

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 2024

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	Momotaz Begum Monique Johnson Charlotte Miller 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 2024.

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

OUR VISION

Wen's vision is of an environmentally sustainable world in which we have achieved gender, racial and social justice.

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OUR MISSION

Wen's mission is to make the connections between women, health, equality and the environment. Through collective action and campaigning we are working towards a healthier planet.

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OUR GOALS

- 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.

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, baby products, household 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.

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Climate change: We provide workshops and talks on the gendered and intersectional aspects of climate change, and advocate for making gender, racial and social equity 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.

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 and the government to provide strong legislation around this to protect people and the planet.

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 community-led food system.

Women's Empowerment: Wen plays a vital role in amplifying women's and marginalised voices in the environmental sector but also in providing an 'incubator' for women and gender-variant 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 2023-2024

In 2023-2024 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, Green Baby, Just Food and Climate Transition (Just FACT) partnership programme funded by the Climate Action Fund and Climate Sisters funded by Propel
- Strengthen and develop our current programmes and campaigns including: -Environmenstrual 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, online and in person events
- Strengthen our internal systems, including developing new policies and processes to better support our staff

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

-Soil Sisters delivering therapeutic horticulture in women's refuges in east London

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.

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 Green Baby campaign is campaigning for legislation around toxic chemicals in baby and household products while raising awareness of this issue through a grassroots workshop programme with parents and health professionals across the UK. The Green Baby project aims to create a safe and healthy beginning for pregnancy, babies and toddlers. Unfortunately, exposure to toxic chemicals and pesticides are a feature of everyday life in our homes, workplaces and in the wider environment. We launched the first Green Baby Day in June 2023 to inform a wider audience around this issue.

Our Soil Sisters project continued to deliver therapeutic horticulture in a women's refuges in east London working in partnership with Hestia who provide support and accommodation for women escaping domestic violence. The project co-designs productive gardens on site and delivers year-round health and well-being sessions with women at the refuge. We have continued to share our Soil Sisters toolkit this year to enable other refuges across the UK to deliver similar projects.

Climate Crisis

We continued to develop our Feminist Green New Deal project this year engaging new audiences and stakeholders around this. 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 year we started to develop our Reproductive Justice and the Climate Emergency work in partnership with Birth Companions which we will be building on this year. We published a joint Feminist Green New Deal policy paper on Reproductive Justice and the Climate Emergency as well as an article on this topic in the British Medical Journal in January 2024.

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We launched our Climate Sisters Tower Hamlets and Hackney programme this year with funding from Propel. This is a three year programme which aims to amplify women's and marginalised voices in the climate space through a feminist climate leadership programme. We have been working in partnership with women's and community organisations across the two boroughs to deliver this exciting and important programme.

We continued to develop our '*Why is Climate Justice a Feminist Issue?*' blog series to showcase different voices.

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.

Waste

Environmenstrual Campaign

We continued to develop our Environmenstrual Campaign this year. 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 sixth **Environmenstrual Week of Action** with an online panel event alongside other online events.

Our **Environmenstrual Ambassadors** continued to deliver Environmenstrual workshops during the year. 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.

Menstruation, Empowerment and Sustainability (MENSY) Project

In January 2024 we received funding from the European Union Erasmus programme to work with seven EU country partners on a two year project on '**Menstruation, Empowerment and Sustainability (MENSY)**'. MENSY is a groundbreaking initiative designed to amplify the impact of partner organisations in the feminist and environmental sectors, focusing on youth engagement. It aims to create a comprehensive suite of training resources on menstruation and sustainability, incorporating proven elements from existing programmes and scaling them for use across Europe and beyond.

This year Wen has also partnered with the **North London Waste Authority (NLWA)** to deliver a behaviour change project to increase the purchase and use of reusable period products by north Londoners. The project aims to educate, train and raise awareness among women and girls and all those who menstruate about making the change to reusable period products.

