

**Trustees' Annual Report and
Unaudited financial statements for the year ended
31 March 2018 for
Women's Equality Network Wales**

Registered Company Number 07891533
Registered Charity Number 1145706



Llywodraeth Cymru
Welsh Government

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Registered Office

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Registered Company Number

07891533
(England and Wales)

Registered Charity Number

1145706

Message from the Co-Chairs

What a year to be championing women's rights - #MeToo, the 100th anniversary of women getting the vote and the announcement by the First Minister that he wants his legacy to be a Feminist Government has moved equality up the agenda. We at WEN Wales have been at the heart of all of this here in Wales, championing women's rights, listening to our members, helping you get your voices heard as well as delivering some significant projects.

Our highlights this year have been our mentoring scheme to get more women into public life. We want to thank the influential mentors who have given up their time and provided excellent advice, guidance and access to a network. And a big thankyou to our amazing mentees who have been speaking with new found confidence and many of who have done firsts this year - one of our mentees is now standing to be leader of her political party, others have spoken on BBC Wales evening news and more have put themselves forward as trustees.

Our launch of the 100 Welsh Women project to celebrate the Centenary of women getting the vote was a huge success and continues to shine a light on hidden stories of Welsh Women's contribution to history.

WEN Wales collaborated with the Wales Assembly of Women and many of our members to produce a 'shadow' report on the UN Convention on the Elimination of all Forms of Discrimination Against Women (CEDAW) to show the state of women's rights in Wales.

Our Manifesto for Women's rights with partners Chwarae Teg, Welsh Women's Aid and Women Connect First also set out the barriers and solutions to equality and sets the agenda for politicians, decision makers, funders and the media on what needs to be done if we are to achieve true equality. You can read more about all our work in the following pages.

Our finances are in a stronger position this year and with an effective team in place who have raised our profile in the media and amongst key decision makers we are all set for the coming year. We were delighted to welcome Catherine Fookes into the role of Director this year, and she has already made her mark in a number of areas. Our thanks go to her and the rest of the WEN team, especially Hilary Watson, our funders and of course the biggest thank you goes to our 1.2k members for your continuing engagement and support.

Michelle Alexis and Bethan Webber
Co-Chairs
Women's Equality Network (WEN) Wales

Trustee's Annual Report for the year ending 31 March 2018

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**.

Trustee's Annual Report for the year ending 31 March 2018 (continued)

Activities & Achievements 2017 – 2018

Policy and influencing

WEN Wales continued to influence and engage with policy makers, decision makers, AMs and MPs. We regularly responded to consultations in this period such as 'Creating a Parliament for Wales' and the Equalities committee enquiry around Pregnancy and Maternity Discrimination. We also worked on two major policy reports.

Equality for Women and Girls in Wales: Our Manifesto

Our Manifesto will set Wales on the path to achieving gender equality, as ambitious action is needed now to break down the barriers to women and girls getting true equality. WEN Wales worked with our sisters at Chwarae Teg, Women Connect First and Welsh Women's Aid on a collective vision of a Wales where every woman and girl is treated equally, is able to fully participate in the economy, public life and political life and live safe from violence and fear. The manifesto calls for solutions across ten areas from Education and Health to Equal Representation and sets ambitious targets such as calling for a 50:50 Assembly by 2021 and halving the gender pay gap by 2028.

The manifesto was sent to all AMs, Council Leaders and CEOs, MPs and charity leaders across Wales and is being used and quoted often by decision makers.

Convention on the Elimination of Discrimination Against Women (CEDAW)

WEN Wales was funded by the EHRC Wales and the Baring Foundation to work on a civil society report into the UN Convention on the Elimination of Discrimination Against Women (CEDAW). We worked with our members and Professor Jackie Jones of the Wales Assembly of Women to produce the Wales Shadow report. We organised pan-Wales workshops and capacity building sessions attended by over 60 people who now have much greater understanding of their rights and of how the convention can be used to push for change in Wales. A formal call for evidence was also sent out to gather opinions on Wales' priorities for women's rights to supplement the anecdotal evidence gathered at the workshop sessions and to inform our report.

WEN Wales also contributed the voice of women in Wales to the Four Nations Shadow report drafted jointly with Scotland, England and Northern Ireland. The Core themes that were highlighted by our members were:

- Violence Against Women
- Political and public life – equal representation
- Childcare
- Health inequalities

WEN Wales and our partners were very pleased to see these themes included in the Four nations report.

Projects

WEN Wales Mentoring Scheme

The WEN Wales mentoring programme was launched this year, with the overall aim to get more women, and more diverse women into political and public life. The programme has three structured elements to it:

- The bespoke mentoring relationship between mentors and their mentees
- Workshops and training which includes party and parliamentary politics, governance and public boards, public speaking, media training and campaigning
- Peer to peer support between the mentees from the programme.

Twenty-six mentees are on the scheme and were selected with careful consideration given to a spread of experience, geography and political persuasion. In total 50 women came forward to be mentors.

The mentees were then matched with women from the pool of mentors, selected against criteria including location, skills and experience. Both mentees and mentors were provided with a Mentoring Guide produced by WEN Wales, to assist them in developing an effective and beneficial relationship by providing a structure and framework to work within in.

Trustee's Annual Report for the year ending 31 March 2018 (continued)

The opening event in March 2018 was an opportunity for the mentees to meet and get to know each other and be inducted into the scheme; and to also meet a large number of the mentors and women associated with the scheme. Throughout the course of the day the mentees heard from a number of our inspirational mentors who shared their experience and tips on working in political and public life, including Ann Jones AM, Julie James AM, Sian Gwenllian AM, Shan Morgan, Welsh Government Permanent Secretary, Sophie Howe, Future Generations Commissioner, Helen Molyneux Chair of IWA & Founder of New Law Solicitors & Professor Meena Upadhyaya OBE, Medical Geneticist. The event was a great success with 71% of participants reporting the overall event to be excellent, and the remaining 29% good.

