

Company registration number: 02520522

Charity registration number: 1010397

The Women's Environmental Network Trust

(A company limited by guarantee)

Annual Report and Financial Statements

for the Year Ended 31 March 2023

Field Sullivan Limited
9 Hare & Billet Road
Blackheath
SE3 0RB

The Women's Environmental Network Trust

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The Women's Environmental Network Trust

Reference and Administrative Details

Trustees	Charlotte Miller Jenna Norman Isabel Bull Momotaz Begum Monique Johnson Anupam Parashar Tallulah Staple
Charity Registration Number	1010397
Company Registration Number	02520522
Registered Office	The charity is incorporated in England and Wales. Ground Floor 20 Club Row London E2 7EY
Auditor	Field Sullivan Limited 9 Hare & Billet Road Blackheath SE3 0RB
Bankers	The Co-Operative Bank Plc Central Commercial Branch P.O. Box 250 Skelmersdale WN8 6WT Triodos Bank Deanery Road Bristol BS1 5AS

The Women's Environmental Network Trust

Trustees Report

The Trustees present their report and the financial statements for the year ended 31 March 2023.

This is a directors' report required by s417 of the Companies Act 2006 and all trustees are directors. The financial statements comply with current statutory requirements and the requirements of the Memorandum & Articles of Association.

VISION AND MISSION STATEMENT

Wen's vision is a world where we have achieved environmental, gender, racial and social justice. Wen's mission is to make the connections between women, health, equality and the environment. We want:

- To inspire and empower women to take action for a healthier planet
- Tackle the environmental concerns that are closest to women's health and everyday lives, and connect these to national and global movements for change
- Diversify the environmental sector by bringing more women's voices into the environmental mainstream, particularly marginalised women and women of colour.

Wen's vision is a world where we have achieved environmental, gender, racial and social justice. Our current strategic aims (2018-2023) are:

1. Inspire and empower more women to take-action for a healthier planet
2. Tackle the environmental concerns that are closest to women's health and everyday lives, and connect these to national and global movements for change
3. Diversify the environmental sector by bringing more women's voices into the environmental mainstream, particularly marginalised women and women of colour Grow a strong and healthy organisation by reinvigorating our core messages, raising our profile, strengthening our internal systems, and embedding our values.

PRINCIPAL ACTIVITIES

Wen engages in activities that fall under the banners of health, climate change, waste, food and women's empowerment. However, our work aims to highlight the interconnectedness of all these programme areas, as well as that of human health and that of the planet. A defining characteristic of Wen is our unique approach which is grounded in meaningful local action and projects that engage diverse women and communities in shaping high impact campaigning and policy focused work. Across our programmes, we mobilise through participatory approaches and a focus on strong movement building.

Health: We raise awareness and provide information to individuals, other organisations, and media on a number of health-related matters such as harmful chemicals and plastic in mainstream single-use period products, healthy homes, and safe cosmetics. Women and the wider public look to Wen as a trusted source of information on subjects not covered by mainstream environmental organisations. We also promote and deliver nature based therapeutic health interventions in East London where the Wen office is based.

Climate change: We provide workshops on the gendered aspects of climate change, and advocate for making gender, racial and social equality central to policies for decarbonising our economy. We take an intersectional feminist approach to the climate crisis exploring how our patriarchal racist capitalist system is both a driver and cause of the climate crisis. We also advocate for women's involvement in decision making at all levels, especially marginalised women and women of colour.

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Waste: We raise awareness of the environmental impacts of single-use period products and nappies, with a particular focus on the plastic and chemical pollution caused by these. We deliver workshops in schools, universities and community and women's centres to enable people to make a properly informed choice about which period products to use. We also lobby menstrual product manufacturers to remove the harmful chemicals and plastic from their products.

Food: We run practical workshops and events on organic food growing, raise awareness about the health and environmental benefits of local and organic food, and support community gardens with advice, training, networking and access to corporate volunteers. We also seek strategic, borough-wide and nation-wide interventions for a more sustainable food system.

Women's Empowerment: Wen plays a vital role in amplifying women's voices in the environmental sector but also in providing an 'incubator' for women and non binary environmental leaders through our participatory approach to volunteering and community engagement. Our feminist leadership model of sharing management functions non-hierarchically between two Co-Directors and through our Leadership Circle structure that continues to enhance this approach.

PRIORITIES AND ACHIEVEMENTS IN 2022-2023

In 2022-2023 our priorities were:

Programmes and campaigns:

- Strengthen our multi-faceted approach across Wen's work, concentrating on three key approaches in our theory of change: - supporting local action -mobilising ideas and feminist leadership - creating local and national campaigns delivered through networks and coalitions
- Deliver innovative, high impact and radical programmes including Feminist Green New Deal and the Just Food and Climate Transition (Just FACT) partnership programme funded by the Climate Action Fund
- Strengthen and develop our current programmes and campaigns including: -Environmentstrual Campaign, continuing to strengthen our online Week of Action -Tower Hamlets Food Growing Network - championing and supporting food growing in the borough -Tower Hamlets Food Partnership - creating a fairer, healthier and more sustainable food system
- Raise our profile and celebrate impact, harnessing the opportunities created by increasing our profile through social media and online events
- Strengthen our internal systems, including developing new policies and processes to better support our staff

-Real Nappies for London - supporting parents to choose cloth nappies through a pan-London voucher scheme and education campaign

Thanks to a small team of dedicated staff, committed volunteers and a supportive board of trustees Wen has undertaken a wide range of activities to further its priorities this year.

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ACTIVITIES

Our work can include

- education (by way of workshops, talks, training programmes, and community events);
- research and information (leaflets, guides and reports);
- policy work and campaigning (through partnerships with other organisations in our key programme areas); and
- building networks and coalitions.

The activities carried out for the public benefit by the charity can be broadly categorised as follows below.

Health

Our flagship 'Soil Sisters' project delivered therapeutic horticulture to four women's refuges in East London working in partnership with The Ashiana Network and Hestia who provide support and accommodation for women escaping domestic violence. Funded by the National Lottery Reaching Communities, the project co-designs productive gardens on site and delivers year-round health and well-being sessions with women at the refuges. At the end of our Lottery funding in March 2023 we launched a Soil Sisters toolkit detailing the five years of work on the project for the five different refuges, and enabling others who may be interested in offering a similar project to gather ideas, inspiration and practical ideas in the garden and beyond.

Climate Crisis

We continued to develop our Feminist Green New Deal project this year engaging new audiences and stakeholders around this and publishing new policy papers. The Feminist Green New Deal puts the needs and priorities of women, people of colour and marginalised groups at the heart of all climate policy and action and advocates for a care-led green recovery from our multiple crises. This joint project with the Women's Budget Group (WBG), is unique in joining up grassroots engagement with policy work. As part of the project we have published five policy papers this year with the Women's Budget Group on: 'Labour Market Changes for a Green, Caring Economy', 'Managing Risk Through Security: Social security's contribution to tackling climate change & gender inequality', 'Food Policy Paper Summary', 'A Green and Caring Economy Report' and 'A Green and Caring Economy Key Messages'. We continued to develop our 'Why is Climate Justice a Feminist Issue?' blog series to showcase different voices. A highlight this year was doing a video interview with Dr Vandana Shiva for our Wen Forum event in February 2023 focusing on climate and food justice.