We're working across seven London boroughs – Barnet, Camden, Enfield, Hackney, Haringey, Islington and Waltham Forest. The project includes a campaign website called "Reduce, Reuse, Your Cycle" with information, videos, discount codes and a savings calculator. The website is being supported by a communications campaign run by NLWA, including on-street advertising and organic and paid social media. The ad campaign features real people who have made the switch to reusables, normalising their use and encouraging others to take up the behaviour.

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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 2023.

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 funded ten projects via our participatory grants making process, with £168,168 granted across the projects. The funding will see a new Food and Land Justice Resource Centre established at Kingsley Hall in Tower Hamlets and a Sussex farm beginning to grow crops that meet the needs of Tower Hamlets' global community. A variety of grassroots groups have been funded including youth collective Somos Semillas, as well as more established community organisations such as Providence Grow. 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.

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. As part of this work, Wen's Food Coop Strategy & Development Lead has been developing a long-term plan for Food Coops in Tower Hamlets, including exploring how they might transition to a more financially resilient model.

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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 and other environmental issues, 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:

- July 2023 - 'What would a feminist approach to food justice look like?' (in person event held at the Museum of Manchester)
- October 2023 - Environmenstrual Festival - focus on the call for a Menstrual Health, Sustainability and Dignity Act (online event)
- March 2024 - 'Why is gender, racial and social equity key to addressing the climate crisis?' (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 feminist leadership structure aims to build the confidence and skills of Wen team members, allowing greater participation in organisational decision-making.

Campaigning and Policy

Wen works at the grassroots and policy level helping to bridge this divide and ensuring that grassroots perspectives are part of policy making. Our Climate Sisters project is nurturing marginalised women's climate leadership through a feminist leadership course informing our Feminist Green New Deal policy asks and campaigning, advocating for inclusive climate policy rooted in the priorities of women and marginalised groups. Our Environmenstrual Campaign is calling on the government to implement a Menstrual Health, Dignity and Sustainability Act to address health and waste impacts, period equity, education, regulation and existing stigma and taboos. Our Green Baby campaign is campaigning for legislation around toxic chemicals in baby and household products while raising awareness of this issue through a grassroots workshop programme with parents and health professionals across the UK.

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As well as our policy and campaign work through the Feminist Green New Deal, Green Baby, Environmenstrual, 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) 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 as well as The Climate Justice Coalition and The Climate Coalition.

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 X and Instagram followers.

The growth of our Green Baby Campaign, our Environmenstrual Campaign, our Climate Sisters, 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. 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 2023 and 31st March 2024 by the following amounts: · Instagram Wen followers: from: 7420 to 7710 · Instagram Environmenstrual followers from: 4209 to 4364 · Facebook followers stayed the same at 4400 · X followers from 6275 to 6300 LinkedIn - 2000 · Supporters (including Wen members): from 4368 to 4703. 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.

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Nature of governing document

The organisation is a charitable company limited by guarantee as defined by the Companies Act 2006, company registration number 02520522 and registered as a charity with the Charity Commission, charity registration number 1010397. The company was established under a Memorandum and Articles of Association which established the objects and powers of the charitable company and is governed by its Articles of Association.

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:

Estelle Dehon (resigned March 2023)

Tracey Angela Pritchard (resigned July 2023)

Momtaz Ajid (Full name Momotaz Begum)

Jenna Norman (resigned July 2024)

Isabel Bull (resigned April 2024)

Charlotte Miller

Monique Johnson (Chair - appointed July 2023)

Tallulah Staple (Treasurer - appointed July 2023)

Anupam Parashar (appointed July 2023)

Amiera Sawas (appointed 14/10/24)

Suna Ramadan (appointed 14/10/24)

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 newsletters. 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 senior staff and 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 Organisational Development role, Head of Programmes and the Leadership Circle.

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A total of 12 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 £1,116,723 up 7% on the previous year (£1,039,644). 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.

