



Women's Engineering Society



2021/22
Annual
Report

CONTENTS

WOMEN'S ENGINEERING SOCIETY YEAR ENDED 31 MARCH 2022

Legal and Administrative Information

The Women's Engineering Society is registered as a charity and is a company limited by guarantee governed by its Memorandum and Articles of Association.

Charity No. 1008913, Company No. 00162096

Directors/Trustees

The directors of the Charitable company (the Charity) are its trustees for the purposes of charitable law and, throughout this report, are collectively referred to as the trustees.

The trustees who served during the year were as follows:

Trustees:

Dawn Childs FREng	
Paul Cliff	
Dr Katherine Critchley	
Professor Elena Gaura	Elected 23rd October 2021
Chrisma Jain	
Emma Nicholson	
Professor Vincenzo Pizzoni	Appointed 6th November 2021
Susan Robson	
Mamta Singhal	Elected 23rd October 2021
Emily Spearman	Elected 23rd October 2021
Dr Pauline Smith	
Adriana Vargas-Colwill	
Alexandra Louise Knight	Resigned 23/10/2021

Registered Office and Principal Office:

Futures Place,
Kings Way,
Stevenage,
Hertfordshire.
SG1 2UA

President:

Dawn Childs FREng

Independent Examiner:

Moore Kingston Smith LLP
4 Victoria Square
St Albans,
Hertfordshire.
AL1 3TF

INTRODUCTION FROM THE PRESIDENT

The entire year was played out under the backdrop of COVID with ever changing rules and an understandable lack of clarity around whether events should be virtual or could be in-person. This has of course made for a challenging year for WES and for our stalwart group of amazing volunteers and staff. Nonetheless, even within these trying circumstances we have continued to deliver impactful events, offer support, and engage women engineers.

With this COVID backdrop it was fitting that the 2021 WES Annual Conference was themed 'Serving Society'. It is due to the efforts of so many engineers and scientists that we can finally start to look with cautious optimism at the future because although we may not have COVID completely beaten, we do have it under some level of control. Given the circumstances, the conference was a great success, enjoying the amplifying effect of a virtual forum with its ability to reach a far wider audience. However, the networking benefits of a face-to-face event were missed.

INWED was phenomenal in 2021. I was concerned that we may lose some traction due to the challenges of the pandemic, but I was very pleased to have been proved completely wrong! The breadth, depth and geographical reach of the events was staggering. The impact report made for very impressive reading with a potential reach of over half a billion.

With this increasing reach of our Society, it is important that the central WES team, led by our CEO, have a clear set of operating model priorities that sit underneath a meaningful strategic architecture to ensure we have the right infrastructure to enable our volunteer and staff teams to contribute as effectively and efficiently as possible. We know that there have been some elements that were not working well in our set up (and in some cases proving to be barriers to success) and thus knew that it was essential to understand from you what these were and where you thought we should be focusing our efforts. Consequently, one of the cornerstones of the Society's efforts this year was to create a strategy that was fit for purpose and that would drive us forward. We took a dynamic and stakeholder-informed approach because we wanted our strategy process to be iterative and influenced by all of us.

In January we launched a survey to find out what our members thought of WES and where they would like WES to be going. Behind the scenes we had also started face-to-face interviews with our staff, patrons, committees, and boards; and we also reached out to our clusters and volunteer groups. The purpose of all this engagement was to feed the strategy review with the voice of our WES community. Insights gathered enabled the Board to have rich discussions on the direction of – and operations at – WES to ensure we continue to align our collective aspirations to those of the members we serve. We hope this approach helped everyone associated with WES feel more connected to each other and to shared goals, whilst providing guardrails that empower decision making at all levels and nodes of the organisation.

The outcome of the engagement activity and reviews was a very clear architecture that now forms the basis of everything we do at WES and how we do it. It sets out what we are aiming to achieve (our vision), how we are setting about achieving that (our mission) and where our focus will be (our strategic priorities). Unsurprisingly our first two strategic priorities focus on our internal key stakeholders: our members and our partners; whilst the third looks more outwardly to focus on how we influence and collaborate with external key stakeholders such as policy makers and Government.

With the new strategy in place, we held the first Trustee elections under the revised structure seeing a smaller churn of Trustees. This is helpful because it gives us the much-needed stability to see the strategy work into execution through the Directors' Committees. I am hopeful that we can now all use the new strategy to drive forward and continue to build on the traction made throughout 2021 (despite the challenging environment). Hopefully, we will get the mix of events right and enjoy some face-to-face events whilst still leveraging the multiplying effect of virtual forums throughout 2022.



Dawn Childs
FREng MA MDA CEng FICE FIMechE FRAeS FWES
President, Women's Engineering Society



"INWED was phenomenal in 2021. I was concerned that we may lose some traction due to the challenges of the pandemic, but I was very pleased to have been proved completely wrong!"

Dawn Childs
President,
Women's Engineering
Society



REPORT FROM THE CHIEF EXECUTIVE OFFICER

Despite the continuing issues associated with the pandemic, 2021-22 was a fantastic year for the Women's Engineering Society. The staff remained working from home and once again all events were held online, however we were finally able to meet in person from September 2021. The team met monthly thereafter and occasionally we were joined by one of the Trustees.

This has made a huge difference in getting to know the team, many of whom joined us in the last year. We recruited Richard Moore and Kathryn Tighe as two new Partner Managers and Jennie Diston as a new Operations Officer and had appointed Candi Colbourn as a new Events Manager by the end of the year to start in April 2022. Sadly, we said goodbye to our Partner Manager, Beatrice Pryor who decided to return to acting and drama.

Our themes for 2021 were Engineering Heroes and Serving Society and we were able to celebrate 50 Engineering Heroes who provided valuable support during the pandemic, as well as in disaster and emergency situations. The Top 50 Women in Engineering is one of my favourite WES activities because we get to see so many brilliant women engineers making a big difference. Once again, we celebrated virtually and posted the trophies out to our winners. It is planned to hold the 2022 celebration in person.

International Women in Engineering Day was even more of a success in 2021 than in the previous year. We hired a women-led marketing company, Genius Marketing, to deliver the INWED campaign and it succeeded beyond our wildest dreams. Our potential reach on Twitter rose by 410% from 103 million in 2020 to 526 million in 2021 and we trended at No 1 on Twitter in the UK for most of the afternoon. Our webinar became truly global as almost 1,000 people registered to attend, and over 500 of them showed up. As a result, we have now hired Genius to manage the WES marketing and a revamped website is on the way.

Both the Annual Conference and the Student Conference were held online, and we heard keynote contributions about the pandemic from Professor Catherine Noakes OBE and Dr Hayaatun Sillem CBE at the Annual Conference. The Student Conference focused on Life Lessons from Engineering, with a keynote speech from Chi Onwurah MP, and five of the 2021 WE50 winners joined a panel to discuss using ingenuity to nurture finite resources.

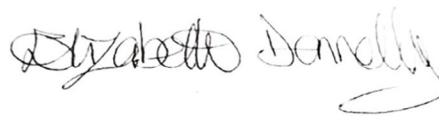
Dame Jo da Silva, another 2021 WE50 winner, gave the Caroline Haslett Lecture, focusing on the support engineers give when arriving in disaster zones. At the behest of BAE Systems, we held the first ever Apprentices Showcase to show girls (and boys) from Year 10 on what engineering apprenticeships look like and they were able to ask questions of some female apprentices.

Joining the McLaren Racing Engage Alliance in June 2021 was the first indication that WES is now able to command support from the best in the engineering industry. We signed up for a two-year programme with the Smallpeice Trust, Creative Access and Equal Engineers to support McLaren

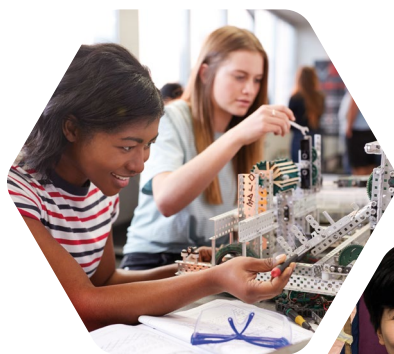
Racing as they pursue excellence on the racetrack by inviting more diversity into their business. Our partnership numbers increased by 20% and our income by 52% on the previous year, and we continue to attract more organisations looking to hire more women engineers, as evidenced by the 66% increase in job advertising since 2021.