Wen continues to be part of the Women & Gender Constituency's advocacy group where we amplify a joint message around Feminist Climate Justice working in solidarity with women's and feminist organisations from the Global South and Global North.

After our successful pilot Climate Sisters projects (which we ran with two women's groups in Glasgow and Manchester in the lead up to COP26 in 2021), we have secured funding from the Propel fund to deliver a Climate Sisters Tower Hamlets & Hackney project over the next three years. The aim of the project is to amplify women's and marginalised voices in the climate space through a feminist climate leadership programme.

Waste

We continued to develop our Environmenstrual Campaign this year.

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The campaign aims to raise awareness of the plastic and harmful chemicals in mainstream single-use period products; tackle period stigma and taboo, champion biodegradables and reusables and promote the correct disposal of single-use period products so that they don't end up in our rivers, seas and beaches. In October we convened the fifth Environmenstrual Week with an online panel event alongside other online events.

Our **Environmenstrual Ambassadors** continued to deliver online Environmenstrual workshops during the year because many participants preferred the convenience of this format. This enabled us to reach a wider audience and extend our reach throughout the UK. We also expanded our Environmenstrual Coalition made up of over 60 organisations, reusable and plastic-free menstrual companies and activists.

Real Nappies for London (RNfL) continued to champion cloth nappy use across 11 London boroughs through the voucher scheme which incentivises and supports parents to try cloth nappies. The scheme carried out over 50 outreach events this year varying from online reusable nappy demonstrations to online support sessions and in-person nappy demonstrations to 'Reusable Nappy Meet and Give & Take' events where parents can pass-on no longer needed reusable nappies, baby clothes and maternity wear for free. We have received interest and active engagement from other London Boroughs to participate with the voucher incentive scheme helping to support Real Nappies for London widen its reach to engage more families to use reusable nappies. We took part in Reusable Nappy Week in April 2022.

Food

This year we have continued to deliver and develop our Just FACT (Just Food and Climate Transition) project, a 5 year partnership programme aimed at creating a tried and tested blueprint for a climate-friendly food system that works better for the happiness, health and wellbeing of communities in Tower Hamlets, East London. Wen is the lead organisation working in partnership with ten local partners, including Platform, supporting community-led solutions for a sustainable and socially just urban food system. Funded by the National Lottery Climate Action Fund (CAF), the programme seeks to build community power and amplify voices that don't normally get heard to radically re-shape the local food system. Although the project is local to Tower Hamlets, it is designing a model that can be used in other urban areas and amplified through the national and international good food movements that Wen are part of. As part of this project we have been developing the community space at Limborough House (in Mile End in Tower Hamlets, London) into a thriving food hub for local residents on the Burdett Estate, in partnership with Poplar Harca housing association and local partners. Limborough Food Hub, comprising a community garden, greenhouse, kitchen and workshop space in Mile End, is becoming an active community space, where we run regular cooking and growing workshops throughout the year. The Food Store, a pantry for residents and the wider community located at the Limborough Food Hub, is open every week.

This year the CAF awarded us an extra grant to enable us to make onward grants to local community organisations and individuals working on food justice projects in the borough.

We awarded six community food projects in Tower Hamlets with grants totalling £125k. Projects include sustainable food growing at Stepney City Farm, installing an urban farm on a school rooftop, sustainable foraging and herbal remedies, and workshops to celebrate traditional practices of pickling, preserving and fermenting. Onward grant making on behalf of the Climate Action Fund has enabled us to try out more participatory approaches to funding projects, putting more power in the hands of local people to make decisions.

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We continued to develop and strengthen the Tower Hamlets Food Partnership this year. The Partnership, which is part of the Sustainable Food Places Network, works with the local council, Public Health and community organisations to develop strategic interventions for a better food system in the borough. Through the Tower Hamlets Food Partnership and our Just FACT programme, which Wen is coordinating, we are championing sustainable food policies and addressing food poverty in the borough.

We continued to build the Tower Hamlets Food Growers Network which remains a brilliant example of a thriving and active community network of food growers. It is a vital part of our local work helping to engage and mobilise a diverse audience for Wen's work. Our popular seasonal gatherings bring people together from across the borough to learn about food growing, with workshops, talks, stalls, a shared community lunch and tour of local community gardens. We organised four seasonal gatherings this year at different community venues.

This year we continued work on the FoodSEqual project - a 5-year research programme funded by UKRI and led by the University of Reading. As part of FoodSEqual, Wen has joined a partnership of universities, community groups and organisations working alongside local communities to create a better food environment. As part of this project, Wen and University of Sussex are running a new community research programme centred around the St George's Estate, Shadwell (in Tower Hamlets, London), exploring the role food plays in people's lives and the importance of history, culture and heritage to our food habits.

Women's Empowerment

Our Wen Forum events continue to explore issues around feminism and the environment.

We held three events this year on the following topics:

- June 2022 - 'What would feminist climate justice look like for everyday life?' (in person event held in London)
- October 2022 - Environmenstrual Festival - focus on councils and period education (online event)
- February 2023 - 'What would climate justice look like in our food system?' (in person event held in London)
- We have continued to develop our 'Why's Climate Justice a Feminist Issue?' blog series featuring a diverse range of contributors
- Our new feminist leadership structure aims to build the confidence and skills of Wen team members, allowing greater participation in organisational decision-making

Campaigning and Policy

As well as our policy and campaign work through the Feminist Green New Deal, Just FACT and the Tower Hamlets Food Partnership, Wen campaigned for more just and sustainable food systems through our membership of the Sustainable Food Cities, the UK Food Group, Sustain and the Capital Growth Working Party. We are members of the Gender and Development Network (GADN) and their Gender and Climate Advocacy Group as well as the Women & Gender Constituency part of the UNFCC. We are also part of the Feminist Green New Deal Coalition convened by WEDO (Women's Environment & Development Organisation) and are a signatory to their Feminist Green New Deal Set of Principles. We are also part of the Wednesday4Women group advocating for gender equality. Our Environmenstrual Campaign is lobbying mainstream period product manufacturers to remove the plastic and harmful chemicals in their products and to list all the materials used on their products. We are calling for legislation for transparency to require companies to disclose this information.

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Organisational Capacity Building

We continue to refine our feminist leadership structure sharing responsibility among two Co-Directors, four working groups and a Leadership Circle. We are proud to be trailblazing a feminist leadership model, challenging traditional power structures and inviting staff to co-design our ways of working. Our working group structure involves members from across the Wen staff team in order to encourage greater participation around decision-making and to address imbalances in power and privilege in the organisation.