Quotes from the evaluations of events so far:

'I found the event to be very inspiring and motivational. Thank you, WEN Wales.'

'Thank you, thank you for the amazing list of mentors, mentees and speakers. If that had been the only day we had, it was so invaluable, emotional and empowering.'

When asked what they found most useful:

'If I said EVERYTHING is that acceptable? On a practical note, the venue was perfect. On a personal level being a naturally shy person, the openness and support from mentors, mentees and the WEN Wales team has been invaluable.'

'I gained a lot of new knowledge on the structure of the Welsh democracy and on how to start taking part in it in various different ways.'

'The AM Q&A session gave a first-hand insight into Welsh politics. Also, a chance for us to be involved.'

'A great event. It was lovely to hear all the stories and see how keen everyone was! I am sure it will be a huge success.'

'Really benefiting from the course. What I hadn't appreciated... is how helpful the networking is and how doors have opened.'

'Well something certainly got into me today as I have just sent off an email enquiring about a trustee position for a local charity in Swansea - the fact I'm giving it a go just proves this scheme works! Thank you, WEN.'

'I have never felt genuinely confident about my abilities and I do now - I second that this totally works!'

Other events have included media training where each mentee was able to record a TV interview and get feedback from a journalist, public speaking training and a visit to the Assembly and First Ministers Question time.

International Women's Day 2018 (IWD18)

A total of 12 events were organised this year. WEN Wales organised two events ourselves – one in Cardiff – postponed until 2018 / 19 financial year due to the snow and closure of the Wales Millennium Centre, and one in Swansea. We also supported 10 Pan-Wales events as a pilot scheme to test whether this was the best option to getting coverage across Wales and supporting active community groups.

Trustee's Annual Report for the year ending 31 March 2018 (continued)

Swansea

The Events around Women in Science in Swansea were a huge success. We collaborated with Oriel Science and the Waterfront Museum.

- A total of 1,987 people came through the doors of the museum and engaged with our events
- Each event was attended by between 50 (Panel Debate) and 200 people (all other events) and there were four events in total. After the event people were asked for feedback which we gathered verbally. One young woman said, *'The event about getting more women into science was fantastic, and really inspired me to go for it.'*

On International Women's day itself WEN also organised an event at the WCVA third sector event 'Gofod 3' and collaborated with the women's sector in Wales on a panel discussion entitled '100 years of progress and we are not done yet - challenges for women's equality for the next 100 years.' Panellists included representatives from Women Connect First, NUS Wales and Welsh Women's Aid who all reflected upon 100 years of progress for women, with a spirited discussion Chaired by Betsan Powys of BBC Wales, on the challenges we still face and how we might overcome them.

Events supported by WEN Wales

Events for IWD18 supported by WEN Wales took place in all four corners of Wales:

- Aberdare
- Aberystwyth
- Narberth
- Monmouth
- Wrexham
- Cardiff
- Rhyl
- Llanelli
- Holywell

100 Welsh Women

To mark the centenary of some women getting the vote in 2018, Women's Equality Network (WEN) Wales launched a campaign around 'The 100 – A Celebration of Welsh Women.' A list of 100 Welsh Women who have made a big impact on Welsh lives was drawn up consisting of 50 contemporary women and 50 historical women. WEN Wales worked with the University of South Wales whose Illustration students created illustrations of many of the women on the list for the website.

The project aims to:

- inform people about the achievements of many unsung welsh women in our history
- give women their rightful high-profile place in Welsh history – Wales was not just made by Owain Glyndwr and Aneurin Bevan
- inspire people – giving girls positive role models.

The project has been a great success so far with the PR coverage from the launch alone reaching 3.1m people, a website <http://www.100welshwomen.wales/> and <http://www.100menywodcymreig.cymru/> and a launch where high profile individuals came together to celebrate the centenary and the 100 Women's role in Welsh history. Over 100 influential individuals attended the launch of the list at the Senedd in May which was sponsored by the Deputy Presiding Officer Ann Jones AM. Historical women's relatives were invited as well as all contemporary women on the list. A display of the 100 women was the backdrop to the launch and this will be toured around Wales in early 2019 to continue the project.

The event generated much positive feedback and the #100WelshWomen hashtag was the top trend in Cardiff, trending on twitter throughout the launch day and the tweets reached 3.1m people.

Trustee's Annual Report for the year ending 31 March 2018 (continued)

Membership and communications

WEN Wales had a significant amount of positive PR coverage this year with significant pieces on the launch of 100 Welsh Women, the launch of the manifesto, the launch of the mentoring scheme and on our CEDAW Shadow report. In total our PR had a reach of 8m people and WEN Wales appeared on Sunday Politics, The Hour, and many of the BBC news programmes.

In terms of our membership, at the end of 2017/18 WEN Wales had 1118 members from across Wales. Around 30% of our members are aged 25-44, by far the biggest age group represented.

We sent monthly newsletters to our members this year and grew our social media presence significantly. Our Facebook followers grew by 19% across year, twitter by 14% and Instagram grew 77% as we started to post regularly, engage more with our audience and had a dedicated social media freelancer Laura Davie who had a target of growing our following by at least 10% on every channel. We were delighted also to be trending on twitter on the day of the 100 Welsh Women launch and have

International Work

WEN has continued its work at UK, European and UN levels. We are a member of the United Kingdom Joint Committee for Women (UKJCW) which enables us to work closely with our sister organisations in England, Scotland and Northern Ireland, and with the European Women's Lobby (EWL).

Catherine Fookes represents Wales at the European Women's Lobby (EWL) General Assembly and WEN is currently the secretariat of UKJCW.

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 Management Committee. WEN's Trustees make all strategic, major financial, and staff employment decisions. In other areas responsibility for decision making is delegated to staff.

The Management Committee 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.

