funds				
Welsh Government Grant	4,146	(247)	-	3,899
WCVA - Third Sector Partnership				
Council	10,094	(2,642)	-	7,452
CEDAW	13,108	(1,026)	-	12,082
Unrestricted fund	16,141	-	(16,141)	-
EHRC unrestricted	1,995	(9)	(1,986)	-
100 Welsh Women	6,306	(3,397)	-	2,909
Oxfam	1,995	(2,037)	42	-
Rosa	-	1,455	-	1,455
	<u>53,785</u>	<u>(7,903)</u>	<u>(18,085)</u>	<u>27,797</u>
TOTAL FUNDS	<u>64,146</u>	<u>(5,263)</u>	<u>-</u>	<u>58,883</u>

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

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	1,823	817	2,640
Restricted funds			
Welsh Government Grant	119,904	(120,151)	(247)
WCVA - Third Sector Partnership			
Council	3,501	(6,143)	(2,642)
Big Lottery	10,000	(10,000)	-
CEDAW	4,540	(5,566)	(1,026)
EHRC unrestricted	-	(9)	(9)
100 Welsh Women	-	(3,397)	(3,397)
Oxfam	-	(2,037)	(2,037)
Rosa	20,000	(18,545)	1,455
	<u>157,945</u>	<u>(165,848)</u>	<u>(7,903)</u>
TOTAL FUNDS	<u>159,768</u>	<u>(165,031)</u>	<u>(5,263)</u>

WOMEN'S EQUALITY NETWORK WALES

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2020**

8. MOVEMENT IN FUNDS - continued

Comparatives for movement in funds

	At 1.4.18 £	Net movement in funds £	At 31.3.19 £
Unrestricted funds			
General fund	7,719	2,642	10,361
Restricted funds			
Welsh Government Grant	4,146	(20)	4,126
WCVA - Third Sector Partnership			
Council	8,324	1,770	10,094
CEDAW	2,000	(2,000)	-
Unrestricted fund	16,141	20	16,161
Baring Fund 10005 Q1	8,036	5,072	13,108
Engender RC Europeans women lobby	38	(38)	-
Nat Assembly Women	364	(364)	-
EHRC unrestricted	1,995	-	1,995
100 Welsh Women	-	6,306	6,306
Oxfam	-	1,995	1,995
	<u>41,044</u>	<u>12,741</u>	<u>53,785</u>
TOTAL FUNDS	<u>48,763</u>	<u>15,383</u>	<u>64,146</u>

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

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	2,662	(20)	2,642
Restricted funds			
Welsh Government Grant	114,362	(114,382)	(20)
WCVA - Third Sector Partnership			
Council	3,560	(1,790)	1,770
CEDAW	4,930	(6,930)	(2,000)
Unrestricted fund	-	20	20
Baring Fund 10005 Q1	16,000	(10,928)	5,072
Engender RC Europeans women lobby	-	(38)	(38)
Nat Assembly Women	-	(364)	(364)
100 Welsh Women	12,843	(6,537)	6,306
Oxfam	4,995	(3,000)	1,995
	<u>156,690</u>	<u>(143,949)</u>	<u>12,741</u>
TOTAL FUNDS	<u>159,352</u>	<u>(143,969)</u>	<u>15,383</u>

WOMEN'S EQUALITY NETWORK WALES

NOTES TO THE FINANCIAL STATEMENTS - continued **FOR THE YEAR ENDED 31 MARCH 2020**

8. MOVEMENT IN FUNDS - continued

A current year 12 months and prior year 12 months combined position is as follows:

	At 1.4.18 £	Net movement in funds £	Transfers between funds £	At 31.3.20 £
Unrestricted funds				
General fund	7,719	5,282	18,085	31,086
Restricted funds				
Welsh Government Grant	4,146	(267)	-	3,879
WCVA - Third Sector Partnership				
Council	8,324	(872)	-	7,452
CEDAW	2,000	(3,026)	-	(1,026)
Unrestricted fund	16,141	20	(16,141)	20
Baring Fund 10005 Q1	8,036	5,072	-	13,108
Engender RC Europeans women lobby	38	(38)	-	-
Nat Assembly Women	364	(364)	-	-
EHRC unrestricted	1,995	(9)	(1,986)	-
100 Welsh Women	-	2,909	-	2,909
Oxfam	-	(42)	42	-
Rosa	-	1,455	-	1,455
	<u>41,044</u>	<u>4,838</u>	<u>(18,085)</u>	<u>27,797</u>
TOTAL FUNDS	<u>48,763</u>	<u>10,120</u>	<u>-</u>	<u>58,883</u>

A current year 12 months and prior year 12 months combined net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	4,485	797	5,282
Restricted funds			
Welsh Government Grant	234,266	(234,533)	(267)
WCVA - Third Sector Partnership			
Council	7,061	(7,933)	(872)
Big Lottery	10,000	(10,000)	-
CEDAW	9,470	(12,496)	(3,026)
Unrestricted fund	-	20	20
Baring Fund 10005 Q1	16,000	(10,928)	5,072
Engender RC Europeans women lobby	-	(38)	(38)
Nat Assembly Women	-	(364)	(364)
EHRC unrestricted	-	(9)	(9)
100 Welsh Women	12,843	(9,934)	2,909
Oxfam	4,995	(5,037)	(42)
Rosa	20,000	(18,545)	1,455
	<u>314,635</u>	<u>(309,797)</u>	<u>4,838</u>
TOTAL FUNDS	<u>319,120</u>	<u>(309,000)</u>	<u>10,120</u>

WOMEN'S EQUALITY NETWORK WALES

NOTES TO THE FINANCIAL STATEMENTS - continued FOR THE YEAR ENDED 31 MARCH 2020

8. MOVEMENT IN FUNDS - continued

Transfers between funds

The transfer of the EHRC unrestricted fund of £1,986 and the Unrestricted fund of £16,141 to general fund represents a correction of funds which were incorrectly reflected within restricted reserves.

9. RELATED PARTY DISCLOSURES

There were no related party transactions for the year ended 31 March 2020.

WOMEN'S EQUALITY NETWORK WALES

**DETAILED STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 MARCH 2020**

	2020 £	2019 £
INCOME AND ENDOWMENTS		
Donations and legacies		
Donations	5	-
Investment income		
Deposit account interest	17	-
Charitable activities		
Grants	157,941	156,690
Other Revenue	1,805	2,662
	<hr/>	<hr/>
	159,746	159,352
Total incoming resources	159,768	159,352
EXPENDITURE		
Charitable activities		
Trustees' expenses	142	29
Wages	90,822	69,012
Social security	5,195	-
Pensions	3,290	-
Insurance	245	242
Telephone	524	-
Marketing	20,149	15,701
Travel and subsistence	5,036	6,407
Membership and registration fees	859	1,062
Consultancy fees	7,247	30,812
Events and resources	13,774	9,007
IT Equipment	278	-
Translation costs	1,615	2,019
Training costs	500	13
Accommodation	3,144	2,358
Office Overheads	1,945	2,646
Policy & Research	6,432	-
Mentee expenses	705	-
Evaluation	420	-
Bank charges	80	-
	<hr/>	<hr/>
	162,402	139,308
Support costs		
Support costs		
Accountancy and legal fees	2,629	4,661
	<hr/>	<hr/>
Total resources expended	165,031	143,969
	<hr/>	<hr/>
Net (expenditure)/income	<u>(5,263)</u>	<u>15,383</u>

This page does not form part of the statutory financial statements