Membership and Supporters

We continued to invest time and energy into developing our membership and supporter base in order to provide a greater source of untied income with which to deliver against our charitable objects. This also strengthens Wen's network helping to grow a movement of people who are passionate about intersectional feminism and the environment. A key part of this has been organising regular Wen Forum: *feminism and the environment in conversation* events. These events focus on a core Wen topic and feature speakers and panel discussions from a wide range of actors in the field, stalls and a networking reception (for in-person events). They have been an effective way to increase our profile and supporter base and our press coverage as well as develop new partnerships and wider networks. This year we took steps to improve our external communications with a particular focus on developing our social media profile and increasing our supporter base in order to increase our organisational profile. We further consolidated and developed our brand and website, and posted regular blogs as well as increasing our Twitter and Instagram followers.

The growth of our Environmenstrual Campaign, our Feminist Green New Deal and Just FACT programmes has continued to enable us to reach a much wider audience through social media and through the press. Our social media following has increased this year as a result. Increasing our supporter base continues to form a core part of our strategic priorities. We send out a monthly e-newsletter to supporters, as well as a local food newsletter for Tower Hamlets residents. Our list of supporters continues to grow, and we increased our supporters between 1st April 2022 and 31st March 2023 by the following amounts: · Instagram Wen followers: from: 6841 to 7420 · Instagram Environmenstrual followers from: 3986 to 4209 · Facebook followers: from: 4300 to 4400 · Twitter followers stayed the same at 6275 · Supporters (including Wen members): from 4252 to 4368. Wen remains extremely grateful for all the support and dedication it receives from members and supporters alike.

STRUCTURE, GOVERNANCE, AND MANAGEMENT STRUCTURE

Wen comprises a Board of Trustees (as listed below), a national office and a community hub in London run by staff and volunteers, as well as a membership base of individuals and affiliated organisations. It has a number of ambassadors; prominent women prepared to lend their name to help raise the public profile of the organisation but who play no part in the direction of the Trust.

Governance

We are very grateful to all of our trustees, past and present, for their energy and support. The trustees who served during the year and on the date the annual report was approved were:

Hirra Khan Adeogun (resigned May 2022)

Estelle Dehon (resigned March 2023)

Tracey Angela Pritchard (resigned July 2023)

Momtaz Ajid (Full name Momotaz Begum)

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Jenna Norman

Isabel Bull

Charlotte Millar

Monique Johnson (Chair - appointed July 2023)

Tallulah Staple (Treasurer - appointed July 2023)

Anupam Parashar (appointed July 2023)

It is the responsibility of the Board of Trustees to identify if additional skills are required on the board. Where this is the case, the board actively recruits new trustees, either through its own network or in appropriate journals and magazines. All new trustees receive a welcome pack, induction and do governance training. The trustees, in conjunction with key staff, continue to identify the main risks to which the charity is exposed.

Management

The staff team at Wen operates a consensus-based form of decision making to run the day-to-day running of the organisation, through a management team of two Co-Directors, four working groups and a Leadership Circle comprised of representative members of the Wen staff team. Management functions such as HR, finance oversight, strategy, communications and engagement, partnerships, campaigns and programmes and IT oversight are shared between the Co-Directors, Head of Operations role, Head of Programmes roles and the Leadership Circle.

A total of 10 regular volunteers supported our work throughout the year. Volunteers have always been absolutely vital to Wen's work. Wen is a hub for passionate and inspiring people, and staff, trustees and volunteers alike have much to contribute and learn from each other. We are continually grateful for all our volunteers' dedication, enthusiasm and inspiration.

FINANCIAL REVIEW

Funding Sources Wen is funded by grants, donations, programme delivery contracts, membership fees, and a small amount of income from sales of goods.

The Trustees of Wen are pleased to report another successful year of increase in revenue. Total Incoming Resources were £1,039,644 up 24% on the previous year (£839,474). Especially worth noting that self generated income rose to £40,195 from £4,145 the previous year through income for running training workshops and other educational work around climate change. In this continually difficult economic environment, the trustees are extremely grateful to all funders, members and donors. The increased revenue justifies the tireless work of the management team and staff in advancing the charitable objectives of the Trust.

Financial strength Our financial strength has fluctuated in the last few years, but Wen's financial position remains strong. Although Trustees are conscious of the fact that they need to increase the level of their free reserves they are satisfied with progress to date.

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Reserves Total Reserves at 31 March 2023 stand at £473,591, a 100% increase on the 2022 balance of £232,526. However Free reserves at the same date stand at £164,102 (£473,591 less restricted reserves of £309,489) which is a 62% growth on the previous year's figure of £100,987. The approved budget for 2023-24 has a level of operating costs of £832,000 (excluding payments to JustFACT partners). Required reserves, according to our own policy, of three months operating costs for the year ahead would be £208,000 so there remains a shortfall of £43,898. However the income in the 2023-24 budget is largely secured from existing grant agreements and the risk is therefore not as high as would first appear. Trustees will seek to increase the level of free reserves but consider the current position acceptable.

Restricted fund in deficit The real nappies has two parts, the vouchers and the programme. The vouchers are in surplus, but the programme is in deficit. This is an ongoing programme and the deficit has arisen as we have spent more than budget on publicity and events. This will be recouped in the next financial year.

Risk Statement The major risks facing the charity are that the trustee board is too small to support the strategy of development for Wen, loss of key staff, and the challenge of securing funding for our work. We continue to address these risks in the short and long term through:

- We have sought to recruit new board members and especially a new Treasurer and a new Chair. These have now taken up their positions, but this risk will continue to be monitored;
- Diversifying our income streams, reducing reliance on project funding, and increasing membership and donation income by raising our profile through exciting and relevant activities and campaigns; and
- Investing in staff training, HR and wellbeing, and conducting annual salary reviews to ensure that staff are being fairly remunerated for their work.

Trustees continue to monitor and take action to address organisational risks at each board meeting.

LOOKING AHEAD

Cost of Living Crisis

We envisage that the cost of living crisis will continue to have a significant impact on our funding and on our programmes and will particularly affect the communities we work with. Addressing the cost of living crisis alongside the climate and equality crises continues to be an intrinsic part of our work.

New 5 Year Strategy

We have developed a new 5-year strategic plan this year, which we will be launching in the autumn, to better reflect our vision, mission, values and programmes. Our new strategy aligns with the current challenges facing the UK of creating a green, fair and caring economy, especially in light of the cost of living, equality and climate crises. We will campaign for environmental, gender, racial and social justice to be at the centre of this economy and will work in solidarity with other organisations and movements working on systemic change in order to have a greater collective impact.

The broad areas for development over the next two years at the time of writing were as follows:

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Power and Privilege

We are actively striving to be a truly intersectional feminist, inclusive and anti-racist organisation. We recognise that the environmental movement has not historically included an anti-racist or intersectional feminist analysis in its work. We want to play our part in changing this and helping to build a more inclusive and diverse environmental movement putting people of colour, women and marginalised groups at the centre, including LGBTQ+ and disabled people. We are in the process of doing this through internal change as an organisation, through all our programmes and campaigns and how we speak externally. Our Intersectional Feminist Working Group are leading this work within Wen and have developed an Action Plan, covering key areas around governance, recruitment, organisational culture and communications, which we are in the process of implementing.