Financially we achieved a surplus of over £50,000 during the year, stabilising WES' finances. This is testament to the hard work of the staff and volunteers over the last year to deliver successful events and projects in difficult circumstances. Almost all the income lost during the first year of the pandemic has now been recouped, and WES' future is bright. We invested some income in a much-needed Customer Relationship Management (CRM) system, to improve productivity and many activities are now automated, reducing administration and freeing up time to work on partner and member benefits.

We welcomed the news from Engineering UK on 8 March 2022, International Women's Day, that 16.5% of all engineers are women, up from 10% in 2010. This represents an increase from 562,000 women to just under 1 million women. It's still not enough, but there is a lot of potential for more women to become engineers.

Elizabeth Donnelly,
MSc FRSA MRAeS MINCOSE
Chief Executive Officer



“Despite the continuing issues associated with the pandemic, 2021-22 was a fantastic year for the Women's Engineering Society”

Elizabeth Donnelly

Chief Executive Officer,
 Women's Engineering Society



WES MEMBERSHIP

WES offers four types of Membership as follows:

Individual Members who pay an annual fee for Membership. There are various classes, including Associate Membership, Student Membership and Concessionary rates.

Supporters receive our newsletter but pay no fee and are not entitled to participate in WES governance.

Sponsored Members are supported by their employer or education facility who pay their Membership fees. They have all the rights of individual Members.

Patrons, Honorary Members and Fellows are individuals who are invited to join WES due to their place in the engineering community, their contribution to engineering, or in the case of Fellows, have shown meritorious achievements in engineering. Fellows pay a higher fee to the Society whereas Patrons and Honorary Members do not pay fees.

Table 1: WES Membership Figures 2021-22

Membership Type	March 2021	March 2022	% change from 2021
Members	882	930	+5.5%
Supporters	711	233	-68.6%
Sponsored	542	708	+30.6%
Patrons, Honorary Members and Fellows	86	96	+11.6%
TOTAL	2,221	1,957	-11.8%
TOTAL PAYING MEMBERS	1,530	1,715	+12.1%

New Membership System

In September 2021, WES purchased Salesforce, a Customer Relationship Management system, to manage the growing administration of memberships and partnerships. Teething problems related to closing the previous membership system have persisted throughout the rest of the financial year, but it is expected these will be resolved in the next financial year. With the closure of the previous system, the number of supporters was found to include out-dated historic data which was cleansed, resulting in a reduced number of supporters. While this means the overall membership numbers have fallen, there has been a 12.1% increase in paying members from 1,530 to 1,715.

The biggest increase in membership has come from our Partner-Sponsored Members, rising by 30.6% reflecting the increase in organisations and companies partnering with WES over the last financial year, and in existing partners encouraging their female engineers to take up WES Membership. There has been a moderate increase of 5.5% of individual Members and a greater increase is anticipated in the forthcoming financial year as part of a planned Membership recruitment strategy.

Regional Clusters

WES has regional clusters to support Members at a local level and this work is undertaken supported through the volunteer efforts of our Cluster Coordinators. WES is sharing practice across the UK to encourage increased regional networking including with other regional groups and networks and local companies.

As of the end of March 2022, there were sixteen active Clusters:

Berkshire	Kent	Scotland
Bristol, Bath, Gloucestershire & Somerset	London	South Coast
Cumbria and Lancashire	Manchester	Surrey and Sussex
Heart of England	Merseyside & Wirral	Tees & Tyneside
Hertfordshire, Bedfordshire & Buckinghamshire	Midlands	Wales
	Northern Ireland	

Annual Conference 2021

The 2021 Annual Conference was held online from 20-21 April, sponsored by Amazon, BAE Systems, the Dyson Institute, and Ford.

There were many candid and inspiring presentations from a wide range of speakers highlighting how engineers are actively 'serving society'. Specifically the Conference highlighted the numerous ways engineers had responded to the pandemic, raising the profile and expectations of engineering to the public.

Opening the Conference, WES President Dawn Childs said: "There has been great input from engineers and particularly women engineers over the past year to navigate us through a shocking period." The keynote presentation from Professor Catherine Noakes OBE showcased her cross-discipline research into how people are exposed to pathogens and pollutants in buildings and how to design effective engineered controls. Professor Noakes is one of a small group of people in the world who work in this area, whose expertise was called on to tackle the pandemic. "Never in our history has there been such mass media coverage of science, engineering and technology," she enthused. "Also, I have never seen interdisciplinary work like this – I've now got a huge network of people."

Dr Hayaatun Sillem CBE, CEO of the Royal Academy of Engineering, gave the keynote address on the second day of the Conference. She detailed the many programs the RAEng had instigated during the past year to deliver advice and support alongside scientific advice in the UK and

internationally. She also echoed the sentiment of other speakers: “We don’t tell the story enough. Policymakers need to understand what engineers do and how they can help.” Dr Sillem completed her presentation by saying, “This crisis is a turning point for diversity and inclusion. Despite the challenges and enormous difficulties of the past year, we have undergone learning and changes that can help us move forward. Flexible working, mental health, focus on resilience, greater collective acknowledgement with regards racism and sexism. The shape of work and our industrial base is changing fast, and upskilling is vital. We have raised our ambitions.”

All of the speakers gave candid and often very personal presentations which highlighted the pivotal commitment engineers have made serving society to combat a pandemic and drive the economy forward. Many practical projects emphasised the enormous contribution that engineering makes to our daily lives, most notably during times of crisis, while also noting that all these ‘wonder women’ have home lives – family, partners, children. It is time the world recognised the roles women engineers play in providing solutions to day to day living and on a grand humanitarian scale. Breakout network sessions were also held throughout the two days of the virtual annual conference, and there were some very thought-provoking discussions.

Membership Engagement

WES provides three Boards for Members starting out in engineering, the **Early Careers Board**, the **University Groups’ Board** and the **Apprentices’ Board**. These Boards give young women valuable experience in committee work and governance, allowing Members to progress to the Directors’ Committees and the Board of Directors, which also assists them in their work life. WES benefits from the perspective and viewpoint of our younger Members, giving us valuable diversity.

Early Careers Board

The Early Careers Board (ECB) organised two competitions for INWED 2021 following the theme of Engineering Heroes. The Draw an Engineer Competition asked Key Stage 1 & 2 school pupils to create a version of a Top Trump card, listing the top 5 qualities of their engineering hero. The Poster Competition encouraged 11-18 year old pupils to present their idea of an engineering hero or to research a real-world engineering hero. A fantastic number of creative entries was received for both the Draw an Engineer Competition (247) and the Poster Competition (19). Future plans for competitions include shifting the target audience to students, apprentices and graduates to give them an opportunity to explore topics outside their everyday focus and to develop their skills in presenting scientific ideas.

The ECB supported the Graduate Engineering Engagement Programme (GEEP) run by the Royal Academy of Engineering in partnership with Windsor Fellowship. The GEEP aims to increase the transition of engineering graduates from diverse backgrounds into engineering employment. Over the last six years, more than 1,000 students from over 66 universities have taken part in the programme. Of the students involved in GEEP, 30% are female and over 90% are from Black, Asian and Minority Ethnic backgrounds.

WES was represented by the ECB through the GEEP Skills & Competency virtual workshop, highlighting the many activities and benefits of becoming a member of WES to over 40 students, as well as sharing their engineering careers journey with top tips.

SUPPORTING WOMEN ENGINEERING STUDENTS

University Groups' Board

The University Groups' Board (UGB) comprises nine members from WES-affiliated university societies. The board's purpose is to connect university WES members and to share best practices and encourage networking amongst students. This year has been a return to a 'new normal' for many student societies, however the board has continued to build on the virtual habits established over the pandemic. Virtual socials, such as a book club, have created a relaxed environment to network and meet likeminded women. The board also hosted a virtual careers event which was thoroughly enjoyed by all in attendance, as well as being uploaded to YouTube. A new Instagram and LinkedIn page have been launched to increase the board's visibility and to share UGB news with university groups.

Continuing forward, the UGB plans to host more careers-based events and increase engagement amongst all university WES groups. A slight change in board election time (from autumn to late spring) will hopefully allow future boards to collaborate on more events and share ideas.

WES Affiliated Student Groups

There were 18 WES-affiliated Student Groups in 2021-22:

Aston	Heriot-Watt	Queens, Belfast
Bath	Imperial College	Southampton
Birmingham	Leeds	Surrey
Coventry	Loughborough	Sussex
Dyson Institute	Nottingham	Swansea
Glasgow	Open	University College London

Apprentices' Board

The Apprentice Board (APB) had a busy second year in office. After another year of virtual-only work and interaction, the Board managed to meet face to face with the Early Careers Board and University Groups Board in March, which was a great opportunity.