Trustee's Annual Report for the year ending 31 March 2018 (continued)

Recruitment & Appointment of the Management Committee

WEN Wales has a maximum of 12 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).

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 and vacancies are advertised widely via the website, newsletter, and the network's distribution lists.

Staff, Volunteers and Trustees

Staff

Co-Director	Mair Rigby	to July 2017
Co-Director	Melissa Wood	to July 2017
Director	Catherine Fookes	from September 2017
Policy and Communications	Natasha Cody	from December 2017 to February 2018

The following people provided services in a freelance capacity during the financial year to 31 March 2018:

Chrissie Nichols
Laura Davies
Mandi O'Neil
Hannah Wharf
Linda Le Gross
Mair Ribgy

Trustees and Management Committee

Bethan Webber (Co-Chair)
Michelle Alexis (Co-Chair)
Carwen Wynne Howells
Rhian Davies (appointed December 2017)
Ann Hodgson (appointed December 2017)
Louise Miles Payne (appointed December 2017)
Norma Jarboe (resigned December 2017)
Meena Upadyhaya (resigned December 2017)
Heulwen Griffiths (resigned December 2017)
Ceri Hayes (resigned December 2017)

Independent Examiner

Lorna Virgo, FCA.
6 Sunnybank Road
Griffithstown
Pontypool
Torfaen
NP4 5LT

Trustee's Annual Report for the year ending 31 March 2018 (continued)

Financial Review

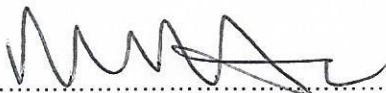
Principal Funding Sources

WEN Wales's main funders are the Welsh Government and the WCVA. We operated with a number of grants this year. The majority of our funding came from the Welsh Government Equality and Inclusion Grant (£120,000 (2017: £87,931)). A £20,000 (2017: £Nil) grant was secured from the Welsh Government in respect of our 100 Welsh Women project to celebrate the Centenary of some women getting the vote and we also received a small grant from the WCVA for our work as the Gender representative on the TSPC (£3,560 (2017: £3,504))

Reserves Policy

WEN Wales Recognises the importance of having reserves and has adopted a reserves policy to ensure that the organisation has a small level of reserves.

Approved by order of the board of trustees on 5/12/2018 and signed on its behalf by:



Michelle Alexis – Co-Chair

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

I report to the charity trustees on my examination of the accounts of Women's Equality Network Wales ("the Company") for the year ended 31 March 2018.

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 if the accounts to be reached.

Signed:

Lorna Virgo FCA
6 Sunnybank Road
Griffithstown
Pontypool
Torfaen
NP45LT

Date:

WOMEN'S EQUALITY NETWORK WALES

**STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 March 2018**

	Notes	Unrestricted fund £	Restricted funds £	2018 Total funds £	2017 Total funds £
INCOME AND ENDOWMENTS FROM					
Charitable activities					
Charitable activities		1,000	159,865	160,865	99,708
Other income		<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>
Total		1,000	159,865	160,865	99,708
EXPENDITURE ON					
Charitable activities					
Charitable activities		<u>3,819</u>	<u>127,922</u>	<u>131,741</u>	<u>96,394</u>
NET (EXPENDITURE)/INCOME		(2,819)	31,943	29,124	3,314
RECONCILIATION OF FUNDS					
Total funds brought forward		10,538	9,102	19,640	16,326
TOTAL FUNDS CARRIED FORWARD		<u>7,719</u>	<u>41,045</u>	<u>48,764</u>	<u>19,640</u>

CONTINUING OPERATIONS

All income and expenditure has arisen from continuing activities.

WOMEN'S EQUALITY NETWORK WALES
BALANCE SHEET
As at 31 March 2018

	Notes	Unrestricted fund £	Restricted funds £	2018 Total funds £	2017 Total funds £
CURRENT ASSETS					
Debtors	5	1,000	49,756	50,756	3,821
Cash at bank		<u>6,719</u>	<u>18,001</u>	<u>24,720</u>	<u>24,892</u>
		7,719	67,757	75,476	28,713
CREDITORS					
Amounts falling due within one year	6	-	(26,712)	(26,712)	(9,073)
		<u>7,719</u>	<u>41,045</u>	<u>48,764</u>	<u>19,640</u>
NET CURRENT ASSETS					
		<u>7,719</u>	<u>41,045</u>	<u>48,764</u>	<u>19,640</u>
TOTAL ASSETS LESS CURRENT LIABILITIES					
		<u>7,719</u>	<u>41,045</u>	<u>48,764</u>	<u>19,640</u>
NET ASSETS					
		<u>7,719</u>	<u>41,045</u>	<u>48,764</u>	<u>19,640</u>
FUNDS					
Unrestricted funds	7			41,045	10,538
Restricted funds				<u>7,719</u>	<u>9,102</u>
TOTAL FUNDS					
				<u>48,764</u>	<u>19,640</u>

WOMEN'S EQUALITY NETWORK WALES
BALANCE SHEET - CONTINUED
AT 31 March 2018

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 March 2018.

The members have not required the charitable company to obtain an audit of its financial statements for the year ended 31 March 2018 in accordance with Section 476 of the Companies Act 2006.

The trustees acknowledge their responsibilities for

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

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

The financial statements were approved by the Board of Trustees on 5/12/2018 and were signed on its behalf by:



.....
Michelle Alexis Co-Chair

WOMEN'S EQUALITY NETWORK WALES

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 March 2018

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 2015)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention.

Financial reporting standard 102 - reduced disclosure exemptions

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

- the requirements of Section 7 Statement of Cash Flows.

Going Concern

At the time of signing the financial statements, the Trustees have reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Therefore the Trustees continue to adopt the going concern basis of accounting in preparing these financial statements.

Income

Income is recognised when the charity has entitlement to the funds, any performance conditions attached to the item of income have been met, it is probable that the income will be received and the amount can be measured reliably.