Building financial resilience

We will continue to diversify and strengthen our income streams to ensure financial sustainability. This will involve self-generated income and building our unrestricted income through sponsorship and donations. We will continue to focus on increasing our supporter base as well as developing major donors and company partnerships, in particular through the 1% for the Planet scheme.

Building our brand within our target audiences will help to build our profile and supporter base.

Extend our reach: partnerships and campaigns

We will continue to build a wide network of partners and supporters who share our vision through a multi-faceted approach. The main avenues for this work will be the Feminist Green New Deal programme including the Climate Sisters Tower Hamlets & Hackney project, the Just Food & Climate Transition (Just FACT) programme, the Wen Forum, the Environmenstrual Campaign, the Real Nappies for London project, the Tower Hamlets Food Growing Network and Food Partnership.

We will also be delivering and developing our new Green Baby programme, raising awareness around toxic chemicals in baby and household products, having secured funding for this from Weleda, The Savitri Trust and Natracare. The project aims to create safe and healthy beginnings for pregnancy, babies and toddlers. We will do this through workshops with parents and health professionals, setting up a Green Baby Coalition to lobby the UK government around strong legislation to protect babies and parents' health, a social media campaign and holding a Wen Forum event next year.

We will aim to diversify the mainstream environmental movement by bringing a wider range of actors together to build a more inclusive and effective environmental movement. Our Climate Sisters Tower Hamlets & Hackney project in particular will be focusing on this, linking grassroots women with policy makers in the environmental and climate arena.

We will focus on championing an intersectional feminist approach. We will continue to increase our media presence through our communications strategy, including working with our ambassadors and further developing our social media profile. We will use our social media platforms to reach new audiences. These partnerships will help inform and guide our project and campaigning work over the coming years, within our key programme areas.

Internal systems & management

We will continue to strengthen our HR, financial and IT systems to ensure that staff and volunteers are well supported in their work. We will regularly update our key policies, procedures and employee handbooks to ensure that Wen is meeting all of its obligations as an employer and charitable organisation.

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Developing programmes that combine local action with high impact change

This commitment to continue to link our campaigns with our local grassroots work transcends the boundaries of our programme areas. We aim to link our local work more explicitly to the climate crisis and how local action is key to addressing this. We hope to be able to expand our Climate Sisters project (currently focused in Tower Hamlets and Hackney in London) to other areas in the UK such as Manchester, other London boroughs and possibly Scotland.

We are also committed to continue to hold events outside of London in order to engage communities around the country in Wen's work. This has already been put into practice by holding a Wen Forum event in Manchester in July 2023 as well as delivering Feminist Green New Deal workshops across the UK.

We will continue to develop our programmes and campaigns this year including:

- Our Feminist Green New Deal UK programme
- Climate Sisters programme
- Just FACT - A Just Food and Climate Transition - in Tower Hamlets
- Environmenstrual Campaign
- Green Baby
- Our Nature for Wellbeing programme including the Soil Sisters project

Women's empowerment

We plan to seek further funding to develop our Climate Sisters' project: *Local Women of the World at the Climate Table*. The Climate Sisters project emerged out of the Feminist Green New Deal project. It engages marginalised women in a 12-week Feminist Climate Leadership programme. We want to support these women to amplify their voices and ensure that their priorities and concerns are central to the new green economy. We will continue to develop our feminist leadership model and will share our learning of this approach with interested organisations and researchers.

Climate Crisis

Through our Feminist Green New Deal UK project and campaign, we will continue to champion an intersectional feminist approach to the climate, cost of living and equality crises, especially in the lead up to the next general election in 2024. We will continue to advocate for a green, caring economy putting care and equality at the centre of Green New Deal plans and policies. We will continue to engage different audiences in this dialogue through our grassroots workshop programme, discussion papers and events. We plan to publish policy papers on: Reproductive Justice and the Climate Emergency, Gender and Toxic Chemicals and Food Justice.

We will seek further funding to develop our Climate Sisters' project: *Local Women of the World at the Climate Table* beyond London. We will continue to develop our *Why is Climate Justice a Feminist Issue?* blog series to showcase different voices.

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Food

We will continue to develop our Just FACT - A Just Food and Climate Transition- programme over the next two years engaging local residents in Tower Hamlets through our ten partner organisations, enabling them to inform local food and climate policy and to take practical action towards a sustainable food system in the borough. We plan to distribute more onwards grants to community food justice activists and organisations in Tower Hamlets. We will continue to champion community food growing in Tower Hamlets and provide support, training and networking through the Tower Hamlets Food Growing Network. We will build upon and strengthen the Tower Hamlets Food Partnership, recruiting new steering group members, and linking the cost of living crisis with community food growing and health and well-being efforts in the borough.

Health

We will continue to promote and deliver nature based therapeutic health interventions. Through the Soil Sisters toolkit we will continue to share the learnings from this project and advocate for similar approaches and projects to be rolled out across refuges in the UK. We plan to further develop our Nature & Wellbeing programme area securing funding to take this work forward over the next five years, including seeking the continuation of our Soil Sisters project.

We plan to develop our Green Baby programme following the publication of our briefing 'Feathering your Nest: Safe and Healthy Beginnings for Pregnancy, Babies and Toddlers'. The briefing explores the harmful, toxic chemicals in baby products, clothes and furnishing and includes simple guides and tips of how to best avoid this.

Waste

We will continue to develop our Environmenstrual Campaign by expanding the Environmenstrual Coalition and the Environmenstrual Week of Action and organising the Wen Forum Environmenstrual Festival. This year we will be calling on the UK government to enact a Menstrual Health, Dignity and Sustainability Act which would consider the health and waste impacts of menstruation, equity and dignity, period poverty, education and regulation while also challenging existing stigma and taboos. We will continue to lobby the government around legislation to prevent companies using harmful chemicals in their period products and for transparency of the ingredients that are in these products.

On Environmenstrual Week of Action this year we will be launching our updated No Laughing Matter briefing on stress incontinence in order to break down the taboo of this topic and to start a debate on the role that reusables could play to address this.

We will expand the delivery of our Environmenstrual workshops to women, girls and people who menstruate on menstrual health in schools, universities, companies, community and women's centres, in particular working with local councils to deliver training to their residents through schools and social care settings. We will continue to develop our Environmenstrual Ambassador programme to enable Ambassadors to deliver workshops across the UK. In partnership with our Environmenstrual Coalition partners we will continue to lobby manufacturers to remove plastic and harmful chemicals from their products and urge retailers to stock more reusable and plastic-free and organic cotton disposable period products.

We plan to continue to champion cloth nappy use through our Real Nappies for London (RNfL) project, supporting parents to make the switch to reusable nappies. We hope to expand the RNfL project to work in more boroughs in London this year.

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Trustees Report

Statement of Responsibilities

The trustees (who are also the directors of The Women's Environmental Network Trust for the purposes of company law) are responsible for preparing the trustees' report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland".

Company law requires the trustees to prepare financial statements for each financial year. Under company law the trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including its income and expenditure, of the charitable company for that period. In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and 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, comprising FRS 102 have been followed, subject to any material departures disclosed and explained in the financial statements; and
- 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 can 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.

