



Women's Engineering Society

2025 Annual Report

Annual Report and Financial Statements for
the Year Ended 31st March 2025



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Reference and Administrative Information

The Women's Engineering Society Directors' Report for the year ended 31 March 2025.

The Trustees present the Directors' report and audited financial statements for the year ended 31 March 2025.

Charity name:

The Women's Engineering Society

Company registration number:

00162096

Charity registration number:

1008913

Registered office and operational address:

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

Trustees

Dr Katherine Critchley (President)	(elected President October 23)
Chika Judith Abolle Okeyeagu	(elected October 24)
Paul Cliff	(stepped down April 24)
Aniela Foster-Turner	(re-appointed April 24)
Sarah Haslam MBE	(elected October 22)
Chrisma Jain	(term ended October 24)
Caitlin McCall	(elected October 24)
Susan McDonald	(elected October 24)
Paula McMahon	(elected October 23)
Dr Tosha Nembhard	(stepped down October 24)
Professor Vincenzo Pizzoni	(elected November 21)
Alysha Ratansi	(appointed November 24)
Susan Robson MBE	(stepped down September 24)
Laura Shrieves	(elected October 23)
Mamta Singhal MBE	(term ended October 24)
Emily Spearman	(stepped down April 24)
Kate Willis	(appointed November 24)

Chief Executive Officer:

Elizabeth Donnelly (to Sept 24); Susan Robson (from Sept 24 as interim)

Independent Examiners:

HaysMac LLP, 10 Queen Street Place, London EC4R 1AG

Bankers:

Barclays Bank, 21 Hanover Square, London, W1S 1JW

Investment Fund Managers:

CCLA Investment Management Limited, One Angel Lane, London, EC4R 3AB

Employment Solicitors:

WorkNest Limited Woodhouse, Church Lane, Aldford, Chester, CH3 6JD

1. Introduction

We are pleased to present the Annual Report and Financial Summary of the Women's Engineering Society (WES), offering a comprehensive account of our activities, achievements, and financial performance over the past year. This report is intended for all our stakeholders - members, volunteers, partners, and supporters - who contribute to and champion our mission.

Throughout this document, we share how the Society has used its resources to advance our charitable purpose: supporting and promoting women in engineering. We highlight the impact of our work not only on individual women but also on the wider engineering sector, where we continue to advocate for greater equity, inclusion, and representation.

We take this opportunity to recognise the dedication of our staff and volunteers, whose efforts have been instrumental in delivering our programmes and initiatives. Their commitment underpins the progress we have made and the momentum we carry forward.

This report also outlines our strategic priorities and ambitions for the year ahead, reflecting our continued commitment to growth, collaboration, and meaningful impact. By sharing our financial story with openness and clarity, we aim to uphold the trust placed in us and demonstrate our accountability to those we serve.

Above all, this report is a testament to our shared vision: an engineering industry that reflects the diversity of the society it serves, and where women can thrive, lead, and shape the future.



2. Message from the President

It is with great pride and gratitude that I present our 2025 Annual Report and Accounts.

I would like to begin by extending my heartfelt thanks to the board members who completed their terms this year: Chrisma Jain, Mamta Singhal, Dr. Tosha Nembhard, Professor Emily Spearman, and Paul Cliff. Your contributions have been invaluable. I also warmly welcome our new board members – Caitlin McCall, Susan McDonald, and Chika Judith Abolle Okeyeagu – as well as Susan Robson, who has joined as Interim CEO to guide the society through an important period of transition. My sincere thanks also go to our current board members, who continue to work tirelessly to ensure we meet our Objects of Association.

This year has been one of significant change. We have implemented several operational improvements designed to strengthen the society and better support our members, stakeholders, and partners. As trustees, we have been working closely with our strategy to identify opportunities for business transformation, helping WES become more agile and better prepared for the future. The introduction of a new operational model marks an exciting step forward, and I am confident that it will enhance the society's impact and reach.

One of the year's highlights was the celebration of the 10th anniversary of International Women in Engineering Day (INWED), an initiative conceived by Dawn Bonfield MBE. The milestone was marked with a weekend of celebrations, culminating in the WE50 Awards and a delightful afternoon tea. We also hosted another highly successful Apprentice Conference and the inspiring Caroline Haslett Lecture, delivered this year by Patricia Ashman of Coventry University. Patricia's lecture was truly motivational and followed by the announcement of the Karen Burt Award winner, Kerry Evans. It was a privilege to see this award continue to be supported so strongly by our patron, Professor Cyril Hilsum, father of the late Dr. Karen Burt, and members of her family.

The WES Awards remain one of our most popular programmes, presenting the judges with tough decisions each year. I am particularly proud to have introduced two new awards alongside the Karen Burt Award, for Newly Registered Chartered Engineer, recognising outstanding achievements by Newly Registered Technicians and Newly Registered Incorporated Engineers. As head judge for the Karen Burt Award, I hope these new awards continue to grow and enable WES to support women engineers through every stage of their career journey.

Networking and continuous professional development remain central to the success of our conferences and events. I would like to express my deepest thanks to our volunteers, partners, members, and employees for their passion and dedication – it is their efforts that make these initiatives possible.

Finally, a special thank you goes to the incredible volunteers who lead our boards, special interest groups, and clusters. These communities are at the heart of WES, and we are enormously grateful for their energy and commitment. I look forward to working alongside all of you in the coming year as we continue striving to create an engineering industry that reflects the diversity of the society it serves.



Dr Katherine Critchley FWES, MIET
President Women's Engineering Society

3. Foreword from the CEO

Stepping into the role of Chief Executive Officer, I am pleased to reflect on a year that, while marked by significant challenges, also paved the way for bold and necessary decisions. This period of purposeful transition has enabled us to confront longstanding issues head-on, strengthen our organisational foundations, and lay the groundwork for a more agile, resilient, and impactful WES.

We have stabilised a strong and committed team, united by a clear focus: to serve our members, support our partners, and champion women across the engineering economy. We have made important changes to our operating model to streamline how we work to become more efficient and better equipped to deliver meaningful outcomes.

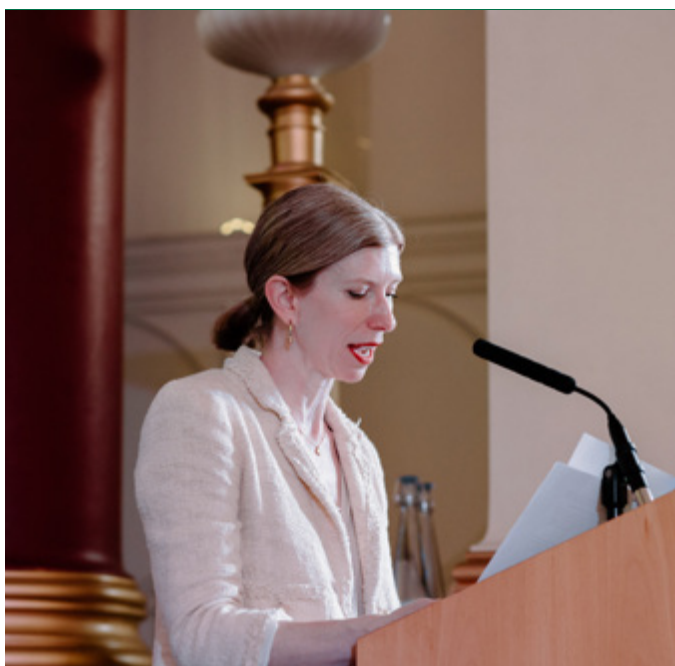
This year has also provided the opportunity to listen to our stakeholders, deepen our relationships with existing partners and forge new connections with key actors across the sector. We have begun to expand our focus to reflect the full breadth of the engineering economy: from research and academia to a wider range of disciplines, sectors, and career pathways. This includes supporting women returning from career breaks, those launching start-ups, and those navigating non-linear journeys into and through engineering.

We are also laying the groundwork to rebuild our presence across all regions of the UK. We recognise that women in engineering are often more closely tied to place when seeking opportunities, and we are committed to ensuring our programmes reflect both national priorities and local realities. By doing so, we aim to unlock opportunities that are both accessible and relevant, wherever our members and partners are based.

