



# **Report and Financial Statements**

## **For the Year Ended 31 March 2020**

Any enquiries regarding this publication should be sent to us at: [info@fawcettsociety.org.uk](mailto:info@fawcettsociety.org.uk)

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# The Fawcett Society

(A company limited by guarantee no 04600514 Registered charity no 1108769)

## **Report and Financial Statements For the Year Ended 31 March 2020**

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## Legal and administrative information

<b>Board of Trustees:</b>	Fiona Mactaggart	Chair
	Karen Bradshaw	Vice Chair
	Iain Simpson	Treasurer
	Mansoor Ali	(resigned November 2019)
	Emily Anstead	
	Farah Ahmad Perez	(resigned November 2019)
	Jacqueline Baxter	(resigned November 2019)
	Caroline Bernard	(elected November 2019)
	Richard Chapman-Harris	(resigned July 2019)
	Ayesha Hazarika	
	Baroness Anne Jenkin	
	Resham Kotecha	(appointed November 2019)
	Zahra Latif	(elected November 2019)
	Rachel McLachlan	
	Liz Moseley	
	Tanya Tunley	
	Sam Walker	(elected November 2019)
<b>Chief Executive Officer</b>	Samantha Smethers	
<b>Company Registration number</b>	04600514	
<b>Charity registration number</b>	1108769	
<b>Registered office</b>	Suite 222 China Works 100 Black Prince Road London SE1 7SJ	
<b>Independent Auditor</b>	Kevin Fisher, FCA, (Senior Statutory Auditor) Myrus Smith Chartered Accountants and Statutory Auditor 8 Burnell Road Sutton, Surrey SM1 4BW	
<b>Accounts Preparation</b>	ExcluServ Limited 1 Fore St Ave Moorgate London EC2Y 9DT	
<b>Bankers</b>	Unity Trust Bank Plc Nine Brindley Place Birmingham B1 2HB	CCLA Investment Management Ltd 80 Cheapside London EC2V 6DZ
	Natwest Bank 169 Victoria Street London SW1E 5BT	The Charity Bank Ltd Fosse House 182 High Street Tonbridge TN9 1BE

# Trustees' Annual Report 2019-20

The members of the Board who act as Directors of the charity for the purposes of the Companies Act, and Trustees for charity law purposes, submit their annual report and the financial statements of the Fawcett Society ('Fawcett') for the year. The Board confirms that the annual report and financial statements of the charity comply with the Charities Act 2011, the Companies Act 2006, the Articles of Association, and 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).

## Structure, governance and management

The Fawcett Society is a registered charity (1108769) and company limited by guarantee (04600514). Our original governing documents consisted of a Memorandum and Articles of Association which incorporated the organisation on 26 November 2002, and which was subsequently amended by special resolutions dated 18 September 2004 and 7 March 2005. These governing documents were superseded by new Articles of Association that were approved at the Annual General Meeting held on 2 November 2013 and amended at the Annual General Meetings on 12 November 2016 and 30 November 2019.

The Fawcett Society is a membership organisation and the Board is accountable to the members. Up to nine Board members are elected by the membership. A further four can be co-opted. Trustees are recruited following a skills audit of Board members to ensure that the Board has the right mix of skills and experience. Trustees are required to retire from office at the third annual general meeting following the commencement of their term of office, serving a maximum of two terms of office. There is an induction process in place to support new Trustees. The Board meets at least four times during the year. There are also four subcommittees – Finance, Audit and Risk, Governance, Income and Membership and also the Equal Pay Fund Committee. A scheme of delegation is in place and day-to-day responsibility for ensuring the charity delivers on its aims and objectives is delegated to the Chief Executive.

Trustees have continued to keep the organisation's governance needs and the diversity of the board under review and this year saw the Board undertake a skills audit and open recruitment for new Trustees. A Treasurer and Vice-Chair elected by the Board provide support to the Chair.

The Trustees are responsible for staff pay, benefits and terms and conditions. The Finance, Audit and Risk Committee reviews salary levels and any pay awards, making a recommendation to the board. Remuneration is reviewed annually, pay ranges are set out in the staff handbook and the salaries which are set reflect the roles and responsibilities of each postholder. Salaries are set at an appropriate level to retain excellent staff, while also making a comparison with rates of pay in the charity sector for similar roles and size of charity. In addition to pay we also provide annual leave and pension contributions above the legal minimum.

Major risks are reviewed quarterly by the full board and are also kept under review on a monthly basis by the Finance, Audit and Risk Committee. The board monitors impact, probability, mitigations taken and identifies any additional action required. The impact of COVID19 on the charity has been a major focus for the board since March 2020, as set out on p7 of this report.

## Public benefit

Fawcett campaigns to promote equality and diversity, in particular equality between women and men, and to eliminate gender discrimination for the benefit of the public in the UK. The notion of public benefit is enshrined in our objectives and we do not restrict access to this benefit. The Board refers to the Charity Commission's general guidance on public benefit when reviewing its aims and objectives and in any planning of future activities.

## Our vision

A society in which women and girls in all their diversity are equal and truly free to fulfil their potential; creating a stronger, happier, better future for us all.

## Our mission

We are the UK's leading membership charity campaigning for gender equality and women's rights.

We publish compelling research to educate, inform and lead the debate; we bring together politicians, academics, grassroots activists and wider civil society to develop innovative, practical solutions; we work with employers and in schools and we campaign with women and men to make change happen.

We are the only national organisation rooted in the suffrage movement with over 150 years of evidence-based campaigning. We focus on removing the structural and underlying causes of gender inequality.

## Our values

We have established three groups of brand values which define how we want Fawcett to be perceived externally.

- Dynamic, bold, spirited, pioneering.
- Authoritative, respected, practical, credible.
- Engaging, plain speaking, approachable.

## Our charitable objectives

Fawcett is the UK's leading campaigning organisation for gender equality and women's rights. Fawcett works to promote equality and diversity, in particular equality between women and men and to eliminate gender discrimination for the benefit of the public including (but without limitation) by:

- a) Raising awareness of all aspects of discrimination in society by publications, lectures, use of the media, public advocacy and other means of communication
- b) Conducting or commissioning research on equality and publicising the results of the same to the public;
- c) Advancing education in equality and diversity whether by teaching or producing materials;
- d) Promoting attitudes, customs and practices in favour of equality by use of publications, media and public advocacy.

## Summary of activities, achievements and performance

### TEAM FAWCETT

#### Trustees

During the year we said goodbye to our Treasurer, Mansoor Ali who handed over to Iain Simpson as the incoming Treasurer. We also said goodbye to Farah Ahmad Perez, Jacqueline Bradshaw (Vice-Chair) and Richard Chapman-Harris. We are very grateful to them for their service as trustees. Karen Bradshaw was appointed as Vice-Chair. At the AGM in November 2019 we were pleased to welcome Caroline Bernard, Resham Kotecha, Zahra Latif and Sam Walker to the board. Between them they bring a wealth of experience and expertise of working in government, charity campaigning and communications and people management.