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

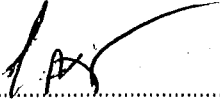
Disclosure of information to auditor

Each trustee has taken steps that they ought to have taken as a trustee in order to make themselves aware of any relevant audit information and to establish that the charity's auditor is aware of that information. The trustees confirm that there is no relevant information that they know of and of which they know the auditor is unaware.

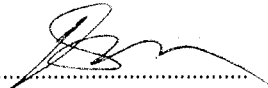
The Women's Environmental Network Trust

Trustees Report

Approved by the trustees of the charity on 14 November 2023 and signed on its behalf by:



.....
Charlotte Miller
Trustee



.....
Monique Johnson
Trustee

The Women's Environmental Network Trust

Independent Auditor's Report to the Members of The Women's Environmental Network Trust

Opinion

We have audited the financial statements of The Women's Environmental Network Trust (the 'charity') for the year ended 31 March 2023, which comprise the Statement of Financial Activities, Balance Sheet, Statement of Cash Flows, and Notes to the Financial Statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is United Kingdom Accounting Standards, comprising Charities SORP - FRS 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and applicable law (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charity's affairs as at 31 March 2023 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

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

Other matters

The corresponding figures and comparative financial statements in the current year's financial statements were derived from the financial statements for the year ended 31 March 2022 which were not audited.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charity's ability to continue as a going concern for a period of at least twelve months from when the original financial statements were authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Other information

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

The Women's Environmental Network Trust

Independent Auditor's Report to the Members of The Women's Environmental Network Trust

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

We have nothing to report in this regard.

Opinion on other matter prescribed by the Companies Act 2006

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

- the information given in the Trustees Report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Trustees Report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of our knowledge and understanding of the charity and its environment obtained in the course of the audit, we have not identified material misstatements in the Trustees Report.

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

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of trustees

As explained more fully in the Statement of Responsibilities (set out on page 13 and 14), the trustees are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

Auditor responsibilities for the audit of the financial statements

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

The Women's Environmental Network Trust

Independent Auditor's Report to the Members of The Women's Environmental Network Trust

The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

Discussions were held with the management committee with a view to identifying those laws and regulations that could be expected to have a material impact on the financial statements.

The following laws and regulations were identified as being of significance to the entity:

- Those laws and regulations considered to have a direct effect on the financial statements include UK financial reporting standards, Companies Act 2006, and The Charities Act 2011.

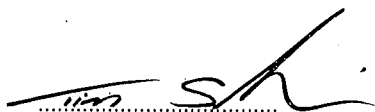
Audit procedures undertaken in response to the potential risks relating to irregularities (which include fraud and non-compliance with laws and regulations) comprised of: inquiries of management and those charged with governance as to whether the entity complies with such laws and regulations; enquiries with the same concerning any actual or potential litigation or claims; inspection of relevant legal correspondence; review of board minutes; testing the appropriateness of entries in the nominal ledger, including journal entries; reviewing transactions around the end of the reporting period; and the performance of analytical procedures to identify unexpected movements in account balances which may be indicative of fraud.

No instances of material non-compliance were identified. However, the likelihood of detecting irregularities, including fraud, is limited by the inherent difficulty in detecting irregularities, the effectiveness of the entity's controls, and the nature, timing and extent of the audit procedures performed. Irregularities that result from fraud might be inherently more difficult to detect than irregularities that result from error. As explained above, there is an unavoidable risk that material misstatements may not be detected, even though the audit has been planned and performed in accordance with ISAs (UK).

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

Use of our report

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



Timothy Sullivan FCA (Senior Statutory Auditor)
For and on behalf of Field Sullivan Limited, Statutory Auditor

9 Hare & Billet Road
Blackheath
SE3 0RB

Date: 14/11/23

The Women's Environmental Network Trust

Statement of Financial Activities for the Year Ended 31 March 2023
(Including Income and Expenditure Account and Statement of Total Recognised Gains and Losses)

	Note	Unrestricted £	Restricted £	Total 2023 £	Unrestricted £	Restricted £	Total 2022 £
Income and Endowments from:							
Donations and legacies	3	244,550	767,461	1,012,011	82,456	756,281	838,737
Charitable activities	4	7,733	19,360	27,093	720	-	720
Investment income	5	-	540	540	17	-	17
Total income		252,283	787,361	1,039,644	83,193	756,281	839,474
Expenditure on:							
Charitable activities	7	(188,847)	(609,732)	(798,579)	(50,130)	(786,821)	(836,951)
Total expenditure		(188,847)	(609,732)	(798,579)	(50,130)	(786,821)	(836,951)
Net income/(expenditure)		63,436	177,629	241,065	33,063	(30,540)	2,523
Transfers between funds		(321)	321	-	-	-	-
Net movement in funds		63,115	177,950	241,065	33,063	(30,540)	2,523
Reconciliation of funds							
Total funds brought forward		100,987	131,539	232,526	67,924	162,079	230,003
Total funds carried forward	16	164,102	309,489	473,591	100,987	131,539	232,526

All of the charity's activities derive from continuing operations during the above two periods.

The funds breakdown for 2023 and 2022 is shown in note 16.

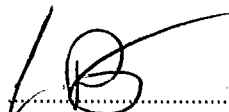
The notes on pages 21 to 34 form an integral part of these financial statements.

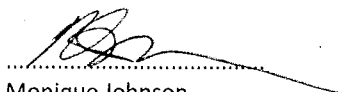
The Women's Environmental Network Trust

(Registration number: 02520522)
Balance Sheet as at 31 March 2023

	Note	2023 £	2022 £
Fixed assets			
Tangible assets	12	2,886	2,903
Current assets			
Debtors	13	59,612	59,209
Cash at bank and in hand	11	<u>424,945</u>	<u>236,721</u>
		484,557	295,930
Creditors: Amounts falling due within one year	14	<u>(13,852)</u>	<u>(66,307)</u>
Net current assets		<u>470,705</u>	<u>229,623</u>
Net assets		<u>473,591</u>	<u>232,526</u>
Funds of the charity:			
Restricted income funds			
Restricted funds		309,489	131,539
Unrestricted income funds			
Unrestricted funds		<u>164,102</u>	<u>100,987</u>
Total funds	16	<u>473,591</u>	<u>232,526</u>

The financial statements on pages 18 to 34 were approved by the trustees, and authorised for issue on 14 November 2023 and signed on their behalf by:


.....
Charlotte Miller
Trustee


.....
Monique Johnson
Trustee

The notes on pages 21 to 34 form an integral part of these financial statements.