Reserves Total Reserves at 31 March 2024 stand at £372,423, a decrease on the 2023 balance of £473,591. However, general reserves at the same date stand 11% higher than the previous year at £182,353 (2023: £164,102).

General reserves are calculated as total reserves of £372,423 (2023: £473,591) less restricted reserves of £190,070 (2023: £309,489). Within the figure for general reserves is a designated reserve of £31,226 (2023: £33,881) relating to our reusable nappies programme, deducting this leaves a free reserves balance of £151,127 (2023: £130,221).

The fall in restricted reserves relates to the spending down of funds received towards the end of 2022/23 restricted to various projects and expected to be spent in the year.

The approved budget for 2024-25 has a level of operating costs of £985,000 (excluding payments to JustFACT partners). Required free reserves, according to our own policy, of three months operating costs for the year ahead would be £246,000 so there remains a shortfall of £94,873. However, the income in the 2024-25 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.

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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 (in particular the Co-Director), 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. 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, donation income and core funding by raising our profile through exciting and relevant activities and campaigns;
- Investing in staff training, HR and wellbeing, and conducting annual salary reviews to ensure that staff are being fairly remunerated for their work; and
- We are reviewing our senior leadership roles during a transition period of 12-18 months, working with a strategist to ensure the most effective and resilient structure for the organisation going forward.

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/biodiversity and equality crisis continues to be an intrinsic part of our work.

New 5 Year Strategy (2024-2029)

We are currently rolling out our new 5 year strategy and will do an official launch in the autumn. 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:

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.

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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. We plan to focus particularly on media relations this year to build our profile and impact working with an external consultant to develop Wen's in-house media relations capacity.

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 Green Baby Campaign, the Environmenstrual Campaign, the Real Nappies for London project, the Tower Hamlets Food Growing Network, and Food Partnership.

We will continue to deliver and develop our 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. We will share the Green Baby Factsheet through a social media campaign and hold the second Green Baby Day on the 12th June 2024 alongside a Green Baby Wen Forum event focusing on toxic chemicals and the gendered and racial angle to engage a wide audience in this topic.

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 continue to focus on this, linking grassroots women with policy makers in the environmental and climate arena with high profile events to showcase the Climate Sisters priorities for climate action. Our first Climate Sisters showcase event will take place at The Barbican in July this year. Expanding this programme nationally will also contribute to this aim so we are seeking funding to enable this.

We will focus on championing an intersectional feminist approach to climate justice. 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.

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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.

We have appointed a Co-Chair, Ameira Sawas, to the board to work alongside our current Chair, Monique Johnson. They will both serve as Co-Chairs to share the workload. The Co-Chair model fits with the organisational Co-Director approach.

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 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. In particular our Reproductive Justice and the Climate Emergency work building on our joint paper with Birth Companions on this topic (part of the Feminist Green New Deal policy paper series). We plan to develop a programme of work across the UK on this issue working in partnership with Birth Companions and others
- 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
- Real Nappies for London - explore the expansion of this voucher scheme beyond London

Women's empowerment

We plan to seek further funding to develop our Climate Sisters' project: *Local Women of the World at the Climate Table* beyond Tower Hamlets and Hackney focusing on Manchester and the North West and Glasgow/Edinburgh and Scotland. 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.

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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 general election in July 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 a policy paper on: Gender and Toxic Chemicals and hold a parliamentary event on this topic.

We will continue to develop our *Why is Climate Justice a Feminist Issue?* blog series to showcase different voices.

Food

We will continue to develop our Just FACT - A Just Food and Climate Transition- programme over the next year 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 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. We plan to publish a Feminist Green New Deal policy paper on food justice working in partnership with our food programmes to showcase best practice locally and nationally.

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 a Green Baby Coalition to advocate for stronger legislation around toxic chemicals and to raise awareness of the health and environmental impacts of this exposure. This will form part of our Reproductive Justice and the Climate Emergency work.

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 looking to the new 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.

During World Continence Week in (17-23 June 2024) 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.