#### Staff

Fawcett's staff team remains small but has seen a number of changes during the year. We said farewell to our IT and Systems Manager, Alex Sassmanshausen and Fundraising and Membership officer, Ben Gerrish, also to Lucie Parker, Temp Senior Policy and Research Officer, our Head of Strategy and Business Development, Hester Liakos and one half of our job-share Head of Policy and Campaigns, Ella Smillie. Gemma Rosenblatt remains in post as Head of Policy and Campaigns and we have decided not to retain Hester Liakos' post but instead redirect the funding to other posts in the team to ensure we have a sustainable structure going forward. Both our Communications Manager, Heenali Patel and Communications, Marketing and Events Officer, Leyla Reynolds left us towards the end of the year so we brought in Priscilla Owusu as our Interim Communications Manager to cover our communications activity and have now recruited Jo Thom as a Senior Digital Communications Officer to provide much-needed support in the team. Kanndiss Riley also joined us as our Information and Systems Support Officer and Molly Mayer is our new Senior Policy and Research Officer. We have also taken the opportunity this year to develop a number of roles and promote some members

of the team. Sanmeet Kaur was promoted to Senior Policy and Public Affairs Officer. Bea Pitel is now our Senior Campaigns Officer. Manuela Campbell joined us in October to work on membership and fundraising. Our Fundraising Manager, Hester Waterfield returned from maternity leave but decided to take up a new post elsewhere so we have promoted Manuela to Fundraising, Partnerships and Membership Manager. We are also in the process of recruiting a new Fundraising Officer to work with Manuela in the fundraising team. Nicola Hurley is now our People and Operations Manager and Catherine Marren has been promoted to Junior Research and Administrative Officer.

## Volunteers

Fawcett remains a small charity with a dedicated staff team. But Trustees recognise that we simply could not achieve everything we do without our volunteers. We express our gratitude to each and every one of them. Fawcett has been particularly fortunate this year to benefit from the work of 32 volunteers in addition to the groups volunteers (discussed below). They have contributed in numerous ways. For example; by liaising with members and supporters, carrying out policy and research work, supporting our social media activity, volunteering and speaking at events, helping to run our online shop and also providing administrative support.

The Trustees are also grateful to the individuals and organisations who make in-kind contributions to Fawcett's work throughout the year. We want to express our gratitude to them for donating their skills, expertise, time or facilities in support of our work. We are particularly grateful to our Equal Pay Bill working group who have given a significant amount of pro bono expertise to help us develop the Right to Know and other equal pay legislative reform proposals.

## Local Groups

We currently have 21 active Local Fawcett groups across the UK including in Milton Keynes, The West Midlands, East London and Merseyside. The local groups have been working really hard to raise awareness of Fawcett's work in their local areas as well as fundraising for Fawcett and campaigning on local issues affecting women and girls. We'd like to say a huge thank you to them for their ongoing support.

Local groups played an active role this year in our Gender Stereotypes in Early Childhood Commission by carrying out a high street audit to provide evidence on the everyday use of gender stereotypes by retailers. This data will feed into the Commission's final report which will be published at the end of the year.

The Trustees wish to express their thanks to the many volunteers who play an important role in delivering the work of the Fawcett Society. The Trustees recognise that the local voluntary activities of Fawcett's members across the UK as well as the practical support offered by volunteers to Fawcett's administrative, fundraising, policy and communications work have been invaluable in promoting its charitable aims.

## Members

Fawcett's membership grew during this period with 1,152 new members and a net increase of 364 members, the total number of members at the end of the period was 3,946. To work towards the goal of increasing engagement, new recruitment approaches were taken, including a free membership offer for existing members to extend to their friends and family. The initial phase of this pilot was very successful with nearly 400 members signing up. We will have a better understanding of retention of these new members by December 2020.

This recruitment was run in parallel with steps taken to improve member retention with a revamp of membership communications, including two new specialist monthly e-newsletters: fawcettfaves and our CEO's personal newsletter, Courage Everywhere. The goal is to provide members with an excellent experience through compelling content alongside opportunities to engage via local groups, campaigning asks, events and other ad hoc opportunities such as contributing to our research.

Fawcett continues to offer a range of membership models and rates in addition to the standard rate of £8 per month, including a concessionary rate from £1 per month and FawcettPlus from £35 per month.

Without our members we simply would not be able to run our independent, evidence-based campaigns. Our COVID response #MakeWomenVisible campaign, initiated soon after the pandemic broke, was only possible because of the core funding that membership subscriptions give us. It has enabled us to remain relevant and ensured a strong response from us through this crisis. Our Sex and Power 2020 Index, similarly, was funded by



member subscriptions. Our Early Childhood Commission on Gender Stereotypes has also only been possible because of membership subscriptions which have funded core staff capacity and also some research activities.

## INCOME GENERATION

### Fundraising

We lost some fundraising capacity during the year with one member of staff on maternity leave, so we have had to work hard to maintain income at the required level. Income from donations is down on last year, but that is largely because last year's total was inflated by one donation of £366k. Membership income has remained steady. Income from trusts and foundations is largely restricted income and increased from £436k last year to £469k this year. We held a fundraising event at the Museum of London in March 2020, supported by our President Jenni Murray, and feminist activist and author, Esua Goldsmith. The event featured Millicent Fawcett's brooch which has been placed on long loan with the Museum and is now on display. We are incredibly grateful to all our donors and funders for their continued support. We recognise that we simply could not exist without you.

We carry out our fundraising in-house and do not commission an external fundraising company or use professional fundraising services. We are GDPR compliant and ensure that we have permission to contact those whom we target with direct fundraising appeals. We are registered with the Fundraising Regulator and comply with their code of conduct.

### Trading activities

Overall trading income this year has been down on last year, which was expected. Income from events almost doubled from £6k to £12k but income from our online shop was down from £44k last year to £25k this year.

## COVID 19

Towards the end of this reporting period the coronavirus pandemic began to take hold. This required us to close our office, shift all our work and events online and re-organise and re-plan projects. Fortunately, staff frequently work from home in any case so this was not too disruptive. However, our concern has been for the wellbeing of our staff during this incredibly difficult time, so we have prioritised that. We have also revised down our expectations for donations and membership income in the 2020-21 financial year in the anticipation that income will be down. As we write this report, the first and second quarters of the 2020-21 financial year are looking more positive than we expected.

It became apparent very early on that this pandemic was going to have a significant adverse impact on women and girls. In response we launched our #Makewomenvisible campaign and pulled together a coalition of over 80 women's organisations. This was only possible because of the income generated by membership subscriptions as we have had to fund our initial work from core funding. We have also been gathering research data, focussing on particular groups including parents, Black, Asian and minority ethnic women, disabled women and the low paid. We anticipate that a significant proportion of our work in the coming year will be focussing on the impact of the pandemic on women, but we will also maintain our focus on key projects which are already underway.