Income from government and other grants, whether 'capital' grants or 'revenue' grants, is recognised when the charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably and is not deferred.

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.

WOMEN'S EQUALITY NETWORK WALES

NOTES TO THE FINANCIAL STATEMENTS - CONTINUED FOR THE YEAR ENDED 31 March 2018

1. ACCOUNTING POLICIES - continued

Irrecoverable vat

Irrecoverable VAT is charged against the expenditure heading for which it was incurred.

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

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.

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.

2. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31 March 2018 nor for the year ended 31 March 2017.

Trustees' expenses

During the year, trustee expenses of £Nil (2017: £672.60) were paid to the Trustees.

WOMEN'S EQUALITY NETWORK WALES

NOTES TO THE FINANCIAL STATEMENTS - CONTINUED FOR THE YEAR ENDED 31 March 2018

3. STAFF COSTS

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

	2018	2017
Co-Director	<u>2</u>	<u>2</u>

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

4. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted fund £	Restricted funds £	Total funds £
INCOME AND ENDOWMENTS FROM			
Charitable activities			
Charitable activities	2,431	97,277	99,708
Other income	<u>-</u>	<u>-</u>	<u>-</u>
Total	2,431	97,277	99,708
 EXPENDITURE ON			
Charitable activities			
Charitable activities	<u>1,036</u>	<u>95,358</u>	<u>96,394</u>
Total	<u>1,036</u>	<u>95,358</u>	<u>96,394</u>
 NET INCOME	1,395	1,919	3,314
 RECONCILIATION OF FUNDS			
Total funds brought forward	9,143	7,138	16,326
 TOTAL FUNDS CARRIED FORWARD	<u>10,538</u>	<u>9,102</u>	<u>19,640</u>

5. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2018	2017
	£	£
Accrued income	<u>49,756</u>	<u>3,281</u>

Accrued income relates to grant payments received after 31 March 2018 for projects undertaken in the financial year to 31 March 2018. Included within this amount is £20,000 in relation to the 100 Welsh Women project and the final instalment of our Welsh Government Equality and Inclusion Grant for the year to 31 March 2018.

WOMEN'S EQUALITY NETWORK WALES

NOTES TO THE FINANCIAL STATEMENTS - CONTINUED FOR THE YEAR ENDED 31 March 2018

6. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2018 £	2017 £
Deferred income	12,843	-
Social security and other taxes	543	2,867
Accrued expenses	<u>13,326</u>	<u>6,206</u>
	<u>26,712</u>	<u>9,073</u>

7. MOVEMENT IN FUNDS

	At 1.4.17 £	Net movement in funds £	At 31.3.18 £
Unrestricted funds			
General fund	10,538	(2,819)	7,719
Restricted funds			
Welsh Government Grant	2,709	17,502	20,211
WCVA - Third Sector Partnership Council	4,809	3,515	8,324
Other	<u>1,584</u>	<u>10,926</u>	<u>12,510</u>
	9,102	31,943	41,045
TOTAL FUNDS	<u>19,640</u>	<u>29,124</u>	<u>48,764</u>

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

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	1,000	(3,819)	(2,819)
Restricted funds			
Welsh Government Grant	120,000	(102,498)	17,502
WCVA - Third Sector Partnership Council	3,560	(45)	3,515
Other	<u>36,305</u>	<u>(25,379)</u>	<u>10,926</u>
	159,865	(127,922)	31,943
TOTAL FUNDS	<u>160,865</u>	<u>(131,741)</u>	<u>29,124</u>

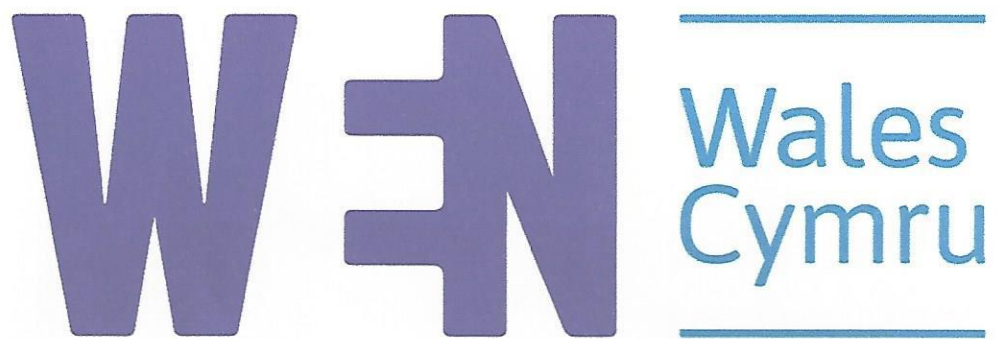
8. RELATED PARTY DISCLOSURES

During the year a Trustee, Ceri Hayes, undertook consultancy work as part of the CEDAW project as she is an expert in the subject matter. The value of payments made in relation to the engagement totalled £2,152.92 and was determined on an arm's length basis. The decision to allow a Trustee to undertake paid consultancy for the Charity is permitted by Article 4.3 of WEN Wales' governing documents and was made independent of Ceri Hayes. There were no other related party transactions for the year ended 31 March 2018.