On the back of last year's successful podcast mini-series, the APB has started recording more episodes in an interview format, after reaching out to partner companies to seek interviewees. Further projects in the pipeline are a "coffee morning" style virtual networking session for female apprentices, and a centralised information repository for apprentices to reach out to more senior qualified individuals in specific disciplines. The APB has supported several apprentices who are the only woman in their company or are struggling in a male dominated environment and helped to deliver the first WES Apprentice Showcase in February.

The APB has accepted five new members for the year 2022/23 and is looking forward to developing project ideas under the leadership of the new Chair and Vice-chair.

Post A-Level Support Hub

Following the success of the Post A-Level Support Hub in 2020, WES once again published a comprehensive guide for A-Level students. We were able to provide information on next steps, available university courses and apprenticeships, and advice from the WES Community.

13th Student Conference

The 2021 WES Virtual Student Conference took place on 25-26 November 2021 with a full programme of talks, panel discussions and professional development and training opportunities under the banner of Serving Society. The Keynote Address was given by Chi Onwurah MP, Shadow Minister for Digital, Science & Technology and the only Chartered Engineer in Parliament. Other sessions included charterships, interdisciplinary working, leadership, imposter syndrome, mentoring, work/life balance, and CV and interview preparation. In addition to the formal presentations, break-out sessions and online chat rooms hosted by volunteers from WES Student Groups, Early Careers Board and University Groups Board enabled attendees to meet and chat during breaks. The conference attracted 250 attendees, including 105 students representing engineering faculties from 13 UK universities. The conference was sponsored by BAE Systems, Ball Corporation, CBRE, CityFibre, Dialog Semiconductor, McLaren Racing and SME Graduate Employment.

WES Lottie Tour

The sixth annual Lottie Tour took place during Tomorrow's Engineers Week in November 2021 and was sponsored by GKN Automotive and McLaren Racing. After a primarily virtual tour in 2020, Lottie was back out in the world visiting offices, laboratories, workshops, and even went trackside with Formula One drivers, Daniel Ricciardo and Lando Norris at the Mexican Grand Prix, kitted out in her specially designed McLaren Racing Engineer uniform.

Over seven days from 7-13 November 2021, #WESLottieTour had a potential reach on social media reach of 17.3 million thanks to the wide range of engineering organisations and UK universities that took part, including Accon UK, the Engineering Council, Heathrow Airport, Herriot-Watt University, Hitachi, Kingston University, Loughborough University, Malvern Panalytical, the Metropolitan Police, Ramboll, Rochester Bridge Trust, Staffordshire University, Star Refrigeration, and Swansea University.

Apprentices Showcase

On the 11 February in partnership with BAE Systems, Airbus and the Dyson Institute, WES produced its first Apprentices Showcase for those in Year 10 and above. Engineering Apprenticeships can be very rewarding, but many young people don't know much about them. The Showcase received 769 registrations, and was watched by 549 young people and their teachers on the day, with some individual registrants actually being whole classes. The first session talked about engineering apprenticeships and how to apply. Parallel sessions also had panel discussions of young women apprentices talking about how they got into engineering, their work, and their aspirations for the future. The Showcase was so successful that WES plans a repeat event in November 2022 during Tomorrow's Engineers Week.

CORPORATE PARTNERS

The WES Partnership Programme enables organisations to support women engineers and their own diversity and inclusion programmes. Benefits include:

- Knowledge and experience sharing opportunities among Partners
- Support for developing an organisation's Diversity and Inclusion strategy
- Opportunities to raise the company profile as an investor in women

Table 1: WES Membership Figures 2021-22

Partnership Type	31 March 2021	31 March 2022	% change from 2021
Event Partner	1	2	100%
Bespoke Partner	0	3	-
Company Partner	46	55	19.5%
Company Plus Partner	6	6	0%
Education Partner	21	22	4.8%
Not For Profit	10	11	10%
SME Partner	12	13	8.3%
Start Up	2	6	200%
TOTAL	98	118	20.4%

The WES Partnership Programme enables organisations to support women engineers and their own diversity and inclusion strategy. Benefits include:

- Connecting Partners with best practice, experience, and knowledge
- Supporting women in their organisation with investing in WES projects and memberships
- Aligning their company with WES as an employer investing in women

Partners join WES with a passion and purpose to improve their company diversity and inclusion and to work with women, to increase the number of women in engineering roles in their company and to raise their profile in the industry as an investor in women. The number of Partners has increased by a fifth from 98 in March 2021 to 118 by the end of March 2022. WES has been able to add value to

partners and retain those who joined in the previous year, continuing to strengthen the partnerships on an annual basis. This was achieved despite a lack of support between the departure of the WES Partner Manager in September 2021 and the recruitment of two new Partner Managers in December 2021 and January 2022.

The Partnership team has been strengthened by the recruitment of Richard Moore for the south of the UK and Kathryn Tighe for the north. Their recruitment has seen improved account management as each of the WES partners has a dedicated contact, and the two managers have begun to encourage more companies to become partners.

WES has also adapted the partnership offering to create bespoke packages to support partners outside of the standard partnership package, this means we have been able to maintain some partners who would otherwise have left, and open conversations to new stakeholders who align with WES.

WES Alliance with McLaren Racing

In June 2021, WES was invited to join a new initiative **McLaren Racing Engage** working alongside EqualEngineers, The Smallpeice Trust and Creative Access. The alliance with McLaren Racing is the first of its kind in Formula 1 and it advances the team's diversity, equality, and inclusion agenda as part of its broader sustainability programme, including its commitment to F1's WeRaceAsOne platform.

The alliance has been formed to:

- Promote STEM and F1 as an accessible vocation to under-represented and under-privileged groups
- Foster a diverse and inclusive culture within McLaren's workforce and communities by providing accessibility to young people and under-represented groups
- Advance meaningful and sustained change for McLaren Racing as an employer, and F1 as a sport and industry

WES is proud to be a part of the alliance and delighted to develop the McLaren Racing Partnership, including sponsorship of the Annual Conference, Student Conference, Lottie Tour, MentorSET and several roundtable events for the next two years.



PROJECTS

COP26

The 2020 Top 50 Women in Engineering in Sustainability were invited to join a new Climate Emergency Special Interest Group (SIG), led by Sally Sudworth, WES' former Honorary Secretary. This group was formed to showcase women engineers fighting the Climate Emergency and bringing innovative solutions to the problems facing the world by climate change, based around the UN Sustainable Development Goals (SDGs). Sally Sudworth applied for and obtained a panel session in the Green Zone at COP26 in Glasgow on the 8 November 2021. This was a huge success for a group that had only just formed and WES Members and Fellows, Sally Sudworth, Ioana Price, Ashley Barratt and Dawn Bonfield led a popular discussion on *Using the SDGs to tackle the Climate Emergency: here's how!*

MentorSET

MentorSET is a unique cross-sector mentoring scheme developed by the Women's Engineering Society in 1998 to support women working in STEM. The scheme provides independent mentors who understand the challenges faced by women engineers and who provide support and advice.

WES continues to offer mentoring to individual Members for a fee of £48 as well as managing the mentoring programme for STEM Returners and as part of its Company Plus Partnerships. Non-members can also join the scheme for £120, priced to encourage women to join WES to take advantage of the reduced fee.

The scheme software is provided by Mentorloop and has a total of 171 participants comprised of 92 mentors, 53 mentees and 26 dual profiles, with positive user feedback including *"Very much enjoying working with my mentee, she is brilliant"* and *"my mentor is incredibly supportive, has fantastic ideas and solutions to the topics we talk about and is 100% committed."*



INTERNATIONAL WOMEN IN ENGINEERING DAY (INWED)

INWED is an international awareness campaign which raises the profile of women in engineering and focuses attention on the amazing career opportunities available in this exciting industry. Since its origins on the 23 June 2014 to celebrate the 95th anniversary of the Women's Engineering Society INWED has grown enormously, receiving UNESCO patronage in 2016. The interest and enthusiasm from our international audience and participants has grown INWED considerably to the global phenomenon it is today.

The INWED21 theme was **#EngineeringHeroes**, to recognise the contribution that engineers made to the Covid-19 pandemic by developing PPE, ventilators, vaccines and hand sanitiser. At the point of setting the theme, WES anticipated that the pandemic would be over and broadened the theme to include the work that engineers do during emergencies and disasters. The theme proved very popular, as the highlights show.