## POWER

### Sex and Power 2020

In January we published our Sex and Power Index which charts the extent of male domination of positions of power and the slow pace of change, with women still missing in significant numbers from top jobs in politics, the law, civil service, trade unions, charities, professional bodies and sport bodies. The Index also reveals an alarming lack of women of colour across the top jobs in all sectors with less than 1% of all positions of power. In the law The Supreme Court has two women justices out of 12 (17%). Since its formation in 2009, there has never been a Supreme Court Judge who is a person of colour. In world of business women make up just over one in 20 CEOs of FTSE 100 companies. This remains unchanged since our last report in 2018. None of these CEOs are women of colour. In education: women make up just 39% of Secondary Head Teachers. This figure has not changed since we last reported in 2018 and has risen by just 6% since 2005. Women make

up 30% of university vice-chancellors – but only 1% of university vice-chancellors are women of colour. In the media women make up only 21% of national newspaper editors – with just four women in the top jobs. In sport women make up 21% of national Sport Governing Body CEOs, a drop from 26% in 2018. Only 4% of Premier League Clubs are led by women. In the House of Commons 34% of MPs are women - up only 2 percentage points at the recent election. Women of colour now make up 17% of women MPs, which is in line with the population as a whole.

## Equal Power Campaign

Although women's representation in the Commons has improved, we are only 36th in the world between Belarus and Monaco. While we must celebrate a record number of women taking their seats in parliament, progress is still far too slow and groups of women are still substantially under represented throughout local and national politics. Women of colour, disabled women, women of faith, young women and women with caring responsibilities often face multiple barriers and levels of discrimination which prevents them reaching positions of power.

In response Fawcett has launched a new ground-breaking campaign – Equal Power – with a coalition of women's and civil society organisations to tear down the barriers that stop women's voices from being heard at every level of politics and within their communities. This campaign offers women the chance to participate in workshops, networks and support circles which will support their entry into public and political life.

The 'Equal Power' coalition is led by The Fawcett Society and includes Centenary Action Group, Citizens UK, 50:50 Parliament, Muslim Women's Network UK, The Parliament Project and Glitch and is funded by a half a million-pound grant from Comic Relief. We launched with a target to engage with over 4,500 women over three years with sessions in London, Greater Manchester and Birmingham and the West Midlands. However, with the impact of COVID we have switched delivery from face-to-face sessions to running them all online. This has enabled us to increase the number of workshops we are running and also reach women from all over the country.

Women who are interested in learning how to stand for election as an MP or local councillor can take part in 'become a candidate' training sessions and peer support circles. Workshop sessions will include training on community organising to help participants understand how to make change both in their local area and nationally on issues they care about. Women of colour will be invited to take part in 'overcoming barriers' sessions which are being run by Muslim Women's Network UK. Women politicians can join our Equal Power network, and gain and give support for women in Westminster and beyond.

## APPG Women in Parliament

The Women in Parliament APPG campaigns to increase the number of women in Parliament and supporting women in Parliament and those standing for public office. In June 2019 the group held a meeting looking at the issue of the harassment and intimidation of women in politics. In recent years there has been a worrying rise in abuse, harassment and intimidation directed at politicians, with women MPs being particularly targeted. The APPG discussed how much of this abuse cuts across party lines, and the impact it has on female candidates and MPs. Panellists included Vicky Ford MP, Rt Hon Harriet Harman QC MP, and the then Cabinet Officer minister Kevin Foster MP, Seyi Akiwowo (Glitch UK) and Fawcett's Chief Executive. The group formally reconstituted in January 2020 following the general election. A number of newly-elected MPs joined the group, with the first meeting focusing on the issues facing new women MPs. As of March 2020, the group is chaired by Maria Miller MP, former chair of the Women and Equalities Select Committee.

## Abuse of women in public life

In May 2019 we published an open letter to the Prime Minister calling for a lifetime ban for candidates who promote violence or rape and also launched a petition which quickly secured close to 100k signatures. This was in response to events during the European Election where one particular candidate made rape threats against the MP Jess Phillips. A wide range of organisations and women in politics joined our call for action. We had meetings with the Electoral Commission and the Committee on Standards in Public Life and agreed that electoral law urgently needs reform as there is no requirement on political parties or candidates to sign up to a code of conduct and no sanction other than sanctions concerned with financial or procedural irregularity. We also engaged ministers and officials on their proposals for the reform of electoral law.

## Local Government

In May we maintained our long-standing focus on local government to highlight the lack of progress in selecting women candidates for local elections. New data produced by the Fawcett Society and Democracy Club found that more than 100 years since some women first won the vote, women's representation in local government remains stuck in slow gear. 34% of the people running in the local elections on 2nd May were women, up just three percentage points on the last time that these councils went to the polls in 2015. If the pace of change over the last two elections is maintained, it will take over 32 years and eight election cycles for women to achieve equality on these councils. In response, we called for political parties to take urgent action by setting targets and a plan for change. As a result, the number of women councillors elected showed only a small improvement, now at 35% with just 1 in 5 councils headed by women leaders.

## Make Devolution Work for Women

Funded by Barrow Cadbury Trust, we continued our work in Greater Manchester and the West Midlands, working with partners in each region. In November we published a new report – Including Women's Voices which shows that:

- Women make up just 21% of all members of the boards of Combined Authorities;
- Only one of the 95 members of these groups is a woman of colour;
- Some boards have as few as 1 in 10 female members;
- Not one of the eight 'Metro Mayors' are women.

The new report is the result of two years spent working with women in Greater Manchester and the West Midlands to put gender onto the devolution agenda. It calls for changes to get more women around the top table, while also highlighting the need to get the voices of ordinary women heard in policymaking. The report calls for each Metro Mayor to create a permanent, resourced, and diverse Women's Commission that can engage at grassroots level and scrutinise policy decisions. We are delighted to say that Manchester is now in the process of establishing its first ever Women's Panel. In the West Midlands we successfully launched the mayoral manifesto for women and girls, working with a number of local partners.

Working with the Women's Budget Group and funded by Unite the Union, we turned the spotlight on Sheffield and published new data which reveals that there are 42,600 fewer women than men employed across the Sheffield City Region, a gender employment gap of nine percentage points. There is also an overall gender pay gap of 14% across the Sheffield City Region. Women in full and part time work in the region earn on average £10,781 less than men annually. Supported by long-standing Fawcett member, and former Sheffield Hillsborough MP Helen Jackson, we held an event at Sheffield Hallam University to launch the report and engage women in the region.

## MONEY

### Equal Pay – 50 years of the Equal Pay Act

To mark 50 years of the Equal Pay Act, Fawcett has been working with leading equal pay lawyers and experts to develop proposals to strengthen the law. On Equal Pay Day in November 2019 we launched our Right to Know campaign, calling for women to have the right to know what a male colleague is earning if she suspects pay discrimination. Chef, Kay Collins led our petition for the law change which rapidly secured 50,000 signatures. Our research and also the experience of women using our Equal Pay Advice Service shows that women often suspect they are paid unequally but cannot find out basic pay information in order to challenge it unless they bring a case at a tribunal. In February we published our Equal Pay Bill which was introduced in the House of Lords by Baroness Prosser and launched at an event with Women and Equalities Select Committee Chair, Caroline Nokes MP speaking alongside our host, Mother of the House Rt Hon Harriet Harman MP. The bill would strengthen our Equal Pay legislation to give women the right to know and would also introduce gender pay gap reporting by ethnicity. As private members' legislation the bill is unlikely to become law, so we will also be pursuing this further with amendments to the Employment bill when it comes before parliament. We were delighted that the Leader of the Labour Party, Keir Starmer MP announced his support for the Right to Know to mark the 50<sup>th</sup> anniversary of the Equal Pay Act in May. We had planned a major event to mark the 50<sup>th</sup> anniversary but Covid 19 has forced us to change our plans and switch to an online event where we focussed on the issue of social care and low pay. 83% of social care workers are women.