WOMEN'S EQUALITY NETWORK WALES

**DETAILED STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 March 2018**

	2018 £	2017 £
INCOME AND ENDOWMENTS		
Charitable activities		
Grants	159,865	99,708
Subscriptions	1,000	-
	<hr/>	<hr/>
Total incoming resources	160,865	99,708
 EXPENDITURE		
Charitable activities		
Wages	49,232	44,457
Accommodation	4,351	3,281
Insurance	242	267
Postage and stationery	-	177
Advertising and Marketing	15,760	-
Travel and subsistence	4,909	3,395
Membership and registration fees	1,819	981
Room and venue hire	-	3,714
Consultancy and professional fees	24,614	10,718
Events and resources	18,428	20,492
AGM costs	-	3,986
Management Committee costs	780	924
Translation costs	1,865	1,601
Training and recruitment costs	2,000	500
Research costs	1,875	-
	<hr/>	<hr/>
	125,875	94,493
 Support costs		
Governance costs		
Accountancy fees	5,866	2,377
	<hr/>	<hr/>
Total resources expended	131,741	88,376
	<hr/>	<hr/>
Net income	<u>29,124</u>	<u>6,657</u>



**Trustees' Annual Report and
Unaudited financial statements for the year ended
31 March 2018 for
Women's Equality Network Wales**

Registered Company Number 07891533
Registered Charity Number 1145706



Llywodraeth Cymru
Welsh Government

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Registered Office

WEN Wales
Anchor Court
Keen Road
Cardiff
CF24 5JW

Tel: 07511 939 235

Website: www.wenwales.org.uk

Registered Company Number

07891533
(England and Wales)

Registered Charity Number

1145706

Message from the Co-Chairs

What a year to be championing women's rights - #MeToo, the 100th anniversary of women getting the vote and the announcement by the First Minister that he wants his legacy to be a Feminist Government has moved equality up the agenda. We at WEN Wales have been at the heart of all of this here in Wales, championing women's rights, listening to our members, helping you get your voices heard as well as delivering some significant projects.

Our highlights this year have been our mentoring scheme to get more women into public life. We want to thank the influential mentors who have given up their time and provided excellent advice, guidance and access to a network. And a big thankyou to our amazing mentees who have been speaking with new found confidence and many of who have done firsts this year - one of our mentees is now standing to be leader of her political party, others have spoken on BBC Wales evening news and more have put themselves forward as trustees.

Our launch of the 100 Welsh Women project to celebrate the Centenary of women getting the vote was a huge success and continues to shine a light on hidden stories of Welsh Women's contribution to history.

WEN Wales collaborated with the Wales Assembly of Women and many of our members to produce a 'shadow' report on the UN Convention on the Elimination of all Forms of Discrimination Against Women (CEDAW) to show the state of women's rights in Wales.

Our Manifesto for Women's rights with partners Chwarae Teg, Welsh Women's Aid and Women Connect First also set out the barriers and solutions to equality and sets the agenda for politicians, decision makers, funders and the media on what needs to be done if we are to achieve true equality. You can read more about all our work in the following pages.

Our finances are in a stronger position this year and with an effective team in place who have raised our profile in the media and amongst key decision makers we are all set for the coming year. We were delighted to welcome Catherine Fookes into the role of Director this year, and she has already made her mark in a number of areas. Our thanks go to her and the rest of the WEN team, especially Hilary Watson, our funders and of course the biggest thank you goes to our 1.2k members for your continuing engagement and support.

Michelle Alexis and Bethan Webber
Co-Chairs
Women's Equality Network (WEN) Wales

Trustee's Annual Report for the year ending 31 March 2018

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**.

Trustee's Annual Report for the year ending 31 March 2018 (continued)

Activities & Achievements 2017 – 2018

Policy and influencing

WEN Wales continued to influence and engage with policy makers, decision makers, AMs and MPs. We regularly responded to consultations in this period such as 'Creating a Parliament for Wales' and the Equalities committee enquiry around Pregnancy and Maternity Discrimination. We also worked on two major policy reports.

Equality for Women and Girls in Wales: Our Manifesto

Our Manifesto will set Wales on the path to achieving gender equality, as ambitious action is needed now to break down the barriers to women and girls getting true equality. WEN Wales worked with our sisters at Chwarae Teg, Women Connect First and Welsh Women's Aid on a collective vision of a Wales where every woman and girl is treated equally, is able to fully participate in the economy, public life and political life and live safe from violence and fear. The manifesto calls for solutions across ten areas from Education and Health to Equal Representation and sets ambitious targets such as calling for a 50:50 Assembly by 2021 and halving the gender pay gap by 2028.

The manifesto was sent to all AMs, Council Leaders and CEOs, MPs and charity leaders across Wales and is being used and quoted often by decision makers.

Convention on the Elimination of Discrimination Against Women (CEDAW)

WEN Wales was funded by the EHRC Wales and the Baring Foundation to work on a civil society report into the UN Convention on the Elimination of Discrimination Against Women (CEDAW). We worked with our members and Professor Jackie Jones of the Wales Assembly of Women to produce the Wales Shadow report. We organised pan-Wales workshops and capacity building sessions attended by over 60 people who now have much greater understanding of their rights and of how the convention can be used to push for change in Wales. A formal call for evidence was also sent out to gather opinions on Wales' priorities for women's rights to supplement the anecdotal evidence gathered at the workshop sessions and to inform our report.

WEN Wales also contributed the voice of women in Wales to the Four Nations Shadow report drafted jointly with Scotland, England and Northern Ireland. The Core themes that were highlighted by our members were:

- Violence Against Women
- Political and public life – equal representation
- Childcare
- Health inequalities

WEN Wales and our partners were very pleased to see these themes included in the Four nations report.

Projects

WEN Wales Mentoring Scheme

The WEN Wales mentoring programme was launched this year, with the overall aim to get more women, and more diverse women into political and public life. The programme has three structured elements to it:

- The bespoke mentoring relationship between mentors and their mentees
- Workshops and training which includes party and parliamentary politics, governance and public boards, public speaking, media training and campaigning
- Peer to peer support between the mentees from the programme.

Twenty-six mentees are on the scheme and were selected with careful consideration given to a spread of experience, geography and political persuasion. In total 50 women came forward to be mentors.

The mentees were then matched with women from the pool of mentors, selected against criteria including location, skills and experience. Both mentees and mentors were provided with a Mentoring Guide produced by WEN Wales, to assist them in developing an effective and beneficial relationship by providing a structure and framework to work within in.