- The 2021 campaign had a potential reach of **526 million users**, an **increase of 410%** from 103 million in 2020.
- INWED social media accounts gained over **1,600 new followers** and saw **more than 44,000 engagements**.
- Tweets from @INWED1919 had **more than 289,000 impressions**.
- There were over **20,000 individual online conversations** about INWED.
- #INWED21 was the number one trending topic on Twitter in the United Kingdom for around three hours in the afternoon.
- There were close to **900 registrants** from across 32 countries for the official INWED celebration webinar.
- Over **100 events** were registered on the INWED website.
- The campaign had top tweets from **F1, The IET, UK Government Equalities Office, Mercedes-AMG Petronas F1 Team, Nissan Cars, Sky, European Space Agency, Aston Martin Cognizant F1 Team, Females In Racing, Royal Air Force, Sir Patrick Vallance, Stemettes, UK Space Agency, Royal Navy and Australian Chief of Navy**.
- **1,700 individuals** made enquiries and downloaded resources from the INWED website.
- 'International Women in Engineering Day' was reported in **over 100 news stories across global media**, including coverage in Construction News, The Chemical Engineer, Engineering.com, Evening Standard, The Guardian, Houston Chronicle, MSN, New Civil Engineer, The Sun, and Utility Week among others.

INWED21 was sponsored by:

INWED is an international awareness campaign which raises the profile of women in engineering

- Amazon
- Atmos International
- Ball Corporation
- Boeing
- Cranfield University
- Dornan
- Engineering Construction Industry Training Board
- GCHQ
- Institute of Refrigeration (IOR)
- Mercedes-AMG Petronas Formula One Team
- OPITO
- Royal Academy of Engineering
- Royal Air Force
- Spectris
- V12 Footwear
- World Refrigeration Day



Much of the success of the 2021 campaign was down to Genius Marketing, a women-led marketing company which WES hired to manage the campaign. As a result of this tremendous success, WES hired Genius to manage all its marketing and WES' branding, events and initiatives have greatly improved as a result.

TOP 50 WOMEN IN ENGINEERING 2021

The theme for 2021 was **Engineering Heroes** to celebrate the best, brightest and bravest women in engineering who recognise a problem, then dare to be part of the solution, who undertake everyday 'heroics' as much as emergency ones. The 2021 awards were held in association with The Guardian newspaper and Assystem.

Head Judge, Professor Catherine Noakes OBE said of the awards, "*The standard of nominations received was outstanding. It was wonderful to read about the achievements of these extraordinary women and the impact that they are making on society with their talent, hard work and dedication.*"

In 2021, the presentation of the awards took place online. Winners had trophies sent directly to their homes and posed for a picture with their trophy (as seen in the montage below).



The 2021 WE50 (in alphabetical order):

Dr Habil Tayebbeh Ameri
Senior Lecturer, University of Edinburgh, School of Engineering

Samidha Anand
Engineering Manager, Caterpillar UK (Perkins Engines Co Ltd)

Phoebe Baker
Construction Manager, Mace

Dr Claire Bennett
Senior Geotechnical Engineer, Arup

Dr Grace Campbell
Senior Natural Hazard and Risk Specialist, Arup

Jackie Carpenter
Director, Friendship Cohousing

Dame Jo da Silva
Global Sustainable Development Leader, Arup

Georgia Davey
Senior Buyer, Babcock International Group

WO2 Claire Dewhurst
Aircraft Engineer, 1 Regiment AAC Workshop REME (Ministry of Defence)

Dr Karen Donaldson
Research Associate, University of Edinburgh

Professor Hua Dong
Professor in Design, Dean of Brunel Design School, Brunel University London

Dr Katherine Dunn
Lecturer, The University of Edinburgh

Dr Natalia Falagán
Lecturer in Food Science and Technology, Cranfield University

Professor Elena Gaura
Professor of Pervasive Computing, Coventry University

Kate Grant
Director of Network West Midlands, Cadent Gas Limited

Katherine Grigg
HS2 Main Works Agent, SCS Railways Joint Venture (HS2 Main Works)

Jo Hartnell
Assistant Tunnelling Engineer, Atkins

Milly Hennayake
Civil Water Engineer, Arup

Jean Hewitt
Senior Inclusive Design Consultant, Buro Happold

Debbie Janson
Senior Lecturer, University of Bath

Dr Sohini Kar-Narayan
Reader (Associate Professor) in Device & Energy Materials, University of Cambridge

Emma Kent
Director - Construction, Metropolitan Police

Dr Suk Kinch
Senior design and development engineer, Renishaw Neuro Solutions

Hanna Leeson
Senior Environmental Engineer, BAE Systems

Dr Kristen MacAskill
Lecturer, University of Cambridge

Caitlin McCall
Engineering Doctorate Student, Swansea University and icmPrint

Linda McVittie
Sales Manager, Scotland, J & E Hall Limited

Dr Helen Meese
Founder & CEO, The Care Machine Ltd

Susana Neves e Brooks
Lead Project Manager, National Grid

Mimi Nwosu
Assistant Materials Engineer, Sir Robert McAlpine

Jennifer Olsen
PhD researcher, Newcastle University

Polly Osborne
Assistant Electrical Engineer, Burns & McDonnell

Dr Cristiana Pace
Founder, E-novation

Dr Tannaz Pak
Senior Lecturer in Energy and Environmental Engineering, Teesside University

Sergeant Sarah Partington
Senior Medical and Dental Technician, Army Medical Services Training Centre

Kelly Paul
Core Projects Team Lead - UKI, Air Products PLC

Kayisha Payne
Founder & Programme Director, BBSTEM (Black British Professionals in Science, Technology, Engineering and Maths) Ltd

Andrea Pearson
Senior Engineer - Operations, Sabic UK Petrochemicals

Professor Alison Raby
Professor of Environmental Fluid Mechanics, University of Plymouth

Catherine Rennie
Consultant ENT surgeon, Charing Cross Hospital

Professor Jane Rickson
Professor of Soil Erosion and Conservation, Cranfield University

Dr Dipa Roy
Senior Lecturer, The University of Edinburgh

Jyoti Sehdev
Group EDI lead, Costain

Era Shah
Senior Engineer - HS2 Enabling Works, Costain Skanska Joint Venture (HS2 Enabling Works)

Professor Rebecca Shipley
Professor of Healthcare Engineering, UCL

Dr Maria Sunyer Pinya
Senior Climate Change Consultant, Arup

Dr Larissa Suzuki
Data/AI Practice Lead, Google

Sue Threader
Bridge Clerk (Chief Executive), Rochester Bridge Trust

Hannah Vickers
Chief Executive, Association for Consultancy and Engineering

Julie Wood
Director, Arup

JUDGES OF THE WE50 AWARDS

The judges for the WE50 2021 awards were as follows:



Professor Cath Noakes OBE

Professor of Environmental Engineering for Buildings
University of Leeds, Chair, Environment and Modelling Group (EMG), a cross-disciplinary SAGE subgroup. (Head Judge)



Simon Barber

Managing Director
Assystem UK



Mara Makoni

Consultant, PA Consulting &
Board Member
Association for Black Engineers



Dawn Childs

UK Change Director
National Grid and President,
Women's Engineering Society



Sarah Mogford

Environment and Planning
Divisional Director
RSK



Emma Crichton

Head of Engineering
Engineers without Borders



Dr Mark McBride-Wright

Equal Engineers



Scott Dalrymple

Vice-President Human
Resources
Crane Building Services
and Utilities



Emma Nicholson

Development Project Manager,
SLC Rail, Trustee Board Member
Women's Engineering Society



Neil Gibbs

Group HR Director
AB Systems



Steff Smith

Chief Executive Officer
Institute of Measurement
and Control



Frankie Laugier-Davies

Senior Account Manager
Pareto Facilities
Management Ltd



Elizabeth Donnelly

Chief Executive Officer
Women's Engineering Society

AWARDS

Caroline Haslett Lecture

The 2021 Caroline Haslett Lecture was held virtually on 16 December 2021 and also celebrated our annual award winners.

The Lecture was delivered by **Dame Jo Da Silva**, Global Director of Sustainable Development at Arup. One of the 2021 WES Top 50 Women in Engineering, Dame Jo gave a fascinating insight into her experiences in disaster relief work and highlighted the essential role that engineering must play in transforming lives and building a sustainable future.

Karen Burt Memorial Award

Each year WES asks Professional Engineering Institutions to nominate their best newly chartered female engineer, from which a winner of the Karen Burt Memorial Award is chosen. This most prestigious annual WES award was set up to encourage more women to aim for and celebrate the achievement of Chartered Engineer status. The 2021 Karen Burt Award Winner was Eleanor Earl, Civil Engineer at Arup, nominated by the Institution of Civil Engineers (ICE).