## Pay and Progression of Women of Colour

Funded by the Smallwood Trust, we are working in partnership with the Runnymede Trust to deliver a project exploring the pay and progression of women of colour. Building on the Government's Race Disparity Unit's work and the independent McGregor-Smith Review, we will explore in depth ways to unlock the potential of women of colour at work, by understanding the inequalities and intersecting barriers they experience, and the solutions they think would help to overcome them. The project aims to gather a clear picture of the points at which intersecting gender and ethnicity differences in pay and progression begin to set in, for different groups of women.

We will be exploring what intersecting or multiple forms of discrimination and disadvantage mean in terms of lived experience for women of colour; a more detailed understanding of how they manifest in the workplace; and how women of colour themselves think they can be tackled. We have established an advisory group for the project, Chaired by former Fawcett Vice-Chair Tanya Joseph.

## Equal Pay Advice Service

Funded by Carrie Gracie's donation and additional individual donations and working in partnership with YESS Law we have continued to run our Equal Pay Advice Service. The service does not litigate. Instead it supports women at the early stages of their equal pay case to have a conversation with their employer and settle the claim. To date we have had 162 inquiries and approximately half of them have gone on to become live cases. The vast majority are women earning £30k per year or less. Three quarters of our clients keep their jobs. Sums secured for women using the service range from several thousand pounds to tens of thousands. The total amount of additional pay secured for women using the service to date is £137k. Most of these cases settle confidentially. YESS Law have decided that they no longer have the capacity to run the service so we have regrettably had to suspend it pending a new delivery partner being confirmed. We are in the process of negotiating this. It is clear from our experience of running this service however that our equal pay laws are fundamentally flawed. If an employer refuses to provide any pay information about a male comparator there is little she can do about it unless she brings a claim at a tribunal. This is why we have launched our campaign to strengthen the law and introduce the Right to Know.

## GENDER NORMS and STEREOTYPES

### Commission on Gender Stereotypes in Early Childhood

In 2019 we launched a Commission on Gender Stereotypes in Early Childhood. Society teaches our children life-limiting stereotypes from the moment they are born. Fawcett has launched an expert Commission on Gender Stereotypes in Early Childhood to build a new consensus on the impact gender stereotypes have and how, together, we can end them. Chaired by Professor Becky Francis and David Lammy MP and with a remit including education, parenting and the commercial sector, the Commission is gathering and publishing evidence on the extent of harmful gender stereotypes and their harms and impacts. We are also considering practical solutions to change childhood and change lives and is exploring how gender stereotypes interact with other identity characteristics such as race and class. It is due to report at the end of 2020. When we launched the work in April 2019 we published new research to show:

- Six in ten (61%) parents (63% of mothers and 60% of fathers) agreed that "The way that retailers and manufacturers market products for children reinforces stereotypes about what girls and boys can do", compared with 11% who disagreed, 24% who neither agreed nor disagreed, and 3% who didn't know.
- Six in ten (59%) people polled agreed that 'it is more acceptable for a girl to be a 'tomboy' than for a boy to be 'feminine', compared to just 11% who disagreed/ 25% neither agreed or disagreed and 4% didn't know.
- 69% of men aged 18-35 said that "stereotypes about what girls and boys can or should do have a negative effect on people's perceptions of what it means to be a man or a woman"

## **WOMEN'S RIGHTS**

### **Sexual Harassment**

We are working with women's organisations from across the four nations of the UK on a project to tackle sexual harassment in the workplace. This is funded by Rosa and the Justice and Equality Fund's Now's the Time programme which is funded by Times Up UK. The project aims to equip employers to be more proactive in their efforts towards eradicating sexual harassment. The current approach relies on women reporting experiences that can be incredibly sensitive and traumatic. This puts them in a vulnerable position personally and within their workplaces.

The project, which is running over two years (2019-2021), will provide evidence of what works in tackling workplace sexual harassment, develop new resources for employers and campaign for change. The project will benefit from the contribution of the unique expertise of each organisation: The Fawcett Society, Wales-based Chwarae Teg (FairPlay), Scotland-based Close the Gap and the Women's Resource and Development Agency, which is based in Northern Ireland.

Since our Sex Discrimination Law Review in 2018 we have been campaigning for the law on sexual harassment to be strengthened, reinstating Section 40 of the Equality Act to protect workers from harassment from clients, co-workers and customers and also to place a new duty on employer to prevent harassment. Last year the Government consulted on proposals to strengthen the law. The proposals did not go far enough but this is still welcome progress.

### **APPG on Sex Equality**

Last year the Group was co-chaired by Baroness Nicky Morgan and Jess Phillips MP, in 2019 the APPG on Sex Equality focused on the issue of sexual harassment at work. Following the group's meeting in January looking at sexual harassment in the workplace, it became clear that women in the hospitality industry are at particular risk, with many employers failing to protect staff. We know that those working in the hospitality industry are disproportionately young women. They are overwhelmingly low paid and in insecure work. Across hospitality and tourism, 24% of the workforce is made up of non-British nationals and we know that migrant women workers are particularly vulnerable to exploitation. The APPG supported our calls for government to strengthen the law. Panellists included Dame Laura Cox DBE, Kate Nicholls – CEO of UKHospitality, Nahir de la Silva – Latin American Women's Rights Services and Alice – a Bar Manager in central London.

### **Misogyny hate crime**

We have continued our campaigning in partnership with Citizens UK, to make misogyny a hate crime. We have also fed into the Law Commission's Hate Crime review which has reported and the proposals are now out for consultation, including misogyny hate crime. We will be contributing further to the consultation.

## **REACH AND PROFILE**

Throughout the year Fawcett's reach and profile have remained very strong.

### **Fawcett representation**

Our Chair and Chief Executive have spoken at numerous events throughout the year.

Our Chief Executive was named by the House Magazine as one of the top 100 influential women in Westminster. She also received the Freedom of the City of London in recognition of her work to mark 100 years of first votes for women.

### **Consultation responses**

We have submitted a number of consultation responses to government proposals including the Online Harms White Paper, a consultation on Parental leave and Pay, Flexible working, the Single Enforcement Body and Strengthening the Law on Sexual Harassment and also to the Law Commission on making misogyny a hate crime.

## Media coverage

We have maintained a strong media profile through the year averaging 350 news stories per month including coverage in most major national news outlets as well as a strong regional media presence. Unlike the previous year, which saw an unusually large proportion of our activity driven by external events such as the centenary of first votes for women, this year's coverage has been significantly more reliant upon Fawcett generated stories. This has meant that Equal Pay Day has been far and away our biggest successes in terms of volume of coverage. It is also worth noting that the quality of coverage of Equal Pay Day was extremely strong, with a good show for Fawcett on key Radio 4 outlets, from Today to Woman's Hour to PM. On this day alone we secured 974 pieces of news coverage with a combined reach of 181 million.

## Social media

Our reach on Twitter has increased from 53.5k at the beginning of the year to over 60k now, and on Facebook remains strong at 16k. Our Instagram presence has increased by over a third to 8k followers.