The Women's Environmental Network Trust

Trustees Report

We will expand the delivery of our Environmental 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 Environmental Ambassador programme to enable Ambassadors to deliver workshops across the UK. In partnership with our Environmental 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 will continue to deliver our Menstruation, Empowerment and Sustainability (MENSY) project funded by the European Union Erasmus plus programme with our seven EU country partners.

We will be working in partnership with the Pesticide Action Network (PAN) to produce a report on Pesticides in Period Products which will be launched later this year.

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 and to develop a plan to take it beyond London next year.

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". The report and accounts have been prepared in accordance with the provisions in the Companies Act 2006 relating to small companies.

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 Women's Environmental Network Trust

Trustees Report

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.

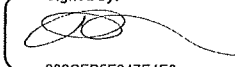
Disclosure of information to auditor

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.

Small companies provision statement

This report has been prepared in accordance with the small companies regime under the Companies Act 2006.

Approved by the trustees of the charity on 12 November 2024 and signed on its behalf by:

Signed by:

.....339CEB5F047E4E0.....

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 2024, which comprise the Statement of Financial Activities, Balance Sheet, 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 2024 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 the provisions available for small entities, in the circumstances set out in note to the financial statements, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

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 15 and 16), 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.

The Women's Environmental Network Trust

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

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 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, The Charities Act 2011, Employment Law and Pension Regulations.

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).

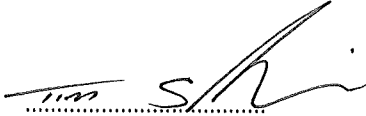
A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: <https://www.frc.org.uk/auditorsresponsibilities>. This description forms part of our auditor's report.

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.

The Women's Environmental Network Trust

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



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

9 Hare & Billet Road
Blackheath
SE3 0RB

Date: 28/11/24.....

The Women's Environmental Network Trust

Statement of Financial Activities for the Year Ended 31 March 2024
(Including Income and Expenditure Account and Statement of Total Recognised Gains and Losses)

	Note	Unrestricted £	Restricted £	Total 2024 £	Unrestricted £	Restricted £	Total 2023 £
Income and Endowments from:							
Donations and legacies	3	249,466	853,050	1,102,516	244,550	767,461	1,012,011
Charitable activities	4	5,680	7,089	12,769	7,733	19,360	27,093
Investment income	5	-	1,438	1,438	-	540	540
Total income		255,146	861,577	1,116,723	252,283	787,361	1,039,644
Expenditure on:							
Charitable activities	7	(236,895)	(980,996)	(1,217,891)	(188,847)	(609,732)	(798,579)
Total expenditure		(236,895)	(980,996)	(1,217,891)	(188,847)	(609,732)	(798,579)
Net income/(expenditure)		18,251	(119,419)	(101,168)	63,436	177,629	241,065
Transfers between funds		-	-	-	(321)	321	-
Net movement in funds		18,251	(119,419)	(101,168)	63,115	177,950	241,065
Reconciliation of funds							
Total funds brought forward		164,102	309,489	473,591	100,987	131,539	232,526
Total funds carried forward	18	182,353	190,070	372,423	164,102	309,489	473,591

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

The funds breakdown for 2023 and 2023 is shown in note 18.

The notes on pages 23 to 38 form an integral part of these financial statements.

The Women's Environmental Network Trust

(Registration number: 02520522)

Balance Sheet as at 31 March 2024

	Note	2024 £	2023 £
Fixed assets			
Tangible assets	13	3,226	2,886
Current assets			
Debtors	14	79,446	59,612
Cash at bank and in hand	12	<u>359,316</u>	<u>424,945</u>
		438,762	484,557
Creditors: Amounts falling due within one year	15	<u>(69,565)</u>	<u>(13,852)</u>
Net current assets		<u>369,197</u>	<u>470,705</u>
Net assets		<u>372,423</u>	<u>473,591</u>
Funds of the charity:			
Restricted income funds			
Restricted funds		190,070	309,489
Unrestricted income funds			
Unrestricted funds		<u>182,353</u>	<u>164,102</u>
Total funds	18	<u>372,423</u>	<u>473,591</u>

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

The financial statements on pages 21 to 38 were approved by the trustees, and authorised for issue on 12 November 2024 and signed on their behalf by:

Signed by:


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Monique Johnson
 Trustee

Signed by:


 B142BBC08E5D481...