Dr Katherine Critchley, Head Judge for the 2021 Karen Burt Award said,

"The judges were impressed with Eleanor's clear passion and drive for making engineering diverse and inclusive, particularly in her area of expertise around humanitarian water provision and development.

Eleanor's determination to make engineering accessible to all has been highlighted by her volunteer work with the Social Mobility Foundation and the Girls' Network for the past six years, and by launching the national STEM Ambassadors Network at Arup.

Eleanor's continued commitment to both her profession and to the promotion of how engineering makes a difference to lives all around the world make her a very worthy recipient of this award as well as an inspiration to young women entering the profession."

Eleanor Earl's response to winning the award was:

"I am honoured to receive the Karen Burt Memorial Award and would like to congratulate all of the fantastic nominees. I would also like to thank everyone who has shown me kindness and support on my journey. There are too many people to name, but I hope that you all know who you are. You are my engineering heroes!"

WES Prize Winner

WES is a sponsor of the **WES Prize**, awarded at the *Young Woman Engineer of the Year Awards* organised by the IET. WES CEO was once again on the judging panel and this year's winner was **Eftychia Koursari**. A Senior Civil Engineer at Amey Consulting, Effie specialises in scour, the main impact of climate change on infrastructure, whilst also undertaking part-time PhD Research on scour at the University of Glasgow.

Amy Johnson Inspiration Award

This award was created in 2016 to honour an individual not currently working in engineering or the applied sciences who has made a truly remarkable achievement in furthering diversity in these fields. The 2021 winner was **Rose Russell**, Art and D&T Technician at the Ursuline Academy Ilford. Rose was recognised for her tireless work to inspire and encourage girls of all ages to pursue STEM through extra-curricular activities, and for playing an instrumental part in the Ursuline Academy's improvement plan to remain a Centre of Excellence for STEM.

Men As Allies Award

Launched in 2017, this award celebrates a male engineer, or professional male working within the engineering, technical and applied sciences sectors, who has gone above the call of duty to support his female colleagues and address gender imbalance. The 2021 winner was **Dr Andy Palmer**, Executive Vice Chairman and Chief Executive Officer at Switch Mobility. A world-renowned automotive leader, Dr Palmer has championed apprenticeships, acted as a mentor to female engineers, and has driven cultural change in the automation industry through his progressive approach and work on intersectional issues affecting gender.

Isabel Hardwich Medal

The Isabel Hardwich Medal is presented to WES members who have made an outstanding contribution above the call of duty to the Society over a sustained period. The 2021 winner was **Sally Sudworth**. Sally has been a stalwart supporter and active WES volunteer for many years. Among her many contributions, Sally was recognised for establishing the Climate Emergency Special Interest Group and securing a WES panel at the COP26 climate conference.

Gillian Skinner Award

The Gillian Skinner Award recognises 'behind the scenes' contributions to WES undertaken by volunteers. The 2021 winner was **Alexandra Knight**. Alexandra was recognised for the support and commitment shown as Chair of the Partners Directors' Committee during her tenure as a WES Trustee.



WES HERITAGE

Since her permanent appointment in June 2021 as Heritage Officer, Helen Close has continued to strengthen and grow the heritage provision that WES has to offer. Building on the foundations of the Centenary Trail Project, Helen has convened a Working Strategy Group and drafted a Heritage Plan to integrate WES Heritage into all that WES does, recognising that not only have we had some remarkable women engineers in the past but ensuring that the engineers of today, who will be tomorrow's legacy, are recorded and celebrated. Our journal, *The Woman Engineer* has regularly celebrated "Were you the First Woman...?" which showcases the achievements of today's members, and the exciting and active Centenary Twitter account continues due to the stealthy work of honorary WES member and historian, Ceryl Evans. Helen has carried out research and written several blogs including "Boring Women" for the Brunel Museum, "Verena Holmes, Sharing a Birthday with the Women's Engineering Society" and "Who was Maude Dickinson and what was her New Activity all about?" Helen is continually supporting researchers in their enquiries and looking for opportunities to enhance our own understanding of our past members and the wider history of women in engineering.

Working in collaboration with partners and members Helen has presented at the Women's History Network Conference on the relationship and differences between the Women's Electrical Association and WES, The Devil's Porridge Conference and the British Institute of Non-Destructive Materials webinar week, both on papers on the life and diaries of Verena Holmes. Further Wikithons have taken place to encourage more voluntary editors to write about Women Engineers and we continue to put more women on the Centenary Trail Map.

WES has also had some donations of objects to its archive, including a paper cutter manufactured by Holmes and Leather and the technical drawing set that once belonged to Margaret Rowbotham, which we hope to display at some stage, along with some of our other artefacts.



Workers at Holmes and Leather © Alamy



Verena Holmes and Ruth Faris © Alamy

ANNUAL REPORT OF THE TRUSTEES FOR 2021- 2022

Objects

The Society is an educational charity. The Objects for which it is established are:

1. To promote the education of women in engineering sciences and other skills, the better to fit women to the practice of engineering;
2. To advance the education of the public concerning the study and practice of engineering among women; and
3. To relieve poverty amongst women who are or have been professional or technician engineers or technologists in allied sciences or educated in science or technology or in the art of techniques of engineering and allied sciences in other disciplines considered by the Directors to be complementary, their dependants and (if they are deceased) their former dependants.

The trustees have reviewed the guidance contained in the Charity Commission's general guidance on public benefit and have considered how the Society's activities will contribute to the Society's Objects.

The COVID-19 pandemic continued to affect WES' activities during the 2021-22 financial year, but much of the revenue lost during the first year of the pandemic was recouped, and the Society returned a healthy surplus for the first time in many years. Consideration of the effect the pandemic has had on WES's ability as a going concern is given below in the Financial Review.

Activities

Promote the education of women in engineering sciences and other skills, the better to fit women to the practice of engineering

The Society promotes the education of women in engineering through its relationships with

- WES Education Partners
- WES Student Members and Supporters
- WES Affiliated Student Groups and the University Groups' Board
- WES Apprentices Board, created in 2020
- WES Early Careers Board

and the following activities:

- 13th WES Student Conference, held online in November 2021.
- Apprentice Showcase, held online in January 2022.
- Post A-Level Support Hub
- Supporting Member Clusters
- MentorSET, the WES mentoring programme

To advance the education of the public concerning the study and practice of engineering among women

The Society promotes the education of women in engineering through its relationships with

- Partners – companies, not for profit organisations and education
- Event Sponsors
- Professional Engineering organisations e.g. the Royal Academy of Engineering, WISE, and the PEIs.

And the following activities:

- International Women in Engineering Day
- WES Annual Conference
- Caroline Haslett Prestige Lecture
- WES Awards including the Top 50 Women in Engineering (WE50); the WES Prize at the IET's Young Woman Engineer of the Year and the Karen Burt Memorial Award
- WES Lottie Tour
- Representation at external events and in the media.

To relieve poverty amongst women who are or have been professional or technician engineers or technologists in allied sciences or educated in science or technology or in the art of techniques of engineering and allied sciences in other disciplines considered by the Directors to be complementary, their dependants and (if they are deceased) their former dependants.

In over 100 years since the founding of the Women's Engineering Society, the need for poverty relief has mostly been removed following the introduction of the NHS and social security benefits to the UK population. In the 21st Century WES' focus is now to encourage women to enter engineering as the best way to relieve poverty, given the significantly higher than average salaries commanded by engineers.

In 2021-22 WES has continued to focus on working with the Corporate Partners to remove workplace barriers for women engineers and encourage more women to apply. Income from the WES job board increased by 66% on the previous year and more companies are seeking to reach out to women engineers seeking new employment. WES has also worked closely with STEM Returners to enable more women to return to engineering roles after a career break, by offering mentoring to all STEM

Returner participants. A new platform has been introduced for the MentorSET programme, to make it easier for women engineers to engage with mentors, and we are seeing more recruitment companies wanting to work with us to improve their offering to women in engineering.

Achievement and Performance

The Society continues to perform well above expectations in view of its size. Despite only a small staff of six led by a Chief Executive Officer, WES is now a stable organisation that is slowly expanding in response to the demand from Members and Partners.

Membership and Partnerships

Membership subscriptions increased by 11.4% from £47,562 to £52,958. This was despite a reduction in Student Memberships due to the pandemic and reflects an increased appetite in women engineers to join WES.