Trustee's Annual Report for the year ending 31 March 2018 (continued)

The opening event in March 2018 was an opportunity for the mentees to meet and get to know each other and be inducted into the scheme; and to also meet a large number of the mentors and women associated with the scheme. Throughout the course of the day the mentees heard from a number of our inspirational mentors who shared their experience and tips on working in political and public life, including Ann Jones AM, Julie James AM, Sian Gwenllian AM, Shan Morgan, Welsh Government Permanent Secretary, Sophie Howe, Future Generations Commissioner, Helen Molyneux Chair of IWA & Founder of New Law Solicitors & Professor Meena Upadhyaya OBE, Medical Geneticist. The event was a great success with 71% of participants reporting the overall event to be excellent, and the remaining 29% good.

Quotes from the evaluations of events so far:

'I found the event to be very inspiring and motivational. Thank you, WEN Wales.'

'Thank you, thank you for the amazing list of mentors, mentees and speakers. If that had been the only day we had, it was so invaluable, emotional and empowering.'

When asked what they found most useful:

'If I said EVERYTHING is that acceptable? On a practical note, the venue was perfect. On a personal level being a naturally shy person, the openness and support from mentors, mentees and the WEN Wales team has been invaluable.'

'I gained a lot of new knowledge on the structure of the Welsh democracy and on how to start taking part in it in various different ways.'

'The AM Q&A session gave a first-hand insight into Welsh politics. Also, a chance for us to be involved.'

'A great event. It was lovely to hear all the stories and see how keen everyone was! I am sure it will be a huge success.'

'Really benefiting from the course. What I hadn't appreciated... is how helpful the networking is and how doors have opened.'

'Well something certainly got into me today as I have just sent off an email enquiring about a trustee position for a local charity in Swansea - the fact I'm giving it a go just proves this scheme works! Thank you, WEN.'

'I have never felt genuinely confident about my abilities and I do now - I second that this totally works!'

Other events have included media training where each mentee was able to record a TV interview and get feedback from a journalist, public speaking training and a visit to the Assembly and First Ministers Question time.

International Women's Day 2018 (IWD18)

A total of 12 events were organised this year. WEN Wales organised two events ourselves – one in Cardiff – postponed until 2018 / 19 financial year due to the snow and closure of the Wales Millennium Centre, and one in Swansea. We also supported 10 Pan-Wales events as a pilot scheme to test whether this was the best option to getting coverage across Wales and supporting active community groups.

Trustee's Annual Report for the year ending 31 March 2018 (continued)

Swansea

The Events around Women in Science in Swansea were a huge success. We collaborated with Oriel Science and the Waterfront Museum.

- A total of 1,987 people came through the doors of the museum and engaged with our events
- Each event was attended by between 50 (Panel Debate) and 200 people (all other events) and there were four events in total. After the event people were asked for feedback which we gathered verbally. One young woman said, *'The event about getting more women into science was fantastic, and really inspired me to go for it.'*

On International Women's day itself WEN also organised an event at the WCVA third sector event 'Gofod 3' and collaborated with the women's sector in Wales on a panel discussion entitled '100 years of progress and we are not done yet - challenges for women's equality for the next 100 years.' Panellists included representatives from Women Connect First, NUS Wales and Welsh Women's Aid who all reflected upon 100 years of progress for women, with a spirited discussion Chaired by Betsan Powys of BBC Wales, on the challenges we still face and how we might overcome them.

Events supported by WEN Wales

Events for IWD18 supported by WEN Wales took place in all four corners of Wales:

- Aberdare
- Aberystwyth
- Narberth
- Monmouth
- Wrexham
- Cardiff
- Rhyl
- Llanelli
- Holywell

100 Welsh Women

To mark the centenary of some women getting the vote in 1918, Women's Equality Network (WEN) Wales launched a campaign around 'The 100 – A Celebration of Welsh Women.' A list of 100 Welsh Women who have made a big impact on Welsh lives was drawn up consisting of 50 contemporary women and 50 historical women. WEN Wales worked with the University of South Wales whose Illustration students created illustrations of many of the women on the list for the website.

The project aims to:

- inform people about the achievements of many unsung welsh women in our history
- give women their rightful high-profile place in Welsh history – Wales was not just made by Owain Glyndwr and Aneurin Bevan
- inspire people – giving girls positive role models.

The project has been a great success so far with the PR coverage from the launch alone reaching 3.1m people, a website <http://www.100welshwomen.wales/> and <http://www.100menywodcymreig.cymru/> and a launch where high profile individuals came together to celebrate the centenary and the 100 Women's role in Welsh history. Over 100 influential individuals attended the launch of the list at the Senedd in May which was sponsored by the Deputy Presiding Officer Ann Jones AM. Historical women's relatives were invited as well as all contemporary women on the list. A display of the 100 women was the backdrop to the launch and this will be toured around Wales in early 2019 to continue the project.

The event generated much positive feedback and the #100WelshWomen hashtag was the top trend in Cardiff, trending on twitter throughout the launch day and the tweets reached 3.1m people.

Trustee's Annual Report for the year ending 31 March 2018 (continued)

Membership and communications

WEN Wales had a significant amount of positive PR coverage this year with significant pieces on the launch of 100 Welsh Women, the launch of the manifesto, the launch of the mentoring scheme and on our CEDAW Shadow report. In total our PR had a reach of 8m people and WEN Wales appeared on Sunday Politics, The Hour, and many of the BBC news programmes.

In terms of our membership, at the end of 2017/18 WEN Wales had 1118 members from across Wales. Around 30% of our members are aged 25-44, by far the biggest age group represented.

We sent monthly newsletters to our members this year and grew our social media presence significantly. Our Facebook followers grew by 19% across year, twitter by 14% and Instagram grew 77% as we started to post regularly, engage more with our audience and had a dedicated social media freelancer Laura Davie who had a target of growing our following by at least 10% on every channel. We were delighted also to be trending on twitter on the day of the 100 Welsh Women launch and have

International Work

WEN has continued its work at UK, European and UN levels. We are a member of the United Kingdom Joint Committee for Women (UKJCW) which enables us to work closely with our sister organisations in England, Scotland and Northern Ireland, and with the European Women's Lobby (EWL).