Looking ahead, we are excited to consolidate these new ways of working and grow the Society in ways that meet the evolving needs of our members, partners, and the wider industry. This is a pivotal time for WES, and I am confident that with the continued support of our community, we will rise to the challenge and lead with purpose.



Susan Robson
Chief Executive Officer Women's Engineering Society



4. About us

At the Women's Engineering Society (WES), we envision an engineering sector that reflects the full diversity of the society it serves. Our mission is twofold: to empower women in engineering to reach their full potential and to drive systemic change toward a more inclusive industry.

As a charity rooted in equity, diversity, and inclusion, we are guided by the values of our members - collaboration, empowerment, and inclusivity. Every staff member and volunteer is both a steward of our legacy and a catalyst for our future.

Founded on 23 June 1919 in the wake of the First World War, WES was the first professional body dedicated to women across all engineering disciplines. From its origins as a volunteer-run organisation, WES has evolved into a professionally managed, volunteer-led charitable company¹. It is governed by a Board of Directors and led by our President, who are also Trustees of the Charity².

5. Statement of Compliance and Context

The reference and administrative information provided in Section 1 forms an integral part of this Trustees' Annual Report. The financial statements have been prepared in accordance with the Charities SORP (FRS 102) – second edition (October 2019) – applicable to charities preparing their accounts under the Financial Reporting Standard applicable in the UK and Republic of Ireland. They also comply with the Companies Act 2006, the Society's Articles of Association, and all relevant statutory requirements.

In preparing this report, the Trustees have had due regard to the Charity Commission's guidance on public benefit and have reflected on how the Society's activities further its charitable Objects.

6. Our Charitable Objects and Aims

As set out in the Charitable Objects contained in the company's Memorandum of Association, the Women's Engineering Society's purposes are to:

- Promote the education of women in engineering sciences and other skills, the better to fit women to the practice of engineering
- Advance the education of the public concerning the study and practice of engineering among women
- 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 aims of the Women's Engineering Society fully reflect our Charitable Objects and are organised by three stakeholder-focussed priorities to:

1. Support women in engineering at every stage of their career
2. Support businesses and institutions to attract and retain women in engineering
3. Shape the engineering debate in society, industry and government

¹ limited by guarantee, as defined by the Companies Act 2006 and in the event of THE WOMEN'S ENGINEERING SOCIETY being wound up, Members are required to contribute an amount not exceeding £1.

² According to the Charity's Articles of Association (amended in 1970, 1991, 2006, 2014 and 2020)

7. The Strategy 2024-2025

In 2024–25, recognising the period of transition and leadership change, the Board undertook a strategy review session to revalidate the strategic framework of the Vision, Mission, and Values for the Society, alongside three stakeholder-aligned strategic focus areas. With the appointment of a new CEO and a year of organisational change ahead, the Board agreed to extend the current strategy for a further year. This decision provided continuity and stability while allowing space to reflect, listen, and begin shaping the Society's future direction under new leadership.

- **Our Vision:** for an engineering industry that reflects the diversity of the society it serves to solve the biggest social challenges of our time
- **Our Mission:** To support women in engineering to fulfil their potential and support the engineering industry to be inclusive
- **Our Values:** “Empowered, Collaborative, Inclusive” continue to underpin everything we do. They guide how we work together as a team and with our wider community, enabling both staff and volunteers to honour our legacy while contributing to a more equitable future for engineering.

The three strategic focus areas remain:

1. **Our Members:** Support women in engineering at every stage of their career. We continue to provide networking opportunities, products, and services that support women throughout their engineering journeys. Our work particularly addresses barriers that disproportionately affect women, including access to skills development, career progression, visibility, and professional networks.
2. **Our Partners:** Support businesses and institutions to be inclusive, and to attract and retain women in engineering. We offer tailored support to our partners through events, resources, and collaborative initiatives to help them create inclusive environments that attract and retain diverse engineering talent. This includes enhancing institutional visibility, supporting professional development, and strengthening access to networks.
3. **Our Society:** Shape the engineering debate in society, industry, and government. We engage in national conversations and policy discussions to influence the gender equity agenda in engineering. Through thought leadership, advocacy, and collaboration, we work to ensure that the voices and experiences of women in engineering are heard and valued.

8. Strengthening our organisational resilience

During 2024/25, the organisation faced a number of operational challenges. A strategic review, commissioned by the trustees, identified structural and capability-related barriers to achieving our objectives, highlighting the need for clearer role definition, improved accountability, and better resource alignment.

In response, trustees initiated a programme of organisational renewal designed to address these issues holistically. This included the start of a refreshed leadership approach, refined operational processes, and ensuring the team is the right one that is set up for success in advancing our mission.

These changes reflect our commitment to continuous improvement and to building a resilient organisation capable of delivering high-quality services to our community. With new foundations in place, we look forward to a building on the initial period of renewed momentum in 2024/25 to enable deeper engagement and measurable impact in 2025/26.



9. Our Beneficiaries

Our primary stakeholders and beneficiaries are **our Members**, who represent a cross-section of the engineering disciplines and related roles in the engineering industry. To support our members in their careers, we work with engineering institutional actors and our ambition for the coming year is to collaborate more closely to deliver even greater impact on congruent goals to benefit women in the industry and the industry itself.

<i>Membership Type</i>	<i>31st March 2024</i>	<i>31st March 2025</i>	<i>Variance</i>
Individual Members: those self-funding, including Students and Apprentices	1,095	1,075	-1.8%
Sponsored Members: those supported by a Partner	965	970	+0.5%
Fellows and Associate Fellows: those who have shown meritorious achievements in engineering	85	80	-5.9%
Patrons and Honorary Members: those who are invited to join The Women's Engineering Society due to their place in the engineering community and/or their contribution to engineering	19	21*	+10.5%
Total:	2,164	2,146	-0.8%

Figure 1: Year on Year Trend by Membership Type

*In March 24-25 we were delighted to onboard two new Patrons to our team: Rachel Skinner and Dame Dawn Childs. We look forward to working with both in the coming year.

For the second year in a row, our membership numbers have held steady. While we are encouraged by this stability in a challenging climate, we recognise that broader economic factors, including the ongoing cost-of-living crisis, mean many individuals have had to re-evaluate discretionary spending. We also acknowledge that membership of professional engineering institutions, which are essential for accreditation and career development mean WES membership is an additional discretionary spend. In the current economic climate, this has likely influenced decisions around renewal and retention.

Our aspirations to implement a more strategic and tailored approach to each membership segment were impacted by changes within the team over the past year. As a result, some of the initiatives we had hoped to launch were delayed, and this may have affected the value perceived by some members.

In addition to financial pressures, we acknowledge that members may have chosen not to renew for a range of other reasons. These may include changes in personal or professional circumstances, evolving career priorities, or a lack of perceived relevance or connection with the Society's current offering. We are listening and learning from this feedback.

Importantly, we have kept subscription fees steady to avoid adding financial strain on members. Looking ahead, our focus will be on enhancing the quality of member engagement and delivering a more segmented, needs-based membership offering. This will include developing tailored content, events, and benefits that better align with the diverse interests and career stages of our members, ensuring that the Women's Engineering Society continues to be a valuable and relevant professional community for all.

Our Partners benefit both at the individual and organisational level from their engagement with the Women's Engineering Society. Employees enrolled as members gain access to professional development, inspiration, and a supportive community, while organisations enhance their ability to attract, retain, and develop the diverse talent needed to meet their strategic goals.

Beyond internal impact, partnership with WES connects organisations to a wider network of like-minded institutions committed to driving systemic change. Together, we shape and influence industry practices and government policy on issues critical to attracting, developing, and retaining talent from underrepresented backgrounds. This collaborative effort supports long-term solutions to the engineering skills gap and contributes to the broader business and societal outcomes we all strive to achieve.

Our Partners represent a wide range of engineering-related sectors, bringing with them a rich diversity of experience and ideas that help us collectively build a more inclusive and thriving engineering industry for women.