The number of Company Partnerships increased by 20.4% from 98 to 118 within the year. This produced a 52.1% increase in income of £265,759 (2021: £174,755). A further £84,928 (2021: £43,635) was forthcoming from companies to sponsor events, notably International Women in Engineering Day (INWED), representing an increase of 94.6%.

INWED attracted 16 sponsors (2021: 12), up a third from the previous year. The potential reach on Twitter grew by 411% to 526 million (2020: 103 million) and trended at No 1 on Twitter in the UK for most of the afternoon.



List of WES Partners

1. ABB LTD
2. Adacore
3. Airbus
4. Alexander Associates
5. Allianz Engineering
6. Anthony Best Dynamics Ltd
7. ARUP
8. Aston University
9. Astrazeneca
10. BAI Communications
11. Ball Corporation
12. BESA
13. Blue Ocean Seismic Services Ltd.
14. BMR Solutions
15. Burns & McDonnell
16. Cadent Gas
17. CBRE
18. CityFibre
19. Costa Express
20. Coventry University
21. Crane Building Services and Utilities
22. Cubic
23. Dialog Semiconductor
24. Dornan
25. DP World (London Gateway Port Ltd)
26. Durham University
27. Dyson Institute of Engineering
28. East Sussex County Council
29. Eco Textura Ltd
30. Edinburgh Napier University
31. EEMUA
32. Engineering & Physical Science Research Council
33. Equinix
34. FCDO Services
35. FIND CDT EPSRC Centre for Doctoral Training in Future Innovation in Non Destructive Evaluation
36. Firstco
37. FM Global
38. Focusrite
39. Frazer Nash Consultancy
40. Freudenberg Sealing Technology
41. GCHQ
42. General Dynamics UK Ltd
43. GKN Automotive
44. Glasgow Caledonian University
45. Gratte Brothers
46. Haizol Global
47. Harbour Energy
48. Heathrow Airport Limited
49. Henry Royce Institute
50. Heriot-Watt University
51. Hitachi Information Control Systems
52. HMD Sealless Pumps Ltd
53. Horton & Horton Fire Ltd
54. Imagination Technologies
55. Imperial College London
56. Inclusivity Partners Limited
57. Institute of Refrigeration
58. JLA
59. Johnsons Controls (ADT)
60. Kingston University London
61. KONE
62. Konecranes
63. Laing O'Rourke Plc
64. Leaders Plus
65. Leonardo UK Ltd
66. Liverpool John Moores University
67. Malvern Panalytical
68. Jaguar Land Rover
69. MBDA
70. McLaren Racing
71. Met Police
72. Metis Consultants
73. National Grid
74. Network Rail
75. Newcastle University
76. NMITE
77. Nova Systems
78. PhillipsPage Associates
79. Pure Data Centres Group
80. Queen Mary University London
81. Ramboll
82. Rotork
83. Royal Academy of Engineering
84. RSK
85. Reliance Worldwide Corporation Ltd
86. Safran Landing Systems
87. Scottish & Southern Energy
88. Scottish Power
89. Sellafield Ltd
90. SME Graduate Employment
91. Smith & Nephew
92. Sonnedix UK Services Ltd
93. Spirax-Sarco Engineering
94. Spirit Energy
95. STEM Returners
96. Stirling Dynamics Ltd
97. Sushy
98. Thales
99. Thames Water Utilities Limited
100. The Open University
101. The Smallpeice Trust
102. Toyota Manufacturing UK
103. TPG Services Ltd
104. Transport for London
105. Two Sigma International Limited
106. UCL
107. Ulster University
108. Uniper Energy
109. University of Birmingham
110. University of Bristol
111. University of Edinburgh
112. University of Hertfordshire
113. University of Sheffield
114. University of Surrey
115. University of Warwick
116. Volvo Group UK Limited
117. Wikifactory Ltd
118. YASA Limited

FINANCIAL REVIEW

Investment Policy

The funds of the Society in excess of those needed to manage the day-to-day activities are currently invested in a specialist charity savings account. Whilst this offers an acceptable level of security of the capital invested the return reflects current interest rates and is therefore very low (an annual average of 0.3%).

Reserves policy

The Society finished the year with reserves of £270,019 (2021: £219,222, increase of 23%) of which £12,588 (2021: £13,588) is restricted and £33,705 is in endowment funds, leaving £223,726 (2021: £171,929, increase of 30%) in unrestricted funds. The Trustees keep income and expenditure under close review. The current reserves policy is to maintain a minimum level of unrestricted reserves of £150,000 reflecting the anticipated costs of meeting ongoing obligations for six months in the absence of further income.

Financial results

Total income for the year increased by 37% to £426,866 (2021: £311,474), and total expenditure rose by 18.5% to £375,977 from £317,352 in 2021, resulting in a net surplus of £50,797 (2021: deficit of £6,268). Income increased significantly over the previous year, reflecting the growing number of partnerships and greater confidence after the first year of the pandemic. Expenditure also increased but costs were kept down by maintaining virtual events. Having such a significant surplus means that WES has now stabilised its finances and can invest in more projects.

Restricted funds

The Society maintains two restricted funds which were received for the following purposes:

Karen Burt Memorial Award

Prize for the best newly chartered female engineer; award made from fund interest and further donations.

NEC Lady Finnieston Fund

Hardship grants for electronic engineering students starting first degree or equivalent courses who have needs over or above the norm; awards made from the fund interest. As interest rates have remained low for over a decade, no grants have been made from this Fund for some years. WES is considering how it may best allocate funds.

Gifts in kind

The Society is very fortunate and grateful to have the support of the IET who have provided office space and other facilities at a discounted rate. No rent was charged during the financial year as the IET building was awaiting re-opening following its refurbishment.

The main gifts that cannot be quantified are the valuable volunteer hours contributed to the Society by our Members. This especially applies to Trustees and Members involved with governance, many of whom are highly skilled and valuable professionals.

The Society continues to be grateful to the many Members who continue to make donations and to all those many individuals and organisations that provide time, services and support to help WES to achieve its aims.

Going concern with respect to COVID-19

On assessing WES' ability to continue to adopt the going concern basis of accounting, trustees considered all available information about the future at the date they approved the accounts – in particular they gave consideration to their agreed 2021-22 budget and current forecast for income, expenditure and cash-flows.

WES fared very well in the last financial year, with an increase in income of 37% due to increased engagement with corporate partners, recouping almost all the income lost during the first year of the pandemic. An 18.5% increase in expenditure included the purchase of a dedicated Customer Relationship Management system and increased marketing costs. These investments yielded great success for WES as reflected in the large surplus of £50,797 (2021: deficit of £6,268). The Trustees now consider that WES' finances are in a stable position and that WES is ideally placed to continue a gradual expansion.

The Society is based in the Headquarters of the Institution of Engineering and Technology who refurbished their building during the 2021-2022 financial year. The WES team continued to work from home and WES activities remained online only.

The refurbishment has now been completed, however with some staff now living long distances from the IET HQ, WES is considering how best to continue its operations. From September 2021, a monthly in-person team meeting in London was established, to encourage positive relationships between team members. Members of the Board are invited to attend if they wish.

The success of the INWED webinar saw almost 1,000 people registered to attend from across the world, and the Board has agreed that this will continue in virtual form to serve the global audience. It is now anticipated that most events will begin again in person in late 2022.

Forecasts for the 2022-23 financial year are buoyant, as more partners are expected to join WES following the recruitment of two dedicated Partner Managers. WES' expenditure remains low due to homeworking and the Board will consider returning some funds to the reserves in the next financial year.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing Document

The Women's Engineering Society was founded in 1919 and is governed by its Articles, amended in 1970, 1991, 2006, 2014 and 2020. It constitutes a charitable company, limited by guarantee, as defined by the Companies Act 2006 and in the event of WES being wound up, Members are required to contribute an amount not exceeding £1.

WES Strategy Review

Following thorough engagement with the WES community in the previous financial year the Board reviewed WES' direction and operations to ensure alignment of its aspirations to those of the members and provided guardrails that empower decision making at all levels of the organisation.

The outcome of the engagement activity and reviews was a very clear architecture that now forms the basis of WES' activities. This introduced a new vision of an engineering industry that employs the diversity of the society it serves to solve the biggest societal issues of our time. WES' new mission is to support women in engineering to fulfil their potential and support the engineering industry to be inclusive. Three focus areas have been established:

- To support women in engineering at every stage of their career
- To support businesses and institutions to attract and retain women in engineering and
- To shape the engineering gender diversity debate in industry and with government.

Every employee and volunteer is a custodian of WES' history and a contributor to WES' future. WES' values are to be empowered, collaborative and inclusive.