Tallulah Staple
 Trustee

The notes on pages 23 to 38 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 2024

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 12 November 2024.

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 2024

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.

The Women's Environmental Network Trust

Notes to the Financial Statements for the Year Ended 31 March 2024

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.

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

Research and development

Research and development expenditure is written off as incurred.

The Women's Environmental Network Trust

Notes to the Financial Statements for the Year Ended 31 March 2024

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.

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.

The Women's Environmental Network Trust

Notes to the Financial Statements for the Year Ended 31 March 2024

Financial instruments

Classification

Financial assets and financial liabilities are recognised when the charity becomes a party to the contractual provisions of the instrument.

Financial liabilities and equity instruments are classified according to the substance of the contractual arrangements entered into. An equity instrument is any contract that evidences a residual interest in the assets of the charity after deducting all of its liabilities.

Recognition and measurement

All financial assets and liabilities are initially measured at transaction price (including transaction costs), except for those financial assets classified as at fair value through profit or loss, which are initially measured at fair value (which is normally the transaction price excluding transaction costs), unless the arrangement constitutes a financing transaction. If an arrangement constitutes a financing transaction, the financial asset or financial liability is measured at the present value of the future payments discounted at a market rate of interest for a similar debt instrument.

Financial assets and liabilities are only offset in the statement of financial position when, and only when there exists a legally enforceable right to set off the recognised amounts and the charity intends either to settle on a net basis, or to realise the asset and settle the liability simultaneously.

Financial assets are derecognised when and only when a) the contractual rights to the cash flows from the financial asset expire or are settled, b) the charity transfers to another party substantially all of the risks and rewards of ownership of the financial asset, or c) the charity, despite having retained some, but not all, significant risks and rewards of ownership, has transferred control of the asset to another party.

Financial liabilities are derecognised only when the obligation specified in the contract is discharged, cancelled or expires.

The Women's Environmental Network Trust

Notes to the Financial Statements for the Year Ended 31 March 2024

3 Income from donations and legacies

	Designated £	Unrestricted Funds £	Restricted £	Total 2024 £	Total 2023 £
Donations and legacies;					
Appeals and donations	-	27,421	-	27,421	15,014
Gift aid reclaimed	-	-	-	-	1,336
Grants, including capital grants;					
Government grants	48,846	-	84,188	133,034	129,933
Grants from other charities	-	166,360	768,862	935,222	858,535
Membership	-	6,839	-	6,839	7,193
	<u>48,846</u>	<u>200,620</u>	<u>853,050</u>	<u>1,102,516</u>	<u>1,012,011</u>

The Women's Environmental Network Trust

Notes to the Financial Statements for the Year Ended 31 March 2024

Grants

	2024	2023
Joseph Rowntree Charitable Trust	66,224	70,494
BUPA Foundation	9,410	-
Ocean Regeneration	-	5,000
City Bridge Trust - Local food project	36,000	17,675
Weleda UK Ltd	10,000	-
Women's Budget Group funded by Friends Provident	-	68,295
Tower Hill Trust	8,280	5,701
M & G Community Fund	-	4,000
Glastonbury Festival	15,000	-
Natracare	10,000	7,000
RHS	2,500	10,000
Lankelly Chase Foundation	50,000	52,250
Savitri trust	10,000	-
Polden Puckham Charitable Foundation	-	28,800
Soil Association	10,000	10,000
The National Lottery	491,985	530,189
Propel	158,679	-
University of Sussex	54,644	45,281
Other grants	2,500	3,850
	935,222	858,535
	935,222	858,535