<i>Partnership Type</i>	<i>31st March 24</i>	<i>31st March 25</i>	<i>Variance</i>
Company Partner	57	55	-3.5%
Education Partner	24	24	0%
SME Partner	13	8	-38.5%
Not For Profit Partner	12	10	-16.6%
Company Plus Partner³	6	2*	-66.7%
Event Partner⁴	2	N/A	N/A
Start Up	4	3	-25%
Bespoke Partner⁵	4	3	-25%
Recruitment Partner⁶	1	N/A	N/A
Total:	123	105	-14%

Figure 2: Year on Year trend by Partnership Type

Following a data cleansing exercise, we have identified and corrected discrepancies in the partner numbers previously reported. This refinement ensures more reliable insights into our partner landscape. The 2024/25 figures show a decrease in overall partner numbers: a change driven in part by increased costs across our offerings at the end of 2023/24, which did not yield a noticeable uplift in the quality of products and services last year.

We recognise that this has impacted partner confidence, and we've listened carefully to the feedback. In response, we have introduced a restructured and simplified partnership offering. By unbundling previously fixed packages, we now provide greater choice and flexibility, enabling partners to align their investment with the aspects of our work most meaningful to their strategic goals.

Looking ahead, we will be launching a new engagement approach focused on fostering a community of best practice, where partners receive increased support and clearer pathways to engage with our mission. This initiative aims to not only increase value for partners but also strengthen our shared commitment to attracting and retaining diverse talent within the sector. We are excited to build more meaningful connections that support our Partners in their pursuit of innovation and inclusive growth of their organisations.

⁴ This partnership type has been retired as part of our partnership review

⁵ This partnership type has been retired as part of our partnership review

⁶ This partnership type has been retired as part of our partnership review

10. Our charitable activities

The main areas of charitable activity are the provision of mentoring, networking opportunities, professional development opportunities, learning and development, professional profile raising and campaigning for change.

Our Mentoring Platform

MentorSET has seen a significant 30.1% increase in participation this year⁷, reflecting both the growing demand for mentoring and the success of recent efforts to raise awareness of the programme. A growing number of WES Partners are actively recommending MentorSET to their staff, recognising the value of external mentoring in supporting career progression and professional development.

MentorSET enables members to connect with experienced women in engineering outside of their own organisation by providing fresh perspectives, impartial guidance, and access to a supportive, cross-sector network.

“Amazing mentor, really easy platform to use and loads of resources available.”

– MentorSET Participant

Our Events

In-person events remain a cornerstone of the Women’s Engineering Society’s impact and engagement strategy. They provide vital opportunities for members and partners to connect, collaborate, and contribute to a more inclusive engineering sector. These events support our charitable objectives by:

- Facilitating professional networking and peer support among women in engineering
- Enabling knowledge exchange and career development across all career stages
- Enhancing visibility for individuals and organisations committed to equity in engineering
- Strengthening our community through shared experiences and recognition of excellence

In 24-25, WES delivered four flagship events, each aligned with our strategic priorities and supported by our central team and dedicated volunteers:

- **The Annual Conference**, convening thought leaders and practitioners to explore innovation and inclusion
- **The Student Conference**, equipping future engineers with tools, networks, and inspiration
- **The Caroline Haslett Lecture**, honouring our heritage while spotlighting leadership in engineering today
- **The Apprentice Showcase**, celebrating early-career talent and promoting vocational pathways

These events not only advance our mission but also reinforce WES’s role as a trusted convenor and advocate for women in engineering.

WES Annual Conference 2024: Showcasing Leadership, Innovation, and Inclusion Across Engineering:

The Women’s Engineering Society Annual Conference 2024 was held over two days at Birmingham’s Millennium Point and welcomed delegates from across the UK. It reflected the growing demand for inclusive, cross-sector dialogue for equity and excellence in engineering.

The programme was designed to reflect the breadth of the profession, spanning disciplines, industries, and career stages⁸.

Panel sessions explored systemic challenges and opportunities, including the “leaky pipeline” in engineering (hosted by EPSRC), the role of digital engineering in enabling inclusion, and the impact of women across engineering disciplines. Ricardo played back their experience as a sponsor and user of the MentorSET (WES’s proprietary mentoring programme). A dedicated session on inclusive PPE design reinforced WES’s commitment to evidence-based advocacy and workplace equity.

The conference also provided structured networking, an exhibition showcase of organisations leading the way on inclusion and diversity in engineering, and practical workshops tailored to early-career professionals, returners, and senior leaders. These opportunities enabled delegates to build meaningful connections, share knowledge, and access tools for long-term career development.

We are grateful to our sponsors **CNH Industrial, Mercedes AMG High Performance Powertrains, Frazer Nash Consultancy, Leonardo, Ingersoll Rand, Sellafield Ltd, Harwin, DPSquared, STEM Returners** and **Capula**, whose support made this impactful event possible.



⁷ 184 mentees and 240 mentors currently registered on the programme.

⁸ **Dr. Shini Somara** (eSTEAMd Media) on representation in engineering
Anouska Carling (STEM Returners) on developing an effective returners programme
Helen Close (WES) marking 100 years of the Electrical Association for Women
Claire Gott MBE (WSP) on the transformative power of engineering
Kerry Evans (UK Highways A55 Ltd) on crisis leadership during the Menai Suspension Bridge closure
Louise Hardy (Non Executive Director at Balfour Beatty Plc) on women's leadership in the built environment
Mark McBride-Wright MBE (EqualEngineers) on inclusive leadership and psychological safety
Emma McCaig, (Mercedes AMG High Performance Powertrains) on whether diversity key to winning every race
Titilola Oliyide, IET Young Woman Engineer of the Year 2023, on innovation at Supercritical Solutions
Rosa Wells (UCB and GBSIoT) on the benefits of Professional Registration

WES Student Conference 2024: Empowering Future Engineers, Strengthening Industry Connections:

The 2024 WES Student Conference on 1st November at MShed Bristol delivered a day of inspiration, skills development, and networking for over 90 student members from universities across the UK. Designed in collaboration with the WES University Groups Board, Early Careers Board, and Apprenticeship Board, the programme offered practical tools and real-world insights to support students as they transition into the engineering workforce.

From hands-on engineering challenges with the Royal Engineers to CV masterclasses and career strategy sessions, students gained tangible skills to enhance their employability.

For our corporate partners, the conference provided a valuable platform to engage directly with emerging talent, showcase inclusive career pathways, and demonstrate their commitment to supporting the next generation of engineers.

Whilst a success for those who were able to attend, feedback indicated that the cost is often prohibitive for students and partners to attend, and we will be taking this on board as we look to develop our Student Conference offering in 2025. This cornerstone of our early-career engagement strategy should not only bridge the gap between education and industry, ensuring that future engineers are equipped, inspired, and connected, but must also be inclusive and accessible, regardless of access to funding for both student and prospective employers alike.

Celebrating Excellence and Legacy: The Caroline Haslett Lecture and Annual Awards Evening:

On 11 December 2024, WES hosted its flagship end-of-year event at the prestigious Geological Society in London. This evening brought together members, partners, and supporters to celebrate the achievements of women in engineering and to honour those driving progress across the sector and those on whose legacies we build.

The event featured the annual Caroline Haslett Lecture, delivered this year by Patricia Ashman of Coventry University, whose insights into engineering education and leadership drawing on her own personal journey inspired thoughtful discussion. We were also delighted to hear from Helen Close, WES Heritage Manager, who reflected on the Society's enduring legacy and evolving impact.

A highlight of the evening was the presentation of our annual awards, recognising outstanding contributions to engineering and to the WES community. In addition to the Men As Allies, and Amy Johnson Awards, we proudly introduced two new awards to enable us to celebrate excellence across all stages of the Professional Engineering Registration Journey:

- Best Newly Registered Engineering Technician
- Best Newly Incorporated Engineer

These awards reflect our commitment to celebrating excellence at every stage of an engineer's professional journey and join the long-standing Karen Burt Memorial Award, established in honour of Dr Karen Burt. This award recognises the most outstanding newly chartered woman engineer each year, highlighting not only technical excellence but also the importance of mentorship, advocacy, and leadership in engineering.

We also took a moment to celebrate our esteemed Patron, Professor Cyril Hilsum, father of the late Dr Karen Burt. His continued support of WES and his dedication to preserving Karen's legacy have been instrumental in ensuring that her vision for a more inclusive and supportive engineering profession lives on.

The evening concluded with a vibrant networking reception, offering attendees the opportunity to connect, collaborate, and celebrate the year's achievements together in what is becoming our signature relaxed and inclusive, but prestigious, setting.