Election and Appointment of New Trustees

The Directors of the company are also Trustees of the charity. Decision-making powers belong to the Board, which meets quarterly and communicates by e-mail and telephone conference as required between quarterly meetings. Board meetings continue to be virtual, with one in-person meeting planned for 2022-23. The business of WES can be conducted equally well online as in-person and this reduces costs and the carbon footprint of the Board Members travelling to meetings.

The President and the Board of Trustees are elected for a period of three years in thirds by a ballot of all Members and the ballot results are announced at the Annual General Meeting in October. Elections were held in October 2021 for three vacancies arising from Directors' terms coming to an end, and one vacancy which arose when Alexandra Knight resigned her position on the Board in October 2021.

Following the closure of nominations, 12 Members put themselves forward for election as Directors and in line with Article 25.4.6 an election took place in October 2021. The three candidates who topped the poll were elected for a term of three years, and the fourth candidate was elected for a term of two years, to take the place of the resigning Director as follows:

A vacancy for a Co-Opted Director was filled at the first meeting of the new Board on the 6 November 2021 by co-opting Professor Vincenzo Pizzoni. In accordance with Article 25.5.3 Vincenzo Pizzoni was co-opted for one year and may be re-co-opted if required or may stand for election as he is also an Associate Fellow.

2021-2024

Chrisma Jain
Mamta Singhal
Emily Spearman

2021-2023

Dr Elena Gaura

A vacancy for a Co-Opted Director was filled at the first meeting of the new Board on the 6 November 2021 by co-opting Professor Vincenzo Pizzoni. In accordance with Article 25.5.3 Vincenzo Pizzoni was co-opted for one year and may be re-co-opted if required or may stand for election as he is also an Associate Fellow.

Staff

The Trustees are supported by an executive team of paid staff, comprising a Chief Executive Officer (CEO), six support staff and several contracted professionals. WES welcomed three new team members in 2021-2022; one to support Operations and two Partner Managers following the departure of Beatrice Pryor.

Following their success in managing INWED, WES appointed Genius Marketing to provide marketing support for all of WES' activities. This includes all events, branding and a refresh of the WES website in the coming financial year. WES also appointed Wild Bookkeeping to manage WES' finances.

Chief Executive Officer	Elizabeth Donnelly	
Administrator/PA to the CEO	Anna Pluck	
Heritage Officer	Helen Close	
Membership Manager	Tristan Holland	
Operations Officer	Jennie Diston	from September 2021
Partnerships Manager	Beatrice Pryor	to September 2021
Partnerships Manager	Richard Moore	from December 2021
Partnerships Manager	Kathryn Tighe	from January 2022

Contractors

Bookkeeper	Wild Bookkeeping	
Editor, The Woman Engineer	Lynn Postle	
Editor, e-newsletter	Jo Yates	to August 2021
Events Associate	Sarah Yates	to December 2021
Marketing and Communications	Genius Marketing	

Risk Management

The trustees have a duty to identify and review the risks to which the charity is exposed and to ensure appropriate controls are in place to provide reasonable assurance against fraud and error. The Society maintains a Risk/Opportunity Register which reviews major risks and establishes mitigation systems and activities to reduce/eliminate those risks.

Trustees' Responsibilities

The trustees (who are also Directors of the Women's Engineering Society for the purposes of company law) are responsible for preparing the Trustees' report and 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 gives a true and fair view of the state of affairs of the charitable company and of its income and expenditure for that period. In preparing these financial statements, the trustees are required to:

- Select suitable accounting policies and then apply them consistently.
- Observe the methods and principles in the Charities SORP.
- Make judgements and estimates that are reasonable and prudent.
- State whether applicable accounting standards, including FRS 102, have been followed, subject to any material departures disclosed and explained in the financial statements.
- State whether a Statement of Recommended Practice (SORP) applies and the methods and principles in the SORP have been observed, subject to any material departures which are 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 business.

The trustees are responsible for keeping proper 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.

None of the Trustees had any beneficial interest in any contract to which the Organisation was party during the year.

Signed on behalf of the Board of Trustees on 20 July 2022



Dawn Childs
FREng MA MDA CEng FICE FIMechE FRAeS FWES
President, Women's Engineering Society

Women's Engineering Society

(A Company Limited by
Guarantee)

Report and Financial Statements
Year ended 31 March 2023

Registered Charity No. 1008913 Company No. 00162096



CONTENTS



INDEPENDENT EXAMINER'S REPORT

I report to the charity trustees on my examination of the accounts of the Company for the year ended 31 March 2022.

Respective Responsibilities of Trustees and Examiner

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

Since the Company's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am member of the ICAEW, which is one of the listed bodies.

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.

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

Silvia Vitiello

Silvia Vitiello (Oct 10, 2022 15:58 GMT+1)

Silvia Vitiello
For and on behalf of Moore Kingston Smith LLP
Chartered Accountants
4 Victoria Square
St. Albans
Hertfordshire
AL1 3TF

Oct 10, 2022

Women's Engineering Society
Year Ended 31 March 2022
Statement of Financial Activities

		Unrestricted Funds	Restricted Funds	Endow- ment Fund	Total 2022
	Notes	£	£	£	£
Income and endowments from:					
Donations and legacies	2	75,344	-	-	75,344
Charitable Activities	3	347,730	-	-	347,730
Other Trading Activities	4	760	-	-	760
Investment Income	5	75	-	-	75
Total		423,909	-	-	423,909
Expenditure on:					
Raising funds	6	36,582	1,000	-	37,582
Charitable activities	7	306,485	-	-	306,485
Other	8	28,953	-	-	28,953
Total		372,020	1,000	-	373,020
Net income/(expenditure)		51,889	(1,000)	-	50,889
Other recognised gains/(losses):					
(Loss) on fixed assets disposal		(92)	-	-	(92)
Net movement in funds		51,797	(1,000)	-	50,797
Reconciliation of funds:					
Total funds brought forward	13	171,929	13,588	33,705	219,222
Total funds carried forward	13	223,726	12,588	33,705	270,019

		Unrestricted Funds	Restricted Funds	Endow- ment Fund	Total 2021
	Notes	£	£	£	£
Income and endowments from:					
Donations and legacies	2	87,187	-	-	87,187
Charitable Activities	3	218,390	-	-	218,390
Other Trading Activities	4	5,670	-	-	5,670
Investment Income	5	227	-	-	227
Total		311,474	-	-	311,474
Expenditure on:					
Raising funds	6	26,518	1000	-	27,518
Charitable activities	7	259,854	-	-	259,854
Other	8	29,980	-	-	29,980
Total		316,352	1000	-	317,352
Net income/(expenditure)		(4,878)	(1,000)	-	(5,878)
Other recognised gains/(losses):					
(Loss) on fixed assets disposal		(390)	-	-	(390)
Net movement in funds		(5,268)	(1000)	-	(6,268)
Reconciliation of funds:					
Total funds brought forward	13	177,197	14,588	33,705	225,490
Total funds carried forward	13	177,197	13,588	33,705	219,222

The charitable Company's income and expenditure all relates to continuing operations.
The notes of pages 36 to 43 form part of these financial statements.

Women's Engineering Society
Year Ended 31 March 2022

Balance Sheet at 31 March 2022
Company number: 00162096

	Notes	31 March 2022 £	£	31 March 2021 £	£
Fixed assets:					
Tangible assets	10	6,775		5,344	
Total fixed assets		6,775		5,344	
Current assets					
Debtors	11	130,888		70,378	
Cash at bank and in hand		230,202		219,811	
Total current assets		361,090		290,189	
Liabilities					
Creditors: Amounts falling due within one year	12	(97,846)		(76,311)	
Net current assets			263,244		213,878
Net assets			270,019		219,222
The funds of the charity:					
Unrestricted funds	13	223,726		171,929	
Restricted funds	13	12,588		13,588	
Endowment funds		33,705		33,705	
Total Charity funds	13		270,019		219,222

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 March 2022.

The members have not required the company to obtain an audit of its financial statements for the year ended 31 March 2022 in accordance with Section 476 of the Companies Act 2006.

The trustees acknowledge their responsibilities for:

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

The accounts on pages 36 to 43 were approved and authorised for issue by the Board of Trustees on 20 July 2022 and signed on their behalf by:



Dawn Childs
President, Women's Engineering Society

The notes of pages 25 to 30 form part of these financial statements.

WOMEN'S ENGINEERING SOCIETY YEAR ENDED 31 MARCH 2022

Notes to the financial statements

1. Accounting policies

General information

The Women's Engineering Society is a Company limited by guarantee, incorporated in England and Wales. The address of its registered office and principal place of business is disclosed in the Company information.