## Website

Website performance remains strong averaging 18,250 visits per month throughout the year. We have been updating and improving the website but need to do more to ensure we maximise the use of film and audio outputs alongside the existing content.

## FINANCIAL REVIEW

### Investments

The cash reserves of the Fawcett Society are invested across three banks and one investment management fund in order to spread our risk.

### Reserves Policy

The reserves policy is set by the Board and reviewed annually. Reserves are maintained at a level which ensures the charity's core activity could continue during a period of unforeseen difficulty and all reserves are in cash or near cash.

To allow the charity to be managed efficiently and to provide a buffer for uninterrupted services and fluctuations in income, the Fawcett Society aims to maintain unrestricted reserves equivalent to three months of expenditure. Funds at the balance sheet date were £496k (£481k 2019). Of these funds, £294k represents restricted funds (£289k 2019) and £201k is unrestricted (£192k 2019), an increase of £9k on last year's unrestricted reserves, bringing us closer to our three-month target.

As a result of the Covid crisis all charities face a challenging financial environment in 2020/21. Our priority is to protect the work of the charity, and so we will work hard to ensure a steady source of funding, will take any necessary steps to reduce costs but will also use reserves as necessary, balancing this with the need to ensure the viability of the charity going forward. The Board is meeting regularly with the CEO to discuss and update the risk register and is closely monitoring cashflow, income and expenditure. The Board's Finance, Audit, and Risk committee monitors cashflow on a monthly basis.

## ACKNOWLEDGEMENTS

The board would like to express their appreciation for the generosity of the many individuals, institutions and charitable trusts which have contributed to Fawcett Society's funds during the twelve months covered by this report. In particular, they would like to acknowledge and express appreciation for the following grants: Joseph Rowntree Charitable Trust; Joseph Rowntree Reform Trust, Esmée Fairbairn Foundation; Comic Relief, Barrow Cadbury Trust, The Sisters' Trust, Smallwood Trust, Rosa and partnership funding from the Equality and Human Rights Commission, Pearson, Starling Bank and we particularly want to record our thanks to Carrie Gracie whose substantial 2018 donation provides ongoing support for our equal pay work.



## STATEMENT OF TRUSTEES' RESPONSIBILITIES

The Trustees (who are also Directors of The Fawcett Society for the purposes of company law) are responsible for preparing the Trustees' Annual Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the Trustees to prepare financial statements for each financial year 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 and application of resources, including the income and expenditure of the charitable company for that period. In preparing these financial statements, the Trustees are required to:

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

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

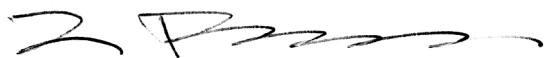
In so far as the Trustees are aware:

- there is no relevant auditable information of which the charitable company's auditor is unaware and
- the Trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information.

The Trustees are responsible for the maintenance and integrity of the corporate and financial information included on charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislations in other jurisdictions.

### Small company provisions

This report has been prepared in accordance with the special provisions for small companies under Part 15 of the Companies Act 2006.



Signed on behalf of the Board of Trustees

**Fiona Mactaggart - Chair**

Date: 22/10/20

# Auditor's Report

## Opinion

We have audited the financial statements of The Fawcett Society (the 'charitable company') for the year ended 31 March 2020 which comprise the Statement of Financial Activities (including Income and Expenditure Account), the Balance Sheets, the Cashflow Statement and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2020, and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

## Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

## Conclusions relating to going concern

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

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

## Other information

The trustees are responsible for the other information. The other information comprises the information included in the trustees' annual report, other than the financial statements and our auditor's report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

## Opinions on other matters prescribed by the Companies Act 2006

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



- the information given in the trustees' report (incorporating the director's report) for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the directors' report has been prepared in accordance with applicable legal requirements.

### Matters on which we are required to report by exception

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

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

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

### Responsibilities of Trustees

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

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

### Auditor's responsibilities for the audit of the financial statements

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

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: [www.frc.org.uk/auditorsresponsibilities](http://www.frc.org.uk/auditorsresponsibilities). This description forms part of our auditor's report.

### Use of our report

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



Kevin Fisher, FCA, (Senior Statutory Auditor)

For and on behalf of Myrus Smith

Chartered Accountants and Statutory Auditor

8 Burnell Road, Sutton, Surrey SM1 4BW

Date: 10/11/2020

## Statement of Financial Activities (incorporating income and expenditure account) for the year ended 31 March 2020

	Notes	Unrestricted funds £	Restricted funds £	Total 2020 £	Total 2019 £
<b>Income and endowments from:</b>					
Donations and legacies	2	537,289	329,616	866,905	1,301,249
Charitable activities	3	26,778	-	26,778	3,349
Other trading activities	4	37,156	-	37,156	50,100
Investment income	5	987	-	987	-
Other		5,148	-	5,148	-
<b>Total income and endowments</b>		607,358	329,616	936,974	1,354,698
<b>Expenditure on:</b>					
Raising funds	6	85,823	-	85,823	110,248
Charitable activities	7	510,570	325,981	836,551	946,699
<b>Total expenditure</b>		596,393	325,981	922,374	1,056,947
<b>Net income / (expenditure)</b>		10,965	3,635	14,600	297,751
<b>Transfers between funds</b>		(2,085)	2,085	-	-
<b>Other recognised gains/(losses):</b>					
Other gains/(losses)		-	-	-	(556)
<b>Net movement in funds</b>		8,880	5,720	14,600	297,195
<b>Reconciliation of funds:</b>					
Total funds brought forward	18	192,305	288,730	481,035	183,840
<b>Total funds carried forward</b>		201,185	294,450	495,635	481,035

The Statement of Financial Activities includes all gains and losses recognised in the year. All incoming resources and resources expended derive from continuing activities.

## Balance Sheet as at 31 March 2020

	Notes	As at 31 March 2020 £	As at 31 March 2019 £
<b>FIXED ASSETS</b>	<b>14</b>		
Tangible assets		<b>7,011</b>	7,786
<b>CURRENT ASSETS</b>			
Stocks	<b>15</b>	5,519	5,499
Debtors	<b>16</b>	113,993	24,881
Cash at bank and in hand		408,627	561,757
		<b>528,139</b>	592,137
<b>CREDITORS: due within one year</b>	<b>17</b>	(39,515)	(118,888)
<b>Net Current Assets</b>		<b>488,624</b>	473,249
<b>Net Assets</b>		<b>495,635</b>	481,035
		-	-
		-	-
<b>FUNDS</b>			
Restricted funds	<b>18</b>	<b>294,450</b>	288,730
Unrestricted funds:			
Designated funds	<b>18</b>	<b>7,011</b>	7,786
General funds	<b>18</b>	<b>194,174</b>	184,519
<b>TOTAL FUNDS</b>		<b>495,635</b>	481,035

These financial statements have been prepared in accordance with the special provisions of Part 15 of the Companies act 2006 relating small companies.

These accounts were approved by the Board of Directors and authorised for issue on 22/10/20 and signed on their behalf by:



Fiona Mactaggart, Chair

The notes on pages 19 to 28 form part of these financial statements.