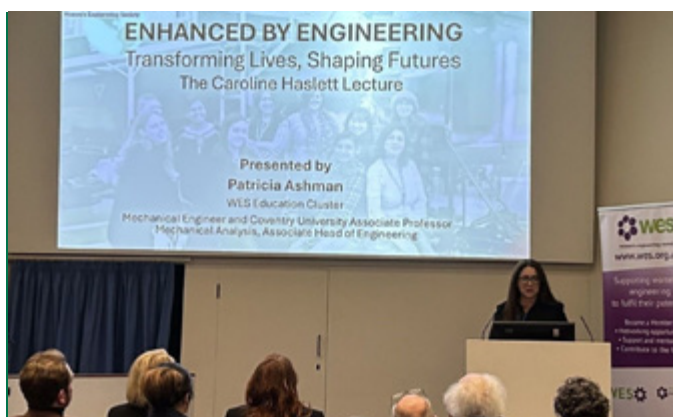
National Apprenticeship Week and Apprenticeship Day: Inspiring the Next Generation of Engineers:

For the first time for National Apprenticeship week in February 2025, we introduced a dedicated Apprenticeship page to showcase our partner apprenticeship schemes all in one place on our website. This complemented our online Apprenticeship Showcase, which hit a reach of over 10,000 students. WES continues to build its efforts to showcase opportunities in engineering through these much sought-after industry-leading apprenticeships, with a particular focus on increasing the number of applicants who are women.

Our 2025 WES Apprenticeship Day offered a dynamic and immersive experience for early-career engineers, hosted in partnership with Bombardier at their London site. Designed to celebrate and empower apprentices, the day combined technical insight, personal development, and peer connection in a format that was both engaging and impactful¹⁰.

This impactful event was organised and led by the WES Apprenticeship Board, under the leadership of Saffir Bashir, whose vision and coordination were instrumental in delivering a day that truly resonated with and empowered the next generation of engineers.

With women still representing fewer than 10% of engineering apprentices in the UK, events like this are vital in building visibility, confidence, and community among aspiring engineers. Apprenticeship Day continues to be a key part of WES's mission to support and retain diverse talent in engineering from the very start of their careers.



⁹ Dynamic workshop - STEMazing,
Securing a graduate job in six months - Vince Pizzoni (University of Nottingham),
Personal reflection on workplace inclusion - Jennifer MacDonald (Royal Academy of Engineering).

¹⁰ Welcome - London City Chapter
Behind-the-scenes tour of the Bombardier site
One-on-one conversations with industry guests
Interactive session - glider-building challenge
Panel discussion - realities and opportunities of apprenticeship pathways
Networking - allowing attendees to consolidate connections and reflect on their next steps.

Our Awards

Celebrating Excellence: The Spectrum of WES Awards

In 2024–2025, the Women's Engineering Society continued its proud tradition of recognising and celebrating the achievements of individuals who are advancing excellence across engineering. Our awards programme plays a vital role in our mission to raise the visibility of women in engineering, championing allyship, and inspiring future generations.

Unlike many industry awards, WES awards are intentionally designed to be fully inclusive. They are not sponsored, and there are no financial barriers to entry or attendance. This ensures that nominations are judged solely on merit, not access or affiliation which reflects our foundational commitments to equity, accessibility, and integrity. We are deeply grateful to our partners, whose ongoing support enables us to uphold this principle and continue offering these awards without compromise.

In 2024–2025, we celebrated excellence through the following awards:

- **Top 50 Women in Engineering (WE50)¹¹**: Our flagship campaign, spotlighting outstanding women engineers across the UK and beyond, and amplifying their stories to inspire others.
- **Professional Registration Awards¹²**: Celebrating newly registered women engineers across all levels, while encouraging more women to pursue and take pride in achieving professional registration. These prestigious awards are nominated exclusively by our Professional Engineering Institution partners, underscoring their significance within the engineering community. We are deeply grateful for their continued support and collaboration.

This year, we were proud to launch two new awards:

- **Best Newly Registered Engineering Technician**
- **Best Newly Incorporated Engineer**

These additions reflect our commitment to recognising excellence at every stage of the professional journey and to championing the value of professional registration across all pathways. They now stand alongside the esteemed Karen Burt Memorial Award - our long-standing and highly respected honour presented to the Best Newly Chartered Woman Engineer. Established in memory of Dr Karen Burt, this award not only celebrates technical excellence but also honours the legacy of a passionate advocate for gender equity in engineering.

- **Amy Johnson Award¹³**: Honouring an individual outside the engineering profession who has made a remarkable contribution to advancing diversity in engineering and applied sciences.
- **Men as Allies Award¹⁴**: Celebrating male professionals who have demonstrated exceptional allyship and taken meaningful action to support gender equity in their workplaces and sectors.

Together, these awards not only celebrate individual achievement but also serve as a powerful tool for cultural change - highlighting role models, challenging stereotypes, and reinforcing the message that engineering is for everyone.

Our Podcast

Chit-Chats Podcast: Supporting early career engineers:

In 2024–2025, the WES Early Careers Board continued to grow the Chit-Chats podcast: an initiative designed to support and connect early career engineers. Through candid conversations, the podcast explores the challenges and opportunities faced by women and gender minorities entering the profession, offering practical insights, peer support, and encouragement.

Available on Spotify and YouTube, Chit-Chats reinforces WES's commitment to inclusion, community-building, and supporting engineers at every stage of their professional journey.

Our Campaigns

International Women in Engineering Day 2024: Global reach, lasting impact:

In 2024, the Women's Engineering Society once again led the global celebration of International Women in Engineering Day (INWED) on 23 June - our annual campaign that continues to grow in scale, influence, and impact.

This year's campaign achieved unprecedented reach, with:

- 1.1 billion social media impressions for #InternationalWomenInEngineeringDay
- 124.5 million additional impressions for #INWED24
- Global participation from individuals, universities, employers, and professional bodies across more than 100 countries

These figures reflect not only the scale of engagement but also the strength of the message: that women belong in engineering, and their contributions are vital to innovation, sustainability, and societal progress.

The 2024 theme, Enhanced by Engineering, celebrated the ways in which engineering improves lives and highlighted the diverse roles women play in shaping our world. From digital campaigns and school outreach to panel discussions and award announcements, INWED served as a powerful platform for visibility, inspiration, and advocacy.

As part of our INWED 2024 celebrations, WES proudly marked the 10-year anniversary of International Women in Engineering Day with an evening drinks reception, a fireside chat with Professor Dawn Bonfield (founder of INWED and past WES President) reflecting on a decade of progress and impact and our annual WE50 Afternoon Tea, celebrating the 2024 Top 50 Women in Engineering. This uplifting event brought together honourees, partners, and supporters to recognise the achievements of exceptional women engineers and to inspire continued progress across the sector.

The impact of INWED 2024 extended far beyond the day itself. Thousands of young people were introduced to engineering role models through school events, media coverage, and online storytelling, sparking inspiration and curiosity about engineering careers. The campaign amplified the voices of women engineers at all career stages, challenging outdated stereotypes and broadening public perceptions of the profession. Employers and institutions across the sector actively engaged with the campaign, using it as a platform to showcase their own diversity and inclusion initiatives. As a result, INWED continues to generate momentum, catalysing year-round conversations and actions that advance gender equity in engineering. We are deeply grateful to our partners, members, and sponsors¹⁵ who make INWED possible. Together, we are not only celebrating women in engineering, but we are also shaping a more inclusive and innovative future for the profession.

¹¹ **List of WE50 2024 winners:** [WE50 2024 – Enhanced By Engineering - Women's Engineering Society](#)

¹² **2024 winners:** Kerry Evans, Chartered Highways & Transportation; Lucy Davies, Royal Aeronautical Society; Isobel Howe, Institution of Mechanical Engineers

¹³ **2024 winner:** Laura Hughes, Amazon RME

¹⁴ **2024 winner:** Vince Pizzoni, Professor at Nottingham University

¹⁵ **INWED Sponsors 2024:** Boeing, GCHQ, Institute of Refrigeration, McLaren Racing, AMG Petronas Formula One team, Network Rail, Opito, Royal Air Force, Stanley Black and Decker.