The financial statements are presented in Sterling and this is the functional currency of the Charity.

Basis of preparation

The financial statements have been prepared in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102). The company is a public benefit entity for the purposes of FRS102 and a registered charity established as a company limited by guarantee and therefore has also prepared its financial statements in accordance with the Charities SORP FRS 102 (second edition - October 2019) - 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 and the Companies Act 2006 and Charities Act 2011.

The financial statements have been prepared under the historical cost convention.

Going concern

The Board have assessed whether the use of the going concern basis is appropriate and have considered possible events or conditions that might cast significant doubt on the ability of the charity to continue as a going concern including the ongoing impact of Covid-19 pandemic. The Board have made this assessment for a period of at least one year from the date of approval of the financial statements. In particular the Board have considered the charity's forecasts and impact on income sources.

Income

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

Conference and event income, partnership income, grants and large single donations have been treated as income in the year they have been earned or deferred to the accounting period in the year the service will be provided unless agreed by the donors.

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.

Fund accounting

Unrestricted Funds are considered by the Directors as funds coming into the Charity and held in reserves to provide for the services of the Charity. Restricted funds are considered by the Directors to be funds that are granted to the Charity with certain additional requirements to provide specific charitable activities. Accounting for restricted activities is maintained separately to unrestricted funds, being reported separately to the commissioning bodies as required under the terms of the grant.

Cash and cash equivalents

Cash and cash equivalents are 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.

Fixed Assets

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

Electronic Equipment	20% of cost
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VAT

The Charity is registered for VAT. Irrecoverable VAT is included in the cost of the item to which it relates.

Creditors

The Charity seeks to pay all creditors within agreed credit terms.

Leased Assets

Rental applicable to operating leases, where substantially all benefits and risks of ownership remain with the lessor, are charged to the income and expenditure account as incurred.

Governance Costs

Board expenses, insurances, clinical supervision, HR support and audit fee incurred are reported to comply with constitutional or statutory requirements of the Charity.

Financial Instruments

The Charity only enters into basic financial instrument transactions that result in the recognition of financial assets such as trade and other debtors and short term investments (notice period not exceeding 3 months) and financial liabilities such as trade and other creditors. Basic financial instruments are initially recognised at transaction value and then subsequently measured at their settlement value.

Judgements in applying accounting policies and key sources of estimation uncertainty

Due to the nature of the charitable company's activities and financial statements, the Trustees do not consider there to be any significant judgements or sources of estimation uncertainty which could influence the reader's understanding of the financial statements.

Women's Engineering Society
Year Ended 31 March 2022
Notes to the financial statements
(continued)

	2022 Unrestricted Funds £	2021 Unrestricted Funds £
2. Donations and legacies		
Donations	22,386	26,998
Grants	-	12,627
Membership	52,958	47,562
Pro bono donated services	-	-
	<u>75,344</u>	<u>87,187</u>
	2022 Unrestricted Funds £	2021 Unrestricted Funds £
3. Charitable activities		
Conference and event income	81,971	43,635
Partnership income	265,759	174,755
	<u>347,730</u>	<u>218,390</u>
	2022 Unrestricted Funds £	2021 Unrestricted Funds £
4. Other trading activities		
Mentorset income	640	4,020
Stem returners income	120	1,650
	<u>760</u>	<u>5,670</u>
	2022 Unrestricted Funds £	2021 Unrestricted Funds £
5. Investment income		
Bank interest received	75	227
	<u>75</u>	<u>227</u>

Women's Engineering Society
Year Ended 31 March 2022
Notes to the financial statements
(continued)

	2022 Unrestricted Funds - £	2021 Unrestricted Funds - £
6. Raising funds		
Grant costs	500	5,140
Membership related costs	36,082	20,378
Awards	1,000	2,000
	<u>37,582</u>	<u>27,518</u>

Included in 2022 Awards is £1,000 (2021: £1,000) relating to restricted funds and £nil (2021: £1,000) relating to unrestricted funds.

	2022 Total Funds - £	2021 Total Funds - £
7. Charitable activities		
Conference and event costs	28,569	5,616
Project costs	32,002	18,141
General support costs	24,658	19,421
Employee costs (note 9)	221,256	216,676
	<u>306,485</u>	<u>259,854</u>

	2022 Unrestricted Funds - £	2021 Unrestricted Funds - £
8. Other		
Mentorset costs	4,792	11,315
Governance	6,794	2,925
Finance costs	13,094	15,740
Travel costs	4,273	-
	<u>28,953</u>	<u>29,980</u>

Governance costs analysis		
Council meeting costs	-	127
AGM costs	-	48
Trade Mark Fee	1,460	-
Companies House Fee	48	-
Directors' Expenses	638	-
Independent Examiner Fees	4,648	2,750
	<u>2,925</u>	<u>2,925</u>

	2022 - £	2021 - £
9. Employee costs		
Analysis of staff costs, Trustee remuneration and expenses		
Wages and salaries	185,821	182,452
Social security costs	14,864	13,782
Pension costs	4,521	4,251
Other costs	16,050	15,815
	<u>221,256</u>	<u>216,300</u>

Women's Engineering Society
Year Ended 31 March 2022
Notes to the financial statements
(continued)

9. Employee costs continued
Trustees' Expenses

There was £638 of trustees' expenses reimbursed to four trustees in the year ended 31 March 2022. There were no trustees' expenses in the year ended 31 March 2021.

Average number of employees by activity	2022	2021
CEO	1	1
Office Staff	5	6
	<u>6</u>	<u>7</u>

There was no remuneration paid to trustees in the year ended 31 March 2022, nor the year ended 31 March 2021. The number of employees whose employee benefits (excluding employer pension costs) exceeded £60,000 was:

	2022 No.	2021 No.
£60,001 - £70,000	1	-

10. Tangible fixed assets

	Electronic Equipment - £	Total - £
Cost		
At 1 April 2021	14,626	14,626
Additions	4,122	4,122
Disposals	(1,425)	(1,425)
At 31 March 2022	<u>17,323</u>	<u>17,323</u>
Depreciation		
At 1 April 2021	9,282	9,282
Charge for the year	2,566	2,566
Depreciation eliminated on disposal	(1,300)	(1,300)
At 31 March 2022	<u>10,548</u>	<u>10,548</u>
Net Book Value		
At 31 March 2021	<u>5,344</u>	<u>5,344</u>
At 31 March 2022	<u>6,775</u>	<u>6,775</u>

11. Debtors

	2022 - £	2021 - £
Trade debtors	111,440	65,559
Prepayments and accrued income	19,448	4,819
	<u>130,888</u>	<u>70,378</u>

12. Creditors: Amounts falling due within one year

	2022 - £	2021 - £
Trade creditors	2,264	18,159
Social security and other taxes	30,356	13,397
Accruals and deferred income	63,370	44,140
Other creditors	1,856	615
	<u>97,846</u>	<u>76,311</u>
	97,846	76,311

Women's Engineering Society
Year Ended 31 March 2022

Notes to the financial statements (continued)

12. Creditors: Amounts falling due within one year continued
Trustees' Expenses

Deferred income movement

Deferred income b/fwd	30,100
Utilised in the year	(30,100)
Deferred movement increase in the year	58,130
Deferred income c/fwd	58,130

13. Movement in funds

	Balance 01 April 2021 £	Movement in resources			Balance 31 March 2022 £
		Income £	Expenditure £	Gains/ losses £	
Unrestricted funds					
General funds	171,929	423,909	(372,020)	(92)	223,726
Restricted funds					
Karen Burt Memorial	13,588	-	(1,000)	-	12,588
Endowment funds					
NBC - Lady Finniston	33,705	-	-	-	33,705
	219,222	423,909	(373,020)	(92)	270,019

14. Analysis of net assets between funds

	Unrestricted Funds	Restricted Funds	Endowment Funds	Total 2022	Total 2021
Fixed Assets	6,775	-	-	6,775	5,344
Current assets					
Debtors	130,888	-	-	130,888	70,378
Cash and cash equivalent	183,909	12,588	33,705	230,202	219,811
Current liabilities					
Falling due within one year	(97,846)	-	-	(97,846)	(76,311)
	223,726	12,588	33,705	270,019	219,222

15. Share capital

The charitable Company is limited by guarantee with each of its members liable to contribute £1 in the event of its being wound up.

16. Related party transactions

There were no related party transactions for the year ended 31 March 2022.

17. Control

The Board of Trustees are deemed to be the controlling party.



Women's Engineering Society



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