## Cashflow Statement for the year ended 31 March 2020

	2020 £	2019 £
<b>Net cash flow from operating activities</b>	<b>(151,597)</b>	425,261
<b>Cash flow from investing activities</b>		
Payments to acquire tangible fixed assets	(2,520)	(9,123)
Interest received	987	-
<b>Net cash flow from investing activities</b>	<b>(1,533)</b>	(9,123)
<b>Net increase / (decrease) in cash and cash equivalents</b>	<b>(153,130)</b>	416,138
<b>Cash and cash equivalents at 1 April 2019</b>	<b>561,757</b>	145,619
<b>Cash and cash equivalents at 31 March 2020</b>	<b>408,627</b>	561,757
<b>Cash and cash equivalents consists of:</b>		
Cash at bank and in hand	408,627	561,757
<b>Cash and cash equivalents at 31 March 2020</b>	<b>408,627</b>	561,757

### Reconciliation of net income/(expenditure) to net cash flow from operating activities:

	2020 £	2019 £
Net income / (expenditure) for year / period	14,600	297,195
Interest receivable	(987)	-
Depreciation and impairment of tangible fixed assets	3,295	2,419
Increase in stock	(20)	(903)
(Increase) / decrease in debtors	(89,112)	56,753
(Decrease) / Increase in creditors	(79,373)	69,241
Loss on disposal of fixed assets	-	556
<b>Net cash flow from operating activities</b>	<b>(151,597)</b>	425,261

# Notes to the Financial Statements for the year ended 31 March 2020

## 1) Accounting Policies

### General Information

The Fawcett Society is a charitable company, limited by guarantee, domiciled in England and Wales.

The registered office and company registration number are as detailed on page 3.

### Basis of Preparation

The charity constitutes a public benefit entity as defined by FRS 102. The financial statements have been prepared in accordance with 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 issued in October 2019, the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102), the Charities Act 2011, the Companies Act 2006 and UK Generally Accepted Accounting Practice.

The financial statements are prepared on a going concern basis under the historical cost convention, modified to include certain items at fair value. The financial statements are presented in sterling which is the functional currency of the charity and rounded to the nearest pound.

The significant accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all years presented unless otherwise stated.

### Company Status

The company is a private company limited by guarantee. The members of the company are the Trustees named on page 3. In the event of the company being wound up, the liability in respect of the guarantee is limited to £1 per member of the company.

### Reduced Disclosure Exemptions

The company has taken advantage of the following disclosure exemptions 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 6, Statement of Changes in Equity.

### Going Concern

The COVID-19 viral pandemic is one of the most significant economic events for the UK with unprecedented levels of uncertainty of outcomes. It is therefore difficult to evaluate all of the potential implications on the charity's operations, funding, suppliers and wider economy. The Trustees' view on the impact of COVID-19 is that, given the measures that could be undertaken to mitigate the current adverse conditions and the current resources available, they can continue to adopt the going concern basis in preparing the financial statements.

### Income

All income is recognised once the company has entitlement to the income, it is probable that the income will be received, and the amount of income receivable can be measured reliably.

Donated services or facilities are recognised when the company has control over the item, any conditions associated with the donated item have been met, the receipt of economic benefit from the use of the company of the item is probable and that economic benefit can be measured reliably.

On receipt, donated professional services and donated facilities which have a quantifiable benefit, are recognised on the basis of the value of the gift to the company which is the amount the company would have had to pay to obtain services or facilities of equivalent economic benefit on the open market; a corresponding amount is then recognised in expenditure in the period of receipt.

No amount is included in the financial statements for volunteer time in line with the SORP.

### Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, 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 classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity.

Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use.

Fundraising costs are those incurred in seeking voluntary contributions and do not include the costs of disseminating information in support of the charitable activities. Support costs are those costs incurred directly in support of expenditure on the objects of the company and include project management carried out at centrally. Governance costs are those incurred in connection with administration of the company and compliance with constitutional and statutory requirements.

## **Fund Accounting**

General funds are unrestricted funds which are available for use at the discretion of the Board in furtherance of the general objects of the charity and which have not been designated for other purposes.

Designated funds comprise unrestricted funds that have been set aside by the Trustees for particular purposes. The aim and use of each designated fund are set out in the notes to the financial statements.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the charity for particular purposes. The cost of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund are set out in the notes to the financial statements.

## **Stock**

Stock is valued at the lower of cost and net realisable value.

## **Tangible Fixed Assets**

All assets costing more than £500 are capitalised. Tangible fixed assets are stated at cost less depreciation. Depreciation is provided at rates calculated to write off the cost of fixed assets, less their estimated residual value over their expected useful lives on the following bases:

Fixture, fittings and office equipment	- 25% straight line
Website costs	- 25% to 50% straight line

## **Debtors and creditors receivable / payable within one year**

Debtors and creditors with no stated interest rate and receivable or payable within one year are recorded at transaction price. Any losses arising from impairment are recognised in expenditure.

## **Pensions**

The charity contributes to a defined contribution pension scheme. Contributions are charged to the statement of financial activities as they become payable in accordance with the rules of the scheme. The assets of the scheme are held separately from those of the charity. The charity has no liability under the scheme other than for the due payment of contributions.

## **Operating Leases**

Rentals payable under operating leases are charged on a straight-line basis over the lease term.

## **Taxation**

The charity is an exempt charity within the meaning of schedule 3 of the Charities Act 2011 and is considered to pass the tests set out in Paragraph 1 Schedule 6 Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes.

## **Local Groups**

The charity has a strong and growing network of affiliated local groups who promote The Fawcett Society and campaign locally on gender inequality issues. In accordance with Charities SORP, the charity does not consolidate the results of the local groups for accounting purposes.

## Critical Accounting Judgements and Key Sources of Estimation Uncertainty

In preparing the financial statements, management is required to make estimates and assumptions which affect reported income, expenses, assets, liabilities and disclosure of contingent assets and liabilities. Use of available information and application of judgements are inherent in the formation of estimates, together with past experience and expectations of future events that are believed to be reasonable under the circumstances. Actual results in the future could differ from such estimates.

Management do not consider there to be any material accounting estimates or judgements that need disclosure in these financial statements.

## 2) Donations and legacies

	Unrestricted £	Restricted £	Total 2020 £	Total 2019 £
Grants and Trusts	53,725	326,410	<b>380,135</b>	435,752
Membership and Donations	482,564	3,206	<b>485,770</b>	865,497
Legacy	1,000	-	<b>1,000</b>	-
	<b>537,289</b>	<b>329,616</b>	<b>866,905</b>	<b>1,301,249</b>

### Analysis of Grant and Trust Donations

Barrow Cadbury Trust	-	15,750	<b>15,750</b>	12,000
Comic Relief	25,000	-	<b>25,000</b>	29,289
Comic Relief - Power Up	-	169,491	<b>169,491</b>	-
Esmée Fairbairn	28,125	-	<b>28,125</b>	39,375
GEO Strategies for Success	-	-	-	69,274
GEO Centenary event	-	-	-	59,800
Gifts in kind	600	15,587	<b>16,187</b>	110,384
Joseph Rowntree Charitable Trust (JRCT)	-	49,173	<b>49,173</b>	50,000
Joseph Rowntree Reform Trust (JRRT)	-	7,500	<b>7,500</b>	-
Sisters Trust	-	-	-	20,000
Smallwood Trust (Devolution Project)	-	-	-	40,630
Smallwood Trust (Women of Colour)	-	28,285	<b>28,285</b>	-
Spirit of Women	-	-	-	5,000
Rosa	-	33,424	<b>33,424</b>	-
Equal Pay Fund (GIK)	-	7,200	<b>7,200</b>	-
	<b>53,725</b>	<b>326,410</b>	<b>380,135</b>	<b>435,752</b>

Income from donations and legacies was £866,905 (2019 - £1,301,249) of which £329,616 (2019 - £626,359) was attributable to restricted and £537,289 (2019 - £674,890) was attributable to unrestricted funds.