Inspiring young minds: The 2024 WES Lottie Tour:

In 2024, the WES Lottie Tour once again brought engineering to life for young audiences through a creative and inclusive campaign led by the WES Early Careers Board. Lottie dolls travelled with engineers across the UK and internationally - including to the USA, Malawi, and Antarctica - showcasing the breadth of engineering careers. The tour featured engaging social media storytelling, classroom outreach, and the popular online Lottie Scavenger Hunt, which encouraged users to explore engineering content across the WES website. Timed to coincide with Tomorrow's Engineers Week¹⁶, the campaign continues to be a fun and impactful way to spark early interest in STEM.



Our Heritage

WES Heritage continues to make significant strides in preserving and promoting the rich history of women in engineering and we've strengthened our commitment to integrating WES's history into all aspects of our work.

Celebrating the EAW Centenary: Honouring a legacy, inspiring the future:

In 2024–2025, WES proudly marked the centenary of the Electrical Association for Women (EAW) through its active role in the Electric Dreams project, supported by the Royal Academy of Engineering. This national initiative celebrates women's contributions to electrical innovation and public engagement, with WES's Heritage Manager, Helen Close, leading the delivery of the Watts in a Home programme. The project brought engineering history to life at five major UK venues, including Technquest, The National Museum of Computing, Glasgow Science Centre, The Discovery Museum, and ThinkTank Birmingham.

The centenary was also celebrated at the WES Annual Conference and the Caroline Haslett Lecture, where the legacy of Caroline Haslett and the EAW was honoured.

Public engagement through heritage and history:

As part of the Heritage Open Days Festival, WES hosted a series of public talks across the UK and online, exploring the history of women in electrical engineering. This included a series of engaging talks that concentrated on the Electrical Association for Women and other aspects of electrical history¹⁷.

¹⁶ [Tomorrow's Engineers Week - Tomorrow's Engineers Week](#)

¹⁷ Fiona Glead on "Electrical Networks Then and Now" at Bristol Central Library. Dr. Patricia Fara on "Hertha Ayrton" at The Whipple Museum, Cambridge. Prof. Graeme Gooday and Dr. Katie Carpenter on the "Electrical Association for Women in the North" at Pontefract Civic Society Town Hall. Sarah Yates on "The Modern Home in the 1930s/All Electric House" at Swindon Library. In addition to in-person events, WES also presented a series of insightful lunchtime online talks: Anne Locker on Caroline Haslett and Margaret Partridge. Dr. Nina Baker and Dr. Eleanor Peters on the EAW in Scotland.

Additional heritage highlights included:

- The unveiling of a commemorative plaque for Verena Holmes at her birthplace in Highworth
- A recorded fireside chat with Professor Dawn Bonfield (founder of INWED) to mark the 10th anniversary of INWED
- A collaborative Wikithon with the IET and Imperial College London, expanding representation of women in STEM on Wikipedia
- Ongoing leadership in the EAW Centenary Electric Dreams Festival Steering Group, alongside WES Fellows, the IET, and the University of Leeds

These activities reflect WES's continued commitment to preserving the legacy of pioneering women in engineering and using that history to inspire future generations. We look forward to continuing to build upon these achievements in the coming year, further solidifying WES's role as a leading advocate for women in engineering and a custodian of their remarkable history.

Our professional development opportunities

Connecting talent with opportunity:

The WES Job Board continues to serve as a strategic platform linking employers with the UK's largest network of women in engineering. Designed to support both our members and 26 partners, the platform aims to address critical skills gaps by connecting talented women with impactful roles across the sector. In the year ahead, we will review and enhance the service to strengthen its role in advancing gender equity and supporting national priorities such as innovation, sustainability, and healthcare.

Expanding access through work shadowing:

Launched successfully last year, the WES London Cluster's¹⁸ work shadowing matching service continued to offer valuable opportunities for girls aged 16+ and women students with no prior engineering experience. Hosted via LinkedIn, the initiative connects participants with companies offering short-term virtual or in-person placements, helping to broaden access to engineering careers. Following its positive reception, the programme will continue under the guidance of the new London Cluster lead.

The Value of Volunteering with WES: Leadership, growth, and lasting impact:

Volunteering with the Women's Engineering Society offers a unique opportunity to lead, influence, and grow both personally and professionally. Whether supporting our regional Clusters, serving on Shadow Boards, organising events, or contributing to Directors' Committees, WES volunteers play a vital role in shaping the future of engineering.

Our volunteers are at the heart of our mission. They lead local and national initiatives, build inclusive communities, and drive forward programmes that support women at every stage of their engineering journey. In return, they gain invaluable experience in leadership, governance, event delivery, and strategic planning: skills that enhance their professional development and career progression. Our volunteers have gone on to use skills developed in these voluntary roles to secure new and exciting roles and promotions in their professional lives.

Volunteering with WES also offers the chance to expand networks across sectors, collaborate with like-minded professionals, and contribute to meaningful change. The impact is twofold: volunteers grow as leaders and advocates, while the wider WES community benefits from their energy, insight, and commitment.

On behalf of the Society, we extend our heartfelt thanks to all our volunteers for their time and dedication. Your contributions are the foundation of our success and the driving force behind our continued impact.

¹⁸ Led in 2024 by volunteer Joyce Daser-Adams

Our communities

Strengthening regional impact: Cluster support and local engagement:

WES Clusters¹⁹ continue to be a powerful force for connection and professional development across the UK. With particularly strong engagement from our Clusters in London, Tees & Tyneside, Wales, and Hants & Dorset (South Coast), we recognise the value these volunteer-led communities bring, not only to our members, but to the wider engineering ecosystem.

To extend this success more evenly across the UK, we launched the Cluster Support Improvement Plan in 2024–2025. Developed in response to member feedback, the plan focuses on strengthening central support to enable all regions to thrive. This work is grounded in the understanding that women are often more geographically tied than their male counterparts, and therefore more likely to seek opportunities within their local area. By supporting vibrant regional activity, we can help ensure that engineering careers are visible, accessible, and relevant, wherever our members live and work. This approach also allows WES to deliver national reach with local nuance, connecting local employers with the local talent they need, and tailoring events to reflect regional strengths and priorities.

As part of this strategy, we piloted a new regional event in Aberdeen, a key UK hub for engineering and energy. Held in February 2025, the event welcomed 60 attendees and featured speakers from across the engineering economy, reflecting our ambition to broaden the scope of opportunities we showcase. We were delighted to partner with OEUK, the Royal Academy of Engineering, and Barclays Eagle Labs, and to welcome participation from Robert Gordon University and the University of Aberdeen. Feedback was overwhelmingly positive, reinforcing the value of regionally focused engagement.

We look forward to building on this momentum to expand and improve our regional presence in order to deepen our local partnerships. We also look forward to continuing to support our established Clusters as they deliver impactful events and initiatives across the UK, and we extend our sincere thanks to the dedicated volunteers, especially those who have built strong foundations that enable us to grow and strengthen our regional presence.



Driving focused change: The impact of Special Interest Groups:

WES Special Interest Groups (SIGs) continue to play a vital role in deepening our expertise, shaping our advocacy, and expanding our reach across key thematic areas. The well-established Climate Emergency SIG²⁰ remains a leading voice in promoting sustainable engineering practices, while the recently re-established Education SIG²¹ is already making a strong impact by championing inclusive and future-focused approaches to engineering education. Our emerging Heritage SIG²² is helping to preserve and share the rich history of women in engineering, reinforcing the importance of legacy in shaping future progress. Together, these groups strengthen WES's influence and provide members with meaningful opportunities to contribute to sector-wide change.

We extend our heartfelt thanks to the Chairs and volunteers who lead and support these groups and are instrumental to their success.

The Woman Engineer: Showcasing voices, sharing impact:

Now in its refreshed format following the 2023 redesign, The Woman Engineer journal continues to serve as a vital platform for connection, insight, and inspiration across the WES community. Published quarterly, the journal highlights the achievements, challenges, and perspectives of women in engineering, while offering thought leadership on key issues shaping the sector.

In 2024–2025, the journal featured a diverse range of voices from early career engineers to industry leaders, and explored themes including sustainability, innovation, inclusive leadership, and global collaboration. It remains a trusted source of professional insight and a celebration of the contributions women make to engineering and technology.