The Women's Environmental Network Trust

Statement of Cash Flows for the Year Ended 31 March 2023

	Note	2023 £	2022 £
Cash flows from operating activities			
Net cash income		241,065	2,523
Adjustments to cash flows from non-cash items			
Depreciation		1,031	828
Investment income	5	(540)	(17)
		<u>241,556</u>	<u>3,334</u>
Working capital adjustments			
Increase in debtors	13	(403)	(33,235)
(Decrease)/increase in creditors	14	(45,455)	54,812
(Decrease)/increase in deferred income		(7,000)	7,000
Net cash flows from operating activities		<u>188,698</u>	<u>31,911</u>
Cash flows from investing activities			
Interest receivable and similar income	5	540	17
Purchase of tangible fixed assets	12	(1,014)	(2,099)
Net cash flows from investing activities		<u>(474)</u>	<u>(2,082)</u>
Net increase in cash and cash equivalents		188,224	29,829
Cash and cash equivalents at 1 April		<u>236,721</u>	<u>206,892</u>
Cash and cash equivalents at 31 March		<u><u>424,945</u></u>	<u><u>236,721</u></u>

All of the cash flows are derived from continuing operations during the above two periods.

The notes on pages 21 to 34 form an integral part of these financial statements.

The Women's Environmental Network Trust

Notes to the Financial Statements for the Year Ended 31 March 2023

1 Charity status

The charity is limited by guarantee, incorporated in England and Wales, and consequently does not have share capital. Each of the trustees is liable to contribute an amount not exceeding £1 towards the assets of the charity in the event of liquidation.

The address of its registered office is:

Ground Floor
20 Club Row
London
E2 7EY

These financial statements were authorised for issue by the trustees on 14 November 2023.

2 Accounting policies

Summary of significant accounting policies and key accounting estimates

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

Statement of compliance

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019) - (Charities SORP (FRS 102) - Second edition October 2019), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102). They also comply with the Companies Act 2006 and Charities Act 2011.

Basis of preparation

The Women's Environmental Network Trust meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy notes.

Going concern

The trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern nor any significant areas of uncertainty that affect the carrying value of assets held by the charity.

The Women's Environmental Network Trust

Notes to the Financial Statements for the Year Ended 31 March 2023

Judgements and key sources of estimation uncertainty

In the application of the charity's accounting policies, the trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the periods in which the estimate is revised where revisions affects only that period, or in the period of the revision and future periods where the revisions affects both current and future periods.

Income and endowments

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

Donations and legacies

Donations are recognised when the charity has been notified in writing of both the amount and settlement date. In the event that a donation is subject to conditions that require a level of performance by the charity before the charity is entitled to the funds, the income is deferred and not recognised until either those conditions are fully met, or the fulfilment of those conditions is wholly within the control of the charity and it is probable that these conditions will be fulfilled in the reporting period.

Grants receivable

Grants are recognised when the charity has an entitlement to the funds and any conditions linked to the grants have been met. Where performance conditions are attached to the grant and are yet to be met, the income is recognised as a liability and included on the balance sheet as deferred income to be released.

Deferred income

Deferred income represents amounts received for future periods and is released to incoming resources in the period for which, it has been received. Such income is only deferred when:

- The donor specifies that the grant or donation must only be used in future accounting periods; or
- The donor has imposed conditions which must be met before the charity has unconditional entitlement.

Expenditure

All expenditure is recognised once there is a legal or constructive obligation to that expenditure, it is probable settlement is required and the amount can be measured reliably. All costs are allocated to the applicable expenditure heading that aggregate similar costs to that category. Where costs cannot be directly attributed to particular headings they have been allocated on a basis consistent with the use of resources, with central staff costs allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use. Other support costs are allocated based on the spread of staff costs.

Charitable activities

Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.

The Women's Environmental Network Trust

Notes to the Financial Statements for the Year Ended 31 March 2023

Support costs

Support costs include central functions and have been allocated to activity cost categories on a basis consistent with the use of resources, for example, allocating property costs by floor areas, or per capita, staff costs by the time spent and other costs by their usage.

Governance costs

These include the costs attributable to the charity's compliance with constitutional and statutory requirements, including audit, strategic management and trustees meetings and reimbursed expenses.

Taxation

The charity is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the charity is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

Tangible fixed assets

Individual fixed assets costing £500.00 or more are initially recorded at cost, less any subsequent accumulated depreciation and subsequent accumulated impairment losses.

Depreciation and amortisation

Depreciation is provided on tangible fixed assets so as to write off the cost or valuation, less any estimated residual value, over their expected useful economic life as follows:

Asset class	Depreciation method and rate
Office equipment	5 year straight line
Other tangible fixed assets	5 year straight line

Trade debtors

Trade debtors are amounts due from funders for grants in the ordinary course of the charities activities.

Trade debtors are recognised initially at the transaction price. They are subsequently measured at amortised cost using the effective interest method, less provision for impairment. A provision for the impairment of trade debtors is established when there is objective evidence that the charity will not be able to collect all amounts due according to the original terms of the receivables.

Cash and cash equivalents

Cash and cash equivalents comprise cash on hand and call deposits, and other short-term highly liquid investments that are readily convertible to a known amount of cash and are subject to an insignificant risk of change in value.

The Women's Environmental Network Trust

Notes to the Financial Statements for the Year Ended 31 March 2023

Trade creditors

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of business from suppliers. Accounts payable are classified as current liabilities if the charity does not have an unconditional right, at the end of the reporting period, to defer settlement of the creditor for at least twelve months after the reporting date. If there is an unconditional right to defer settlement for at least twelve months after the reporting date, they are presented as non-current liabilities.

Trade creditors are recognised initially at the transaction price and subsequently measured at amortised cost using the effective interest method.

Fund structure

Unrestricted income funds are general funds that are available for use at the trustees discretion in furtherance of the objectives of the charity.

Designated unrestricted funds are designated for the administration and outreach costs that need to be spent on publicity and staff time for the management and promotion of the incentive scheme.

Restricted income funds are those donated for use in a particular area or for specific purposes, the use of which is restricted to that area or purpose.

Pensions and other post retirement obligations

The charity operates a defined contribution pension scheme which is a pension plan under which fixed contributions are paid into a pension fund and the charity has no legal or constructive obligation to pay further contributions even if the fund does not hold sufficient assets to pay all employees the benefits relating to employee service in the current and prior periods.

Contributions to defined contribution plans are recognised in the Statement of Financial Activities when they are due. If contribution payments exceed the contribution due for service, the excess is recognised as a prepayment.