## 3) Charitable activities

	Total 2020 £	Total 2019 £
Awareness-Raising Activities	<b>26,778</b>	<b>3,349</b>
	<b>26,778</b>	<b>3,349</b>

All income from charitable activities was unrestricted for the current and prior year.

#### 4) Trading activities

	Total 2020 £	Total 2019 £
Fundraising events	11,944	6,254
Fawcett Shop	25,212	43,846
	<b>37,156</b>	<b>50,100</b>

All income from trading activities was unrestricted for the current and prior year.

#### 5) Investment Income

	Total 2020 £	Total 2019 £
Bank interest	987	-
	<b>987</b>	<b>-</b>

All income from investment income was unrestricted for the current year.

#### 6) Raising funds

##### **By Function:**

	Total 2020 £	Total 2019 £
Staff Costs	53,985	58,401
Other Costs	31,838	51,847
	<b>85,823</b>	<b>110,248</b>

##### **By Activity:**

	Total 2020 £	Total 2019 £
Costs of Donations and Legacies	71,909	83,072
Costs of Trading Activities	13,914	27,176
	<b>85,823</b>	<b>110,248</b>

All costs for raising funds was unrestricted for the current and prior year.

#### 7) Analysis of expenditure on charitable activities

	Direct Staff costs £	Direct Costs £	Support costs £	Total 2020 £	Total 2019 £
Money	109,670	84,964	73,082	267,716	253,404
Power	62,430	128,196	146,043	336,669	457,610
Gender norms & stereotypes	61,935	17,326	29,303	108,564	82,699
Women's rights	71,106	8,602	43,894	123,602	152,986
	<b>305,141</b>	<b>239,088</b>	<b>292,322</b>	<b>836,551</b>	<b>946,699</b>

Expenditure on charitable activities was £836,551 (2019 - £946,699) of which £325,981 (2019 - £349,357) was attributable to restricted funds and £510,570 (2019 - £597,342) was attributable to unrestricted funds.



## 8) Governance costs

	Total 2020	Total 2019
	£	£
Audit fee	3,420	-
Independent Examination	-	3,400
Executive Committee Expenses	554	1,042
AGM Expenses	14,359	12,171
Bank Charges	617	701
Other	2,228	1,049
	<b>21,178</b>	<b>18,363</b>

## 9) Allocation of support costs

	Money	Power	Gender norms & stereotypes	Women's rights	Total 2020	Total 2019
	£	£	£	£	£	£
Governance	5,295	10,589	2,118	3,176	21,178	18,363
Finance	14,603	29,207	5,841	8,762	58,413	22,749
Information technology	19,368	38,736	7,747	11,621	77,472	59,252
Human resources	10,426	20,851	4,170	6,255	41,702	43,387
Administration	8,529	17,058	3,412	5,117	34,116	46,939
Depreciation	824	1,529	400	542	3,295	2,419
Office costs (incl. rental)	14,037	28,073	5,615	8,421	56,146	70,670
	<b>73,082</b>	<b>146,043</b>	<b>29,303</b>	<b>43,894</b>	<b>292,322</b>	<b>263,779</b>

\*Support cost allocation is based on the total spend, consistent with the use of resources.

## 10) Net Income

Net income for the year is stated after charging:

	2020	2019
	£	£
Depreciation	3,295	2,419
Auditor's remuneration	3,420	-
Operating lease rentals	46,356	36,540

## 11) Staff costs

	<b>Total 2020</b>	<b>Total 2019</b>
	<b>£</b>	<b>£</b>
Salaries	<b>437,179</b>	346,845
Social Security Costs	<b>39,863</b>	31,283
Pension Costs	<b>19,699</b>	15,078
	<b>496,741</b>	393,206

*Staff costs split:*

Charitable Activities	<b>305,141</b>	252,271
Generating Funds	<b>53,985</b>	58,401
Support	<b>137,615</b>	82,534
	<b>496,741</b>	393,206

The average monthly number of employees and full time equivalent (FTE) during the year/period was as follows:

	<b>2020</b>	<b>2019</b>
	<b>Number</b>	<b>Number</b>
Direct Activities	<b>7.9</b>	6.2
Support	<b>3.5</b>	2.0
Costs of generating funds	<b>1.4</b>	1.4
	<b>12.8</b>	9.7

The following number of employees received a gross salary between the below bands during the year:

<b>Band</b>	<b>2020</b>	<b>2019</b>
£70,000 to £79,999	1	1

The charity considers its key management personnel comprise of The Chief Executive Officer, The Chair and Vice Chair of the Board, and The Treasurer.

One member of the key management personnel is employed and received employee benefits in 2020 – The Chief Executive Officer. The total amount of employee benefits received by the Chief Executive Officer was £73,437 (2019 - £75,345).

The rest of the key management personnel are trustees and receive no remuneration for their work.

No members of the Executive Committee (2019- 1) received reimbursements of expenses for travel and subsistence (2019 - £178).

## 12) Related Parties

There were no related party transactions in the current year. In the prior year, Jack Smethers, son of Sam Smethers (CEO), did some photography work for The Fawcett Society, totalling £126.

## 13) Indemnity Insurance

During the year, £692 (2019 - £605) indemnity insurance was paid to protect the charity from loss arising from the neglect or defaults of its trustees or agents, and to indemnify the Trustees and other officers against the consequences of neglect or default on their part.

## 14) Tangible Fixed Assets

	Office Equipment £	Computer equipment £	Computer Software £	Total £
<b>Cost:</b>				
At 1 April 2019	1,577	26,418	22,801	<b>50,796</b>
Additions	-	2,520	-	<b>2,520</b>
At 31 March 2020	1,577	28,938	22,801	<b>53,316</b>
<b>Accumulated Depreciation:</b>				
At 1 April 2019	760	19,809	22,441	<b>43,010</b>
Charge for the year	259	2,676	360	<b>3,295</b>
At 31 March 2020	1,019	22,485	22,801	<b>46,305</b>
<b>Net book value:</b>				
At 31 March 2019	817	6,609	360	<b>7,786</b>
At 31 March 2020	<b>558</b>	<b>6,453</b>	-	<b>7,011</b>

## 15) Stock

	As at 31 March 2020 £	As at 31 March 2019 £
Opening stock as at 1 April 2019	<b>5,499</b>	4,596
Movements in stock	<b>20</b>	903
Closing stock as at 31 March 2020	<b>5,519</b>	5,499