Alongside our electronic newsletter, The Woman Engineer continues to strengthen the Society's communications, keeping members and subscribers informed, engaged, and connected to opportunities across the sector.



¹⁹ Berkshire • Bristol, Bath, Gloucs & Somerset • Cumbria and Lancashire • East Anglia (Norfolk, Suffolk & Cambs) • Essex • Heart of England • Herts, Beds & Bucks • Kent • London • Manchester • Merseyside & Wirral • Midlands • Northern Ireland • Nottinghamshire • Scotland • South Coast • Surrey & Sussex • Tees & Tyneside • Wales • Yorkshire

²⁰ Chaired by Paula McMahon

²¹ Chaired by Modupe Jimoh and Tuleen Boutaleb

²² Chaired by Susan McDonald

11. Financial Summary 24-25

Overview of Financial Performance

In 2024–25, WES maintained stable financial operations while investing in key strategic initiatives including events, awards, networking and mentoring for our members, and digital engagement through INWED. Total income reached £559,934, with expenditure of £696,024, resulting in a net movement in funds of -£124,588. Our funding remained rooted in membership, sponsorship, partnership income.

Income and Key Funding Sources:

- **Corporate partnerships and sponsorships:** Sustained partnerships with engineering firms and sector bodies supported campaign visibility and professional development programmes.
- **Membership income:** Steady growth in individual memberships contributed to unrestricted income.
- **Grant income:** Targeted grants supported outreach and equity-focused programming.

Expenditure Overview:

Key spend areas included:

- **Programme delivery** (staff costs, systems and tools including mentoring platform, webinars, INWED, The Woman Engineer Journal)
- **Governance and compliance**
- **Communications and stakeholder outreach** (Social media, The Woman Engineer Journal, other comms)
- **Events and Awards** (Conference, Caroline Haslett Lecture, WE50, Apprentice Showcase)

WES continued its commitment to sector impact, with all spend aligned to strategic objectives and charitable aims.

Exceptional Costs and Reserves Utilisation:

During 2024–25, WES faced significant exceptional costs stemming from unplanned strategic staffing transitions and associated professional services. These costs were non-recurring in nature and necessary to ensure organisational integrity and future sustainability.

In response, trustees authorised a controlled drawdown from the charity's long-term investment held in the COIF Charities Investment Fund. This decision was in line with our Reserves Policy, which permits use of unrestricted funds for exceptional circumstances that safeguard the charity's long-term interests.

Reserves Policy & Position:

WES holds reserves to safeguard financial sustainability, support programme continuity, and manage risk.

- Our Reserves Policy targets a minimum of equivalent to 3 months of core operating costs, which stood at £131,643.
- As of 31 March 2025, our unrestricted free reserves stood at £177,571, which aligns with the policy and Charity Commission guidance (CC19).
- Restricted reserves totalled £76,382, earmarked for ongoing funded projects.

In accordance with Charity Commission guidance (CC19) and SORP reporting standards, trustees affirm that reserve levels will be regularly reviewed to ensure the charity remains financially sound and compliant.

Cashflow & Liquidity:

Cashflow was monitored throughout the year, and while exceptional spend required drawdown from reserves, WES maintained liquidity to meet all obligations. Forward forecasts indicate no further extraordinary outlay, with normalised expenditure resuming in 2025–26.

Risk & Governance:

The Board undertook a governance review following this transitional period, strengthening oversight of financial decision-making, policies, and workforce resilience. WES remains committed to prudent risk management and operational transparency.

12. Structure, Governance and Governing Document

The organisation is a charitable company limited by guarantee, incorporated on 24th December 1919 and registered as a charity on 27th February 1992. The company 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 (amended in 1970, 1991, 2006, 2014 and 2020).

In the event of the company being wound up members are required to contribute an amount not exceeding £1.

Recruitment and Appointment of the Trustee Board

The directors of the company are also charity trustees for the purposes of charity law and under the company's Articles are known as the Trustees. Under the requirements of the Memorandum and Articles of Association the Trustees are elected to serve for a period of three years after which they must be re-elected at the next Annual General Meeting. All Trustees give their time voluntarily and received no benefits from the charity. Any expenses reclaimed from the charity are set out in the accounts.

Due to the focus of the charity's work the Trustees as a board seek to ensure that the views of all women at all stages of their career in engineering appropriately reflected through the diversity of the board and the sub-boards. The more traditional business skills are represented on the Trustee Board through co-option of members with a specific skill set, members of the Trustee Board having provided a list of their skills and capabilities.

Trustee Induction and Training

Trustees are in the majority, women working or teaching in engineering and are therefore familiar with the charity's work through their own (and their colleagues) lived experience. Trustees are required to familiarise themselves with a number of documents and training materials ahead of serving on the board:

- The obligations of board trustees
- The main documents which set out the operational framework for the charity including the Memorandum and Articles
- Resourcing and the current financial position as set out in the latest published accounts
- Future plans and objectives
- Charity Commission publications signposted through the Commission's guide "the Essential Trustee" as a follow up to these sessions

Risk Management

The Trustee Board has conducted a review of the major risks to which the charity is exposed. A risk register has been established and is updated at least annually. Where appropriate, systems or procedures have been established to mitigate the risks the charity faces. Owing to the recent professionalisation of the Women's Engineering Society work continues to ensure that formally documented procedures and processes are in place to ensure compliance with policy by staff and (where appropriate) volunteers to ensure a consistent quality of delivery for all operational aspects of the charity. These procedures will be periodically reviewed to ensure that they continue to meet the needs of the charity.

Organisational Structure

The Women's Engineering Society has a Trustee Board of up to 12 members who, during 2024-25, met seven times as a board. They are responsible for the strategic direction and policy setting of the charity.

The Company Secretary also sits on the Board but has no voting rights. A scheme of delegation is in place and day to day responsibility for the provision of the services rest with the Chief Executive along with her team of eight employees. The Chief Executive is responsible for ensuring that the charity delivers the services specified and that key performance indicators are met and for implementing an efficient and effective operating model including but not limited to ensuring that the employee team continue to develop their skills and ways of working in line with good practice.

Related Parties

In so far as it is complimentary to the charity's objects, the charity is guided by both local and national policy and seeks to work alongside and in collaboration with key industry actors. This will prove invaluable to the charity in establishing improved links within the industry and identifying relevant policy developments and prospective funding.

Responsibilities of the Board of Trustees

Company law requires the Board of Trustees to prepare financial statements for each financial year which give a true and fair view of the state of the affairs of the charitable company as at the balance sheet date and of its incoming resources and application of resources, including income and expenditure, for the financial year.

In preparing those financial statements, the Board of Trustees should follow best practice and:

- select suitable accounting policies and then apply them consistently
- make judgements and estimates that are reasonable and prudent,
- observe the methods and principles in the Charities Statement Of Recommended Practice, and
- prepare the financial statements on the going concern basis unless it is not appropriate to assume that the company will continue on that basis

The Board of Trustees is accountable for ensuring that proper accounting records are maintained 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 1985. The responsibility for doing this is delegated to the Chief Executive and her team (which may include employees, contractors or third-party service providers under her management). The Board of Trustees is 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.

Members of the Trustee Board

Members of the Trustee Board, who are directors for the purpose of company law and trustees for the purpose of charity law, who served during the year and up to the date of this report are set out on page 3.

In accordance with company law, as the company's directors, we certify that:

- so far as we are aware, there is no relevant audit information of which the company's auditors are unaware; and
- as the directors of the company, we have taken all the steps that we ought to have taken in order to make ourselves aware of any relevant audit information and to establish that the charity's auditors are aware of that information.

Auditors HaysMac were appointed as the charitable company's auditors for 2024-25, replacing Moore Kingston Smith, to ensure impartiality and adherence to best practice.

This report has been prepared in accordance with the Statement of Recommended Practice: Accounting and Reporting by Charities (issued in March 2005) and in accordance with the special provisions of Part VII of the Companies Act 1985 relating to small entities.

Approved by the Board of Trustees on 25/09/2025 and signed on its behalf by:



Dr Katherine Critchley (President)

13. Acknowledgements

Thanks to donors, partners, volunteers, members and staff, and the organisations and institutions who collaborate with us on our mission.