3 Income from donations and legacies

	Unrestricted Funds £	Restricted £	Total 2023 £	Total 2022 £
Donations and legacies;				
Appeals and donations	15,014	-	15,014	19,405
Gift aid reclaimed	1,336	-	1,336	-
Grants, including capital grants;				
Government grants	60,488	69,445	129,933	87,332
Grants from other charities	160,519	698,016	858,535	725,389
Membership	7,193	-	7,193	6,611
	<u>244,550</u>	<u>767,461</u>	<u>1,012,011</u>	<u>838,737</u>

The Women's Environmental Network Trust

Notes to the Financial Statements for the Year Ended 31 March 2023

Grants

	2023	2022
Joseph Rowntree Charitable Trust	70,494	58,563
CARE International	-	5,000
Ocean Regeneration	5,000	-
City Bridge Trust - Local food project	17,675	28,290
Big Lottery Fund	-	61,069
Women's Budget Group funded by Friends Provident	68,295	-
Tower Hill Trust	5,701	-
M & G Community Fund	4,000	-
The Veolia Environmental Trust	-	4,200
Natracare	7,000	7,000
RHS	10,000	-
Lankelly Chase Foundation	52,250	63,000
Friends Provident Foundation	-	58,339
Polden Puckham Charitable Foundation	28,800	-
Soil Association	10,000	13,200
The National Lottery	530,189	407,812
TotsBots (Bloom and Nora)	-	3,334
University of Sussex	45,281	15,582
Other grants	3,850	-
	858,535	725,389

4 Income from charitable activities

	Unrestricted		Total 2023 £	Total 2022 £
	General £	Restricted £		
Consultancy fees	50	-	50	(825)
Other income	7,683	19,360	27,043	1,545
	7,733	19,360	27,093	720

The Women's Environmental Network Trust

Notes to the Financial Statements for the Year Ended 31 March 2023

5 Investment income

	Restricted funds £	Total 2023 £	Total 2022 £
Interest receivable and similar income;			
Interest receivable on bank deposits	540	540	17

6 Trustees remuneration and expenses

No trustees, nor any persons connected with them, have received any remuneration from the charity during the year.

No trustees have received any reimbursed expenses or any other benefits from the charity during the year.

7 Expenditure on charitable activities

	Note	Total 2023 £	Total 2022 £
Freelance fees		38,535	46,016
Garden site set up		-	10,021
Equipment repairs and renewals		3,605	4,086
Office expenses		4,075	-
Event expenses		33,932	75,658
Payments to partners		149,732	155,308
Reimbursement of re-useable nappy vouchers		58,533	40,776
Bad debts written off		-	2,245
Depreciation of office equipment		623	420
Depreciation of other tangible		408	408
Wages and salaries		324,269	311,246
Social security costs		24,160	21,220
Pension		12,990	11,402
Other staff costs		(251)	5,597
Support costs	8	147,968	152,548
		798,579	836,951

The Women's Environmental Network Trust

Notes to the Financial Statements for the Year Ended 31 March 2023

8 Analysis of support costs

Support costs

	Total 2023 £	Total 2022 £
Staff costs		
Wages and salaries	77,478	69,033
Social security costs	4,736	3,422
Pension costs	2,951	2,216
Travel and subsistence	11,228	8,765
Information and promotion	18,009	12,928
Staff training and recruitment	7,500	14,740
Rent, rates and service charges	10,257	13,681
Light, heat and power	(969)	1,734
Telephone and broadband	1,809	2,258
Printing, postage and stationery	937	7,547
Subscriptions	177	570
Accountancy	693	701
The audit of the charity's annual accounts	6,900	-
Independent examination	-	3,152
Legal and professional	2,901	8,973
Bank charges	720	362
Insurance	2,588	2,405
Sundries	53	61
	<u>147,968</u>	<u>152,548</u>

9 Staff costs

The aggregate payroll costs were as follows:

	2023 £	2022 £
Staff costs during the year were:		
Wages and salaries	401,747	380,279
Social security costs	28,896	24,642
Pension costs	15,941	13,618
Other staff costs	(251)	5,597
	<u>446,333</u>	<u>424,136</u>

The Women's Environmental Network Trust

Notes to the Financial Statements for the Year Ended 31 March 2023

The monthly average number of persons (including senior management team) employed by the charity during the year expressed was as follows:

	2023 No	2022 No
Projects	17	20
Management and administration	4	3
	<u>21</u>	<u>23</u>

No employee received emoluments of more than £60,000 during the year.

The total employee benefits of the key management personnel of the charity were £102,990 (2022 - £82,949).

10 Taxation

The charity is a registered charity and is therefore exempt from corporation tax under Part 11 of Corporation Taxes Act 2010 and its capital gains under section 257 of the Taxation of Chargeable Gains Act 1992.

11 Cash and cash equivalents

	2023 £	2022 £
Cash on hand	269	269
Cash at bank	<u>424,676</u>	<u>236,452</u>
	<u>424,945</u>	<u>236,721</u>

The Women's Environmental Network Trust

Notes to the Financial Statements for the Year Ended 31 March 2023

12 Tangible fixed assets

	Office equipment £	Other tangible fixed asset £	Total £
Cost			
At 1 April 2022	2,099	2,040	4,139
Additions	1,014	-	1,014
At 31 March 2023	<u>3,113</u>	<u>2,040</u>	<u>5,153</u>
Depreciation			
At 1 April 2022	420	816	1,236
Charge for the year	623	408	1,031
At 31 March 2023	<u>1,043</u>	<u>1,224</u>	<u>2,267</u>
Net book value			
At 31 March 2023	<u>2,070</u>	<u>816</u>	<u>2,886</u>
At 31 March 2022	<u>1,679</u>	<u>1,224</u>	<u>2,903</u>

13 Debtors

	2023 £	2022 £
Trade debtors	54,834	56,167
Prepayments	3,369	1,885
Other debtors	1,409	1,157
	<u>59,612</u>	<u>59,209</u>

14 Creditors: amounts falling due within one year

	2023 £	2022 £
Trade creditors	6,741	55,925
Accruals	7,111	3,382
Deferred income	-	7,000
	<u>13,852</u>	<u>66,307</u>

The Women's Environmental Network Trust

Notes to the Financial Statements for the Year Ended 31 March 2023

	2023	2022
	£	£
Deferred income at 1 April 2022	7,000	-
Resources deferred in the period	-	7,000
Amounts released from previous periods	<u>(7,000)</u>	<u>-</u>
Deferred income at year end	<u>-</u>	<u>7,000</u>

15 Related party transactions

The charitable company operates alongside The Womens Environmental Campaigns Limited. They share the same aims and objectives and have some directors in common, they also share the same premises and certain operating costs.

During the year the Charity paid for accountancy fees of £252 (2022: £228) on behalf of The Women's Environmental Campaigns Limited. At the year end £1,409 was owed to the Charity (2022: £1,157).

The Women's Environmental Network Trust

Notes to the Financial Statements for the Year Ended 31 March 2023

16 Funds

Current year figures

	Balance at 1 April 2022 £	Incoming resources £	Resources expended £	Transfers £	Balance at 31 March 2023 £
Unrestricted					
<i>General</i>					
General Funds	99,248	191,795	(160,501)	(321)	130,221
Reuseable Nappies Voucher Scheme	1,739	60,488	(28,346)	-	33,881
	<u>100,987</u>	<u>252,283</u>	<u>(188,847)</u>	<u>(321)</u>	<u>164,102</u>
Restricted					
Climate Action Fund	28,437	486,218	(321,662)	-	192,993
Reuseable Nappies Voucher Scheme	(514)	39,050	(40,620)	-	(2,084)
Soil Sisters	35,117	13,000	(35,850)	-	12,267
Enviromenstrual	1,489	38,995	(23,953)	-	16,531
WEN Forum	3,646	33,222	(12,456)	-	24,412
Local Food Project	30,709	56,325	(46,497)	-	40,537
Feminist Green New Deal	27,943	72,727	(92,793)	-	7,877
Forum Sponsors	5,033	-	(4,156)	-	877
The Veolia Environmental Trust - St Leonards Priory	(321)	-	-	321	-
Food Lives	-	37,824	(23,223)	-	14,601
Climate Sisters	-	10,000	(8,522)	-	1,478
	<u>131,539</u>	<u>787,361</u>	<u>(609,732)</u>	<u>321</u>	<u>309,489</u>
Total funds	<u><u>232,526</u></u>	<u><u>1,039,644</u></u>	<u><u>(798,579)</u></u>	<u><u>-</u></u>	<u><u>473,591</u></u>

The project to develop St Leonards Priory garden was completed with a slight overspend. As there are no further funds available from the funder, Veolia, the charity has transferred a sum from General Reserves to cover the deficit.