Catherine Fookes represents Wales at the European Women's Lobby (EWL) General Assembly and WEN is currently the secretariat of UKJCW.

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 Management Committee. WEN's Trustees make all strategic, major financial, and staff employment decisions. In other areas responsibility for decision making is delegated to staff.

The Management Committee 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.

Trustee's Annual Report for the year ending 31 March 2018 (continued)

Recruitment & Appointment of the Management Committee

WEN Wales has a maximum of 12 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).

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 and vacancies are advertised widely via the website, newsletter, and the network's distribution lists.

Staff, Volunteers and Trustees

Staff

Co-Director	Mair Rigby	to July 2017
Co-Director	Melissa Wood	to July 2017
Director	Catherine Fookes	from September 2017
Policy and Communications	Natasha Cody	from December 2017 to February 2018

The following people provided services in a freelance capacity during the financial year to 31 March 2018:

Chrissie Nichols
Laura Davies
Mandi O'Neil
Hannah Wharf
Linda Le Gross
Mair Ribgy

Trustees and Management Committee

Bethan Webber (Co-Chair)
Michelle Alexis (Co-Chair)
Carwen Wynne Howells
Rhian Davies (appointed December 2017)
Ann Hodgson (appointed December 2017)
Louise Miles Payne (appointed December 2017)
Norma Jarboe (resigned December 2017)
Meena Upadyhaya (resigned December 2017)
Heulwen Griffiths (resigned December 2017)
Ceri Hayes (resigned December 2017)

Independent Examiner

Lorna Virgo, FCA.
6 Sunnybank Road
Griffithstown
Pontypool
Torfaen
NP4 5LT

Trustee's Annual Report for the year ending 31 March 2018 (continued)

Financial Review

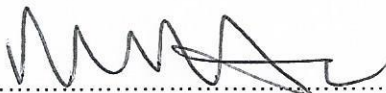
Principal Funding Sources

WEN Wales's main funders are the Welsh Government and the WCVA. We operated with a number of grants this year. The majority of our funding came from the Welsh Government Equality and Inclusion Grant (£120,000 (2017: £87,931)). A £20,000 (2017: £Nil) grant was secured from the Welsh Government in respect of our 100 Welsh Women project to celebrate the Centenary of some women getting the vote and we also received a small grant from the WCVA for our work as the Gender representative on the TSPC (£3,560 (2017: £3,504))

Reserves Policy

WEN Wales Recognises the importance of having reserves and has adopted a reserves policy to ensure that the organisation has a small level of reserves.

Approved by order of the board of trustees on 5/12/2018 and signed on its behalf by:



Michelle Alexis – Co-Chair

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

I report to the charity trustees on my examination of the accounts of Women's Equality Network Wales ("the Company") for the year ended 31 March 2018.

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 if the accounts to be reached.

Signed:

Lorna Virgo FCA
6 Sunnybank Road
Griffithstown
Pontypool
Torfaen
NP45LT

Date:

WOMEN'S EQUALITY NETWORK WALES

**STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 March 2018**

	Notes	Unrestricted fund £	Restricted funds £	2018 Total funds £	2017 Total funds £
INCOME AND ENDOWMENTS FROM					
Charitable activities					
Charitable activities		1,000	159,865	160,865	99,708
Other income		<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>
Total		1,000	159,865	160,865	99,708
 EXPENDITURE ON					
Charitable activities					
Charitable activities		<u>3,819</u>	<u>127,922</u>	<u>131,741</u>	<u>96,394</u>
NET (EXPENDITURE)/INCOME		(2,819)	31,943	29,124	3,314
 RECONCILIATION OF FUNDS					
Total funds brought forward		<u>10,538</u>	<u>9,102</u>	<u>19,640</u>	<u>16,326</u>
TOTAL FUNDS CARRIED FORWARD		<u><u>7,719</u></u>	<u><u>41,045</u></u>	<u><u>48,764</u></u>	<u><u>19,640</u></u>

CONTINUING OPERATIONS

All income and expenditure has arisen from continuing activities.

WOMEN'S EQUALITY NETWORK WALES
BALANCE SHEET
As at 31 March 2018

	Notes	Unrestricted fund £	Restricted funds £	2018 Total funds £	2017 Total funds £
CURRENT ASSETS					
Debtors	5	1,000	49,756	50,756	3,821
Cash at bank		<u>6,719</u>	<u>18,001</u>	<u>24,720</u>	<u>24,892</u>
		7,719	67,757	75,476	28,713
CREDITORS					
Amounts falling due within one year	6	-	(26,712)	(26,712)	(9,073)
		<u>7,719</u>	<u>41,045</u>	<u>48,764</u>	<u>19,640</u>
NET CURRENT ASSETS					
		<u>7,719</u>	<u>41,045</u>	<u>48,764</u>	<u>19,640</u>
TOTAL ASSETS LESS CURRENT LIABILITIES					
		<u>7,719</u>	<u>41,045</u>	<u>48,764</u>	<u>19,640</u>
NET ASSETS					
		<u>7,719</u>	<u>41,045</u>	<u>48,764</u>	<u>19,640</u>
FUNDS					
Unrestricted funds	7			41,045	10,538
Restricted funds				<u>7,719</u>	<u>9,102</u>
TOTAL FUNDS					
				<u>48,764</u>	<u>19,640</u>

WOMEN'S EQUALITY NETWORK WALES
BALANCE SHEET - CONTINUED
AT 31 March 2018

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 March 2018.

The members have not required the charitable company to obtain an audit of its financial statements for the year ended 31 March 2018 in accordance with Section 476 of the Companies Act 2006.