## 16) Debtors

	As at 31 March 2020 £	As at 31 March 2019 £
Accounts Receivable	<b>22,988</b>	7,646
Debtors and Prepayments	<b>57,940</b>	9,257
Accrued Income	<b>19,961</b>	22
Rental Deposit	<b>7,956</b>	7,956
Other Debtors	<b>5,148</b>	-
	<b>113,993</b>	24,881

## 17) Creditors: Amounts falling due within one year

	As at 31 March 2020 £	As at 31 March 2019 £
Trade Creditors	4,331	75,032
Other creditors	-	(40)
Accruals	15,961	28,167
PAYE Payable	12,369	8,385
Pension Contributions	6,854	7,344
	<b>39,515</b>	<b>118,888</b>

## 18) Statement of Funds

	At 1 April 2019 £	Income £	Expenditure £	Transfers and investment gains/ (losses) £	At 31 March 2020 £
<b>Designated Funds</b>					
Fixed Assets	7,786	-	(3,295)	2,520	<b>7,011</b>
<b>Total Designated Funds</b>	<b>7,786</b>	<b>-</b>	<b>(3,295)</b>	<b>2,520</b>	<b>7,011</b>
<b>General Funds</b>	<b>184,519</b>	<b>607,358</b>	<b>(593,098)</b>	<b>(4,605)</b>	<b>194,174</b>
<b>Restricted funds</b>					
Barrow Cadbury	2,236	15,750	(13,541)	-	<b>4,445</b>
Comic Relief - Power Up	-	169,491	(95,089)	-	<b>74,402</b>
Equal Pay Fund	258,588	10,406	(65,894)	-	<b>203,100</b>
GEO	(2,085)	-	-	2,085	-
Joseph Rowntree Reform Trust	-	7,500	(7,500)	-	-
Joseph Rowntree Charitable Trust (CWI)	4,521	49,173	(53,179)	-	<b>515</b>
Silicon Valley Community Foundation	9,610	-	(9,610)	-	-
Smallwood Trust (Women of Colour)	-	28,285	(21,549)	-	<b>6,736</b>
Smallwood Trust (Devolution Project)	15,860	-	(15,860)	-	-
Rosa	-	33,424	(28,172)	-	<b>5,252</b>
Gifts in Kind	-	15,587	(15,587)	-	-
<b>Total Restricted Funds</b>	<b>288,730</b>	<b>329,616</b>	<b>(325,981)</b>	<b>2,085</b>	<b>294,450</b>
<b>Total Funds</b>	<b>481,035</b>	<b>936,974</b>	<b>(922,374)</b>	<b>-</b>	<b>495,635</b>

**Fixed Asset Fund:** This fund represents the net book value of the fixed assets.

**Comparative information for the net movement in funds is as follows:**

	At 1 April 2018 £	Income £	Expenditure £	Transfers and investment gains/ (losses) £	At 31 March 2019 £
<b>Designated Funds</b>					
Fixed Assets	1,637	-	2,974	9,123	<b>7,786</b>
<b>Total Designated Funds</b>	<b>1,637</b>	<b>-</b>	<b>2,974</b>	<b>9,123</b>	<b>7,786</b>
<b>General Funds</b>	<b>144,679</b>	<b>728,339</b>	<b>705,172</b>	<b>16,673</b>	<b>184,519</b>
<b>Restricted funds</b>					
Barrow Cadbury	10,350	12,000	17,123	2,991	<b>2,236</b>
Spirit of Women	2,817	5,000	183	-2,000	-
Equal Pay Fund	-	366,810	108,222	-	<b>258,588</b>
GEO	13,944	129,074	135,277	9,826	<b>2,085</b>
Joseph Rowntree Charitable Trust (CWI)	-	50,000	38,979	6,500	<b>4,521</b>
Smallwood Trust (SALRC)	16,047	40,630	36,338	4,479	<b>15,860</b>
Silicon Valley Community Foundation	-	22,845	13,235	-	<b>9,610</b>
<b>Total Restricted Funds</b>	<b>37,524</b>	<b>626,359</b>	<b>349,357</b>	<b>25,796</b>	<b>288,730</b>
<b>Total Funds</b>	<b>183,840</b>	<b>1,354,698</b>	<b>1,057,503</b>	<b>-</b>	<b>481,035</b>

**Restricted Funds**

Restricted Fund	Purpose
Barrow Cadbury	To provide continuation funding for the Making Devolution work for Women Project.
Comic Relief Power Up	To fund an Equal Power campaign to get more women elected into positions of power at national and local level.
Equal Pay Fund	To fund the Equal Pay Advice Service and strategic legal work.
Government Equalities Office	To fund the Strategies for Success Project researching MPs' routes into Parliament.
Government Equalities Office	To fund a Centenary Year of Women's Votes Courage Calls Ask Her to Stand event.
Joseph Rowntree Reform Trust	To fund a co-ordinated General Election Manifesto for the women's sector.
Joseph Rowntree Charitable Trust	To fund the Equal Power project on women's representation in local government and in parliament.
Silicon Valley Community Foundation	To fund work on sexual harassment, workplace equality, impact of Brexit and issues affecting young women.
Smallwood Trust (Women of Colour)	To fund the Pay and Progression of Women of Colour Project.
Smallwood Trust (Devolution Project)	To fund the Making Devolution Work for Women Project.
Spirit of 2012	To fund the Spirit of Women Changemakers Grants programme.
Rosa	To fund a project on sexual harassment in the workplace.
Gifts in Kind	To fund our google adwords activity and account management.

## 19) Analysis of net assets between funds

	Unrestricted funds	Restricted funds	2020 Total
	£	£	£
<b>Fund balances at 31 March 2020 are represented by:</b>			
Fixed assets	7,011	-	<b>7,011</b>
Current assets	230,975	297,164	<b>528,139</b>
Creditors: amounts falling due within one year	(36,801)	(2,714)	<b>(39,515)</b>
	<b>201,185</b>	<b>294,450</b>	<b>495,635</b>

Comparative information for the analysis of net assets between fund is as follows:

	Unrestricted funds	Restricted funds	2019 Total
	£	£	£
<b>Fund balances at 31 March 2019 are represented by:</b>			
Fixed assets	7,786	-	<b>7,786</b>
Current assets	224,095	368,042	<b>592,137</b>
Creditors: amounts falling due within one year	(39,576)	(79,312)	<b>(118,888)</b>
	<b>192,305</b>	<b>288,730</b>	<b>481,035</b>

## 20) Operating lease commitments

Future minimum rentals payable under non-cancellable operating leases are as follows:

	As at 31 March 2020	As at 31 March 2019
	£	£
Within one year	<b>23,178</b>	19,315
Within two to five years	-	-
	<b>23,178</b>	19,315

## 21) Contingent assets

Total grant funding awarded as at 31 March 2020 but not yet received and recognised as income due to the recognition criteria not being met amounts to £464,771.

The Fawcett Society is the UK's leading membership charity campaigning for gender equality and women's rights at work, at home and in public life. Our vision is a society in which women and girls in all their diversity are equal and truly free to fulfil their potential creating a stronger, happier, better future for us all.

Fawcett Society  
Studio 222  
China Works  
100 Black Prince Road  
London, SE1 7SJ

[www.fawcettsociety.org.uk](http://www.fawcettsociety.org.uk)  
Registered charity No.1108769