The Women's Environmental Network Trust

Notes to the Financial Statements for the Year Ended 31 March 2023

Prior year comparative

	Balance at 1 April 2021 £	Incoming resources £	Resources expended £	Transfers £	Balance at 31 March 2022 £
Unrestricted					
<i>General</i>					
General Funds	67,924	37,375	(6,051)	-	99,248
Reuseable Nappies Voucher Scheme	-	45,818	(44,079)	-	1,739
	<u>67,924</u>	<u>83,193</u>	<u>(50,130)</u>	<u>-</u>	<u>100,987</u>
Restricted					
Climate Action Fund	48,690	351,731	(371,984)	-	28,437
Capacity building	-	40,262	(40,776)	-	(514)
Soil Sisters	7,256	51,699	(23,838)	-	35,117
Week of Action	59	-	(59)	-	-
Woman 2 Woman	-	30,238	(33,926)	5,177	1,489
Live Well Programme	2,975	-	(2,975)	-	-
WEN Forum	2,037	10,574	(8,965)	-	3,646
Local Food Project	24,739	64,675	(58,705)	-	30,709
Campaigning	33,082	115,629	(115,591)	(5,177)	27,943
Forum Sponsors	5,033	-	-	-	5,033
Core Management	35,653	87,273	(122,926)	-	-
Contracted Project	2,555	4,200	(7,076)	-	(321)
	<u>162,079</u>	<u>756,281</u>	<u>(786,821)</u>	<u>-</u>	<u>131,539</u>
Total funds	<u>230,003</u>	<u>839,474</u>	<u>(836,951)</u>	<u>-</u>	<u>232,526</u>

The Women's Environmental Network Trust

Notes to the Financial Statements for the Year Ended 31 March 2023

The specific purposes for which the funds are to be applied are as follows:

Climate Action Fund - This is funding from the National Lottery for Just FACT (Just Food and Climate Transition), our 5 year partnership programme aimed at creating a tried and tested blueprint for a climate-friendly food system that works better for the happiness, health and wellbeing of communities in Tower Hamlets, East London.

Reusable Nappies Voucher - This is funding from London Waste Authorities and Local Authorities towards our Real Nappies for London voucher incentive scheme which estimates a proposed 1,145 tonnes of single-use nappy waste in London was diverted from waste and landfill, saving Local Authorities an estimated £106,485 in Incineration with energy recovery costs.

Soil Sisters - This supports recovery and development of vulnerable women in traumatic transitions within women's refuge settings. It is the first of its kind in the UK to establish a network of groups interested in developing social and therapeutic horticulture (STH) or green care. Working with partner organizations Ashiana Network and Hestia the project delivers a year round programme of weekly sessions in East London, it runs a conference that disseminates learning and promotes the use of nature based wellbeing and health interventions. It publishes research focusing on the importance of STH for women in crisis or refuges. This project had been on hold as a result of Covid, the Reaching Communities funding extending till March 2022.

Week of Action - This holds funds from either individuals or sponsors towards our week of action on the environment.

Environmenstrual - Supported by Natracare, Bloom and Nora, and The Joseph Rowntree Charitable Trust, our Environmenstrual programme aims to raise awareness of the plastic and harmful chemicals in mainstream single-use period products; tackle period stigma and taboo, champion biodegradables and reusables and promote the correct disposal of single-use period products so that they don't end up in our rivers, seas and beaches. Our Environmenstrual Ambassadors programme continues to contribute to, and receive funding from this fund.

Live Well Programme - This is designed to support healthier lifestyles and community cohesion through gardening and cooking. It seeks to continually attract new participants and spread the message and skills for living well through lifelong learning. Funding for this project ended in July 2021.

WEN forum - Quarterly symposium featuring key note speakers dissecting and discussing topics of the moment. It seeks to educate, inform, inspire and does not shy away from controversy. The WEN Forum is funded by sponsors and grants from The Joseph Rowntree Charitable Trust.

Local Food Project - Manages Tower Hamlets Food Partnerships with its aims to create a local food system that allows everyone access to healthy and sustainable food. It is a collaboration engaging all who have a role in local food production. From residents, community organisations, schools, businesses and the council. The fund covers the Food Growing Network's quarterly gatherings and the work of the Partnership and is funded by City Bridge Trust, Food Power, Soil Association, University of Sussex.

Feminist Green New Deal (FemGND) - This fund has received money from Friends Provident, Lankelly Chase Charitable Foundation, The Joseph Rowntree Charitable Trust, and Polden Puckham Charitable Foundation, in support of our activities in response to the climate crisis including drafting a number of policy papers and attending COP26 in Glasgow.

Forum Sponsors - Funds from sponsors of our Wen Forum programme to be used in 2020/21.

The Women's Environmental Network Trust

Notes to the Financial Statements for the Year Ended 31 March 2023

Core management - This represents restricted funds received specifically for organisational, and strategic development, including staff wellbeing and training. It has been spent on strengthening WEN's processes, IT, and systems, and developing our leadership structure.

The Veolia Environmental Trust - This fund related specifically to our work developing the community garden at St Leonards Priory.

Food Lives - This fund contains Grants from University of Sussex to cover research conducted by WEN in Tower Hamlets on the subject "Transforming the UK food system for healthy people and a healthy environment - Co-production of healthy, sustainable food systems for disadvantaged communities"

Climate Sisters - The Climate Sisters 'Local Women of the World at the Climate Table' project aims to make systemic change by amplifying marginalised women's voices in climate justice debates and in the transition to a low-carbon economy. This 3 year project aims to engage women from Tower Hamlets and Hackney through a participatory climate leadership programme.

17 Analysis of net assets between funds

Current year figures

	Unrestricted funds £	Restricted £	Total funds £
Tangible fixed assets	2,886	-	2,886
Current assets	175,068	309,489	484,557
Current liabilities	(13,852)	-	(13,852)
Total net assets	<u>164,102</u>	<u>309,489</u>	<u>473,591</u>

Prior year comparative

	Unrestricted funds £	Restricted £	Total funds £
Tangible fixed assets	2,903	-	2,903
Current assets	164,391	131,539	295,930
Current liabilities	(66,307)	-	(66,307)
Total net assets	<u>100,987</u>	<u>131,539</u>	<u>232,526</u>