14. Contact information

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Phone: 01438 765506

Email: hello@wes.org.uk

Website: <https://www.wes.org.uk>

Women's Engineering Society
(A Company Limited By Guarantee)

Trustees' Report And Financial Statements
For The Year Ended 31 March 2025

Charity Number: 1008913 | Company Number: 00162096

15. Independent examiner's report for the year ended 31 March 2025

Independent Examiner's Report to the Trustees of Women's Engineering Society ('the Charity')

I report to the charity Trustees on my examination of the accounts of the Charity for the year ended 31 March 2025.

Responsibilities and Basis of Report

As the Trustees of the Charity (and 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 Charity 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 the Charity's accounts 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 Charity'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 a member of Institution of Chartered Accountants in England and Wales, 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 Charity as required by section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair' view which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities [applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)].

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

This report is made solely to the Charity's Trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. My work has been undertaken so that I might state to the Charity's Trustees those matters I am required to state to them in an Independent Examiner's Report and for no other purpose. To the fullest extent permitted by law, I do not accept or assume responsibility to anyone other than the Charity and the Charity's Trustees as a body, for my work or for this report.

Signed:

Dated:

Kathryn Burton

HaysMac LLP, 10 Queen Street Place, London, EC4R 1AG.

16. Statement of financial activities

(Incorporating income and expenditure account) for the year ended 31 march 2025

	Note	Unrestricted funds 2025 £	Restricted funds 2025 £	Endowment funds 2025 £	Total funds 2025 £	Total funds 2024 £
Income and endowments from:						
Donations and legacies	2	148,297	29,863	-	178,160	76,483
Charitable activities	3	409,374	-	-	409,374	603,161
Other trading activities	4	1,692	-	-	1,692	589
Investments	5	9,811	-	-	9,811	8,779
Total income and endowments		569,174	29,863	-	599,037	689,012
Expenditure on:						
Raising funds	6	185,719	-	-	185,719	109,040
Charitable activities	7	518,786	-	-	518,786	435,456
Total expenditure		704,505	-	-	704,505	544,496
Net movement in funds		(135,331)	29,863	-	(105,468)	144,516
Reconciliation of funds:						
Total funds brought forward		396,006	11,945	34,574	442,525	298,009
Net movement in funds		(135,331)	29,863	-	(105,468)	144,516
Total funds carried forward		260,675	41,808	34,574	337,057	442,525

The Statement of Financial Activities includes all gains and losses recognised in the year. The notes on pages 31 to 39 form part of these financial statements.

17. Balance sheet

As at 31 march 2025

	Note	£	£
Fixed assets			
Tangible assets	11	7,503	6,992
Current assets			
Debtors	12	174,138	233,164
Cash at bank and in hand		251,679	321,378
		<u>425,817</u>	<u>554,542</u>
Creditors: amounts falling due within one year	13	(96,263)	(119,009)
Net current assets		329,554	435,533
Total net assets		<u>337,057</u>	<u>442,525</u>
Charity funds			
Endowment funds	14	34,574	34,574
Restricted funds	14	41,808	11,945
Unrestricted funds	14	260,675	396,006
Total funds		<u>337,057</u>	<u>442,525</u>

The Charity was entitled to exemption from audit under section 477 of the Companies Act 2006.

The members have not required the company to obtain an audit for the year in question in accordance with section 476 of Companies Act 2006.

The Trustees acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and preparation of financial statements.

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

The financial statements were approved and authorised for issue by the Trustees and signed on their behalf by:



Dr Katherine Critchley

President Women's Engineering Society

Date: 25/09/2025

The notes on pages 31 to 39 form part of these financial statements.

18. Statement of cash flows

For the year ended 31 march 2025

	2025 £	2024 £
Cash flows from operating activities		
Net cash used in operating activities (see note 16)	(66,410)	41,285
Cash flows from investing activities		
Net movements in costs of tangible fixed assets	(3,289)	(3,991)
Net cash used in investing activities	(3,289)	(3,991)
Change in cash and cash equivalents in the year	(69,699)	37,294
Cash and cash equivalents at the beginning of the year	321,378	284,084
Cash and cash equivalents at the end of the year	251,679	321,378

The notes on pages 31 to 39 form part of these financial statements.



19. Notes to the financial statements

For the year ended 31 march 2025

1. Accounting policies

1.1. 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, and rounded to the nearest pound.

1.2. Basis of preparation

The financial statements have been prepared in accordance with the Charities SORP (FRS 102) – Accounting and Reporting by Charities (second edition – October 2019), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102), the Companies Act 2006, and the Charities Act 2011.

The charity is a public benefit entity and a company limited by guarantee. The financial statements have been prepared under the historical cost convention and on a going concern basis, as described in Note 1.3.

1.3. Going concern

The Board has prepared the financial statements on a going concern basis.

There is a material uncertainty relating to the charity's ability to maintain current levels of income from partners and members over the next 12 months.

The Board is actively monitoring this risk and has already implemented a number of steps such as the restructured partnership offering to support an increase income. In addition, the Board has identified contingency plans in place to reduce or defer costs and maintain cash reserves if income falls further.

1.4. Income

All income is included in the statement of financial activities when the charity is entitled to, and probable to receive, the income and the amount can be quantified with reasonable accuracy.

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.

1.5. Expenditure and allocation of support costs

Expenditure is recognised on an accruals basis when a liability is incurred. Irrecoverable VAT is included within the relevant expenditure category to which it relates.

Where expenditure can be directly attributed to specific activities, it is allocated accordingly. Support costs such as governance, finance, and administrative overheads that cannot be directly linked to a single activity are apportioned across charitable activities using a method consistent with the use of resources. This includes allocation based on staff time, usage metrics, or proportionate spend, ensuring a fair and transparent reflection of operational support across the charity's work.

Governance costs, board expenses, insurances, clinical supervision, HR support and audit fees incurred are reported to comply with constitutional or statutory requirements of the Charity.

1.6. Fund accounting

The charity maintains its accounting records using fund accounting as required by the Charities SORP (FRS 102). Incoming resources and related expenditure are classified into distinct funds according to their purpose and any restrictions imposed by donors or funders.

Unrestricted funds are available for use at the discretion of the Trustees in furtherance of the charity's general objectives. This includes designated funds set aside by the Trustees for specific purposes or future commitments.

Restricted funds represent income received that is subject to specific conditions or intended for particular projects, programmes, or activities. These funds are accounted for separately and used only in accordance with the donor's wishes or funding agreement. WES holds two restricted funds: The Karen Burt Fund and the Dianne Winfield Fund.

Endowment funds are held for long-term investment purposes, with either the capital or income restricted depending on the terms of the endowment. WES holds one endowment fund: The Lady Finneston Fund.

Transfers between funds are made only when permitted and appropriately authorised by the Trustees.

1.7 Fixed Assets

Fixed assets (excluding investments) are stated at cost less accumulated depreciation. The costs of minor additions or those costing below £1,000 are not capitalised. Depreciation is provided at rates calculated to write off the cost of each asset over its expected useful life. Impairment reviews are carried out as and when evidence comes to light that the recoverable amount of a functional fixed asset is below its net book value due to damage, obsolescence or other relevant factors.

1.8 VAT

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

1.9 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.

1.10 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.

1.11 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.

1.12 Pension costs

Payments to defined contribution retirement benefit schemes are charged as an expense as they fall due.