The trustees acknowledge their responsibilities for

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

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

The financial statements were approved by the Board of Trustees on 5/12/2018 and were signed on its behalf by:



.....
Michelle Alexis Co-Chair

WOMEN'S EQUALITY NETWORK WALES

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 March 2018

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 2015)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention.

Financial reporting standard 102 - reduced disclosure exemptions

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

- the requirements of Section 7 Statement of Cash Flows.

Going Concern

At the time of signing the financial statements, the Trustees have reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Therefore the Trustees continue to adopt the going concern basis of accounting in preparing these financial statements.

Income

Income is recognised when the charity has entitlement to the funds, any performance conditions attached to the item of income have been met, it is probable that the income will be received and the amount can be measured reliably.

Income from government and other grants, whether 'capital' grants or 'revenue' grants, is recognised when the charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably and is not deferred.

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.

WOMEN'S EQUALITY NETWORK WALES

NOTES TO THE FINANCIAL STATEMENTS - CONTINUED FOR THE YEAR ENDED 31 March 2018

1. ACCOUNTING POLICIES - continued

Irrecoverable vat

Irrecoverable VAT is charged against the expenditure heading for which it was incurred.

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

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.

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.

2. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31 March 2018 nor for the year ended 31 March 2017.

Trustees' expenses

During the year, trustee expenses of £Nil (2017: £672.60) were paid to the Trustees.

WOMEN'S EQUALITY NETWORK WALES

NOTES TO THE FINANCIAL STATEMENTS - CONTINUED FOR THE YEAR ENDED 31 March 2018

3. STAFF COSTS

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

	2018	2017
Co-Director	<u>2</u>	<u>2</u>

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

4. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted fund £	Restricted funds £	Total funds £
INCOME AND ENDOWMENTS FROM			
Charitable activities			
Charitable activities	2,431	97,277	99,708
Other income	<u>-</u>	<u>-</u>	<u>-</u>
Total	2,431	97,277	99,708
 EXPENDITURE ON			
Charitable activities			
Charitable activities	<u>1,036</u>	<u>95,358</u>	<u>96,394</u>
Total	<u>1,036</u>	<u>95,358</u>	<u>96,394</u>
 NET INCOME	1,395	1,919	3,314
 RECONCILIATION OF FUNDS			
Total funds brought forward	9,143	7,138	16,326
 TOTAL FUNDS CARRIED FORWARD	<u>10,538</u>	<u>9,102</u>	<u>19,640</u>

5. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2018	2017
	£	£
Accrued income	<u>49,756</u>	<u>3,281</u>

Accrued income relates to grant payments received after 31 March 2018 for projects undertaken in the financial year to 31 March 2018. Included within this amount is £20,000 in relation to the 100 Welsh Women project and the final instalment of our Welsh Government Equality and Inclusion Grant for the year to 31 March 2018.

WOMEN'S EQUALITY NETWORK WALES

NOTES TO THE FINANCIAL STATEMENTS - CONTINUED **FOR THE YEAR ENDED 31 March 2018**

6. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2018 £	2017 £
Deferred income	12,843	-
Social security and other taxes	543	2,867
Accrued expenses	<u>13,326</u>	<u>6,206</u>
	<u>26,712</u>	<u>9,073</u>

7. MOVEMENT IN FUNDS

	At 1.4.17 £	Net movement in funds £	At 31.3.18 £
Unrestricted funds			
General fund	10,538	(2,819)	7,719
Restricted funds			
Welsh Government Grant	2,709	17,502	20,211
WCVA - Third Sector Partnership Council	4,809	3,515	8,324
Other	<u>1,584</u>	<u>10,926</u>	<u>12,510</u>
	<u>9,102</u>	<u>31,943</u>	<u>41,045</u>
TOTAL FUNDS	<u>19,640</u>	<u>29,124</u>	<u>48,764</u>

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

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	1,000	(3,819)	(2,819)
Restricted funds			
Welsh Government Grant	120,000	(102,498)	17,502
WCVA - Third Sector Partnership Council	3,560	(45)	3,515
Other	<u>36,305</u>	<u>(25,379)</u>	<u>10,926</u>
	<u>159,865</u>	<u>(127,922)</u>	<u>31,943</u>
TOTAL FUNDS	<u>160,865</u>	<u>(131,741)</u>	<u>29,124</u>

8. RELATED PARTY DISCLOSURES

During the year a Trustee, Ceri Hayes, undertook consultancy work as part of the CEDAW project as she is an expert in the subject matter. The value of payments made in relation to the engagement totalled £2,152.92 and was determined on an arm's length basis. The decision to allow a Trustee to undertake paid consultancy for the Charity is permitted by Article 4.3 of WEN Wales' governing documents and was made independent of Ceri Hayes. There were no other related party transactions for the year ended 31 March 2018.

WOMEN'S EQUALITY NETWORK WALES

**DETAILED STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 March 2018**

	2018 £	2017 £
INCOME AND ENDOWMENTS		
Charitable activities		
Grants	159,865	99,708
Subscriptions	1,000	-
	<hr/>	<hr/>
Total incoming resources	160,865	99,708
 EXPENDITURE		
Charitable activities		
Wages	49,232	44,457
Accommodation	4,351	3,281
Insurance	242	267
Postage and stationery	-	177
Advertising and Marketing	15,760	-
Travel and subsistence	4,909	3,395
Membership and registration fees	1,819	981
Room and venue hire	-	3,714
Consultancy and professional fees	24,614	10,718
Events and resources	18,428	20,492
AGM costs	-	3,986
Management Committee costs	780	924
Translation costs	1,865	1,601
Training and recruitment costs	2,000	500
Research costs	1,875	-
	<hr/>	<hr/>
	125,875	94,493
 Support costs		
Governance costs		
Accountancy fees	5,866	2,377
	<hr/>	<hr/>
Total resources expended	131,741	88,376
	<hr/>	<hr/>
Net income	<u>29,124</u>	<u>6,657</u>