2. Income from donations and legacies

	Unrestricted funds 2025 £	Restricted funds 2025 £	Total funds 2025 £	Total funds 2024 £
Donations	87,551	29,863	117,414	7,236
Membership	41,246	-	41,246	69,247
Grants	19,500	-	19,500	-
	<u>148,297</u>	<u>29,863</u>	<u>178,160</u>	<u>76,483</u>
Total 2024	<u>76,483</u>	<u>-</u>	<u>76,483</u>	

3. Income from charitable activities

	Unrestricted funds 2025 £	Total funds 2025 £	Total funds 2024 £
Conference and event income	85,661	85,661	168,910
Partnership income	323,713	323,713	434,251
	<u>603,161</u>	<u>603,161</u>	
Total 2024	<u>603,161</u>	<u>603,161</u>	

4. Income from other trading activities

	Unrestricted funds 2025 £	Total funds 2025 £	Total funds 2024 £
Sundry trading income	1,692	1,692	589
	<u>589</u>	<u>589</u>	
Total 2024	<u>589</u>	<u>589</u>	

5. Investment income

	Unrestricted funds 2025 £	Total funds 2025 £	Total funds 2024 £
Bank interest received	9,811	9,811	8,779
	<u>8,779</u>	<u>8,779</u>	
Total 2024	<u>8,779</u>	<u>8,779</u>	

6. Expenditure on raising funds

	Unrestricted funds 2025 £	Total funds 2025 £	Total funds 2024 £
Membership related costs	36,715	36,715	22,092
General support costs	10,564	10,564	6,007
Employee costs	138,440	138,440	75,644
Travel costs	-	-	2,702
Finance costs	-	-	1,377
Governance costs	-	-	1,218
	<u>185,719</u>	<u>185,719</u>	<u>109,040</u>

7. Analysis of expenditure on charitable activities

Summary by fund type

	Unrestricted funds 2025 £	Total 2025 £	Total 2024 £
Event costs	131,382	131,382	55,049
Mentors set costs	9,078	9,078	6,605
Awards	2,750	2,750	1,000
General support costs	26,891	26,891	20,293
Employee costs	300,558	300,558	306,356
Travel costs	23,871	23,871	29,929
Finance costs	6,616	6,616	7,939
Independent examiners fees	14,862	14,862	8,285
Depreciation	2,778	2,778	-
	<u>518,786</u>	<u>518,786</u>	<u>435,456</u>
Total 2024	<u>435,456</u>	<u>435,456</u>	

8. Analysis of expenditure by activities

	Direct costs 2025 £	Support costs 2025 £	Total funds 2025 £	Total funds 2024 £
Event costs	131,382	-	131,382	55,049
Mentors set costs	9,078	-	9,078	6,605
Awards	2,750	-	2,750	1,000
General support costs	-	26,891	26,891	20,293
Employee costs	-	300,558	300,558	306,356
Travel costs	-	23,871	23,871	29,929
Finance costs	-	6,616	6,616	7,939
Independent examiners Fees	-	14,862	14,862	8,285
Depreciation	-	2,778	2,778	-
	<u>143,210</u>	<u>375,576</u>	<u>518,786</u>	<u>435,456</u>
Total 2024	<u>62,654</u>	<u>372,802</u>	<u>435,456</u>	

9. Staff Costs

	2025 £	2024 £
Wages and salaries	377,017	339,155
Social security costs	20,343	22,140
Pension costs	10,923	11,790
Other employee related costs	30,715	8,915
	<u>438,998</u>	<u>382,000</u>

During the year the Charity paid settlement payments totalling to £50,000 (2024: £Nil).
The average number of persons employed by the Charity during the year was as follows:

	2025 No.	2024 No.
CEO	1	1
Office Staff	7	8
	<u>8</u>	<u>9</u>

The number of employees whose employee benefits (excluding employer pension costs) exceeded £60,000 was:

	2025 No.	2024 No.
In the band £60,001 - £70,000	-	1
In the band £90,001 - £100,000	1	-

During the year the Charity paid remuneration and benefits (including employer's national insurance contributions and employer's pension contributions), to its key management personnel, totalling to £145,244 (2024: £77,910).

10. Trustees' remuneration and expenses

During the year, no Trustees received any remuneration or other benefits (2024 - £NIL). During the year ended 31 March 2025, expenses totalling £1,701 were reimbursed or paid directly to 5 Trustees (2024 - £67 to 4 Trustees) for travel, subsistence and accommodation expenses, and membership body subscriptions..

11. Tangible fixed assets

	Electronic Equipment £
Cost	
At 1 April 2024	17,828
Additions	3,289
At 31 March 2025	<u>21,117</u>
Depreciation	
At 1 April 2024	10,836
Charge for the year	2,778
At 31 March 2025	<u>13,614</u>
Net book value	
At 31 March 2025	<u>7,503</u>
At 31 March 2024	<u>6,992</u>

12. Debtors

	2025 £	2024 £
Due within one year		
Trade debtors	143,052	169,994
Prepayments and accrued income	31,086	63,170
	<u>174,138</u>	<u>233,164</u>

13. Creditors: Amounts falling due within one year

	2025 £	2024 £
Trade creditors	3,651	9,971
Other taxation and social security	38,749	48,836
Accruals and deferred income	53,863	60,202
	<u>96,263</u>	<u>119,009</u>
	2025 £	2024 £
Deferred income at 1 April 2024	55,902	77,712
Resources deferred during the year	43,862	55,902
Amounts released from previous periods	(51,601)	(77,712)
	<u>48,163</u>	<u>55,902</u>

The deferred income at the Balance sheet date relates to deferred sponsorship and annual conference tickets income received in advance.

14. Statement of funds

Statement of funds - current year

	Balance at 1 April 2024 £	Income £	Expenditure £	Balance at 31 March 2025 £
Unrestricted funds				
General Funds	396,006	569,174	(704,505)	260,675
	<u>396,006</u>	<u>569,174</u>	<u>(704,505)</u>	<u>260,675</u>
Endowment funds				
NBC - Lady Finnieston	34,574	-	-	34,574
	<u>34,574</u>	<u>-</u>	<u>-</u>	<u>34,574</u>
Restricted funds				
Karen Burt Memorial	11,945	-	-	11,945
Diane Winfield	-	29,863	-	29,863
	<u>11,945</u>	<u>29,863</u>	<u>-</u>	<u>41,808</u>
Total of funds	<u>442,525</u>	<u>599,037</u>	<u>(704,505)</u>	<u>337,057</u>

The source and purpose of each of the funds are as stated in the Trustees Report.

Statement of funds - prior year

	Balance at 1 April 2023 £	Income £	Expenditure £	Balance at 31 March 2024 £
Unrestricted funds				
General Funds	250,490	689,012	(543,496)	396,006
Endowment funds				
NBC - Lady Finniston	34,574	-	-	34,574
Restricted funds				
Karen Burt Memorial	12,945	-	(1,000)	11,945
Total of funds	298,009	689,012	(544,496)	442,525

15. Analysis of net assets between funds

Analysis of net assets between funds - current year

	Unrestricted funds 2025 £	Restricted funds 2025 £	Endowment funds 2025 £	Total funds 2025 £
Tangible fixed assets	7,503	-	-	7,503
Current assets	349,435	41,808	34,574	425,817
Creditors due within one year	(96,263)	-	-	(96,263)
Total	260,675	41,808	34,574	337,057

Analysis of net assets between funds - prior year

	Unrestricted funds 2024 £	Restricted funds 2024 £	Endowment funds 2024 £	Total funds 2024 £
Tangible fixed assets	6,992	-	-	6,992
Current assets	508,023	11,945	34,574	554,542
Creditors due within one year	(119,009)	-	-	(119,009)
Total	396,006	11,945	34,574	442,525

16. Reconciliation of net movement in funds to net cash flow from operating activities

	2025 £	2024 £
Net income/expenditure for the year (as per Statement of Financial Activities)	(105,468)	144,516
Adjustments for:		
Depreciation charges	2,778	3,246
Decrease/(increase) in debtors	59,026	(95,248)
Decrease in creditors	(22,746)	(11,229)
Net cash provided by/(used in) operating activities	(66,410)	41,285

17. Analysis of cash and cash equivalents

	2025 £	2024 £
Cash in hand	251,679	321,378
Total cash and cash equivalents	251,679	321,378

18. Analysis of changes in net debt

	At 1 April 2024 £	Cash flows £	At 31 March 2025 £
Cash at bank and in hand	321,378	(69,699)	251,679
	321,378	(69,699)	251,679

19. Pension commitments

The Charity operates a defined contribution pension scheme. The assets of the scheme are held separately from those of the group in an independently administered fund. The pension cost charge represents contributions payable by the group to the fund and amounted to £10,923 (2024: £11,790). £Nil was payable to the fund at the balance sheet date (2024: £Nil).

20. Related party transactions

The Charity has not entered into any related party transaction during the year (2024: none), nor are there any outstanding balances owing between related parties and the Charity at 31 March 2025 (2024: none).