4 Income from charitable activities

	Unrestricted		Total 2024 £	Total 2023 £
	General £	Restricted £		
Consultancy fees	-	-	-	50
Other income	5,680	7,089	12,769	27,043
	5,680	7,089	12,769	27,093
	5,680	7,089	12,769	27,093

The Women's Environmental Network Trust

Notes to the Financial Statements for the Year Ended 31 March 2024

5 Investment income

	Restricted funds £	Total 2024 £	Total 2023 £
Interest receivable and similar income;			
Interest receivable on bank deposits	1,438	1,438	540

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

	Unrestricted	Total	Total
Note	Designated £	2024 £	2023 £
Freelance fees	-	55,918	38,535
Equipment repairs and renewals	-	3,379	3,605
Office expenses	-	3,152	4,075
Reimbursement of reusable nappy vouchers	-	64,614	58,533
Depreciation of office equipment	-	966	622
Depreciation of other tangible	-	408	409
Event expenses	-	30,069	33,932
Payments to partners	-	395,083	149,732
Wages and salaries	51,501	448,878	324,269
Social security costs	-	35,828	24,160
Pension	-	17,608	12,990
Other staff costs	-	1,090	(251)
Support costs	-	160,898	147,968
	8		
	<u>51,501</u>	<u>1,217,891</u>	<u>798,579</u>

The Women's Environmental Network Trust

Notes to the Financial Statements for the Year Ended 31 March 2024

8 Analysis of support costs

Support costs

	Total 2024 £	Total 2023 £
Staff costs		
Wages and salaries	88,988	77,478
Social security costs	5,728	4,736
Pension costs	3,501	2,951
Audit fees		
Audit of the financial statements	7,248	6,900
Travel and subsistence	3,439	11,228
Information and promotion	10,925	18,009
Rent, rates and service charges	13,684	10,258
Staff training and recruitment	12,724	7,499
Light, heat and power	3,591	(969)
Telephone and broadband	1,207	1,809
Printing, postage and stationery	1,495	937
Subscriptions	1,200	177
Accountancy	977	693
Legal and professional	2,380	2,901
Bank charges	768	720
Insurance	2,956	2,588
Sundries	87	53
	<u>160,898</u>	<u>147,968</u>

The Women's Environmental Network Trust

Notes to the Financial Statements for the Year Ended 31 March 2024

9 Staff costs

The aggregate payroll costs were as follows:

	2024 £	2023 £
Staff costs during the year were:		
Wages and salaries	537,866	401,747
Social security costs	41,556	28,896
Pension costs	21,109	15,941
Other staff costs	<u>1,090</u>	<u>(251)</u>
	<u>601,621</u>	<u>446,333</u>

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

	2024 No	2023 No
Projects	19	17
Management and administration	<u>4</u>	<u>4</u>
	<u>23</u>	<u>21</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 £124,879 (2023 - £102,990).

10 Auditors' remuneration

	2024 £	2023 £
Audit of the financial statements	<u>7,248</u>	<u>6,900</u>

11 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.

The Women's Environmental Network Trust

Notes to the Financial Statements for the Year Ended 31 March 2024

12 Cash and cash equivalents

	2024 £	2023 £
Cash on hand	162	269
Cash at bank	359,154	424,676
	<u>359,316</u>	<u>424,945</u>

13 Tangible fixed assets

	Office equipment £	Other tangible fixed asset £	Total £
Cost			
At 1 April 2023	3,113	2,040	5,153
Additions	1,713	-	1,713
At 31 March 2024	<u>4,826</u>	<u>2,040</u>	<u>6,866</u>
Depreciation			
At 1 April 2023	1,043	1,224	2,267
Charge for the year	965	408	1,373
At 31 March 2024	<u>2,008</u>	<u>1,632</u>	<u>3,640</u>
Net book value			
At 31 March 2024	<u>2,818</u>	<u>408</u>	<u>3,226</u>
At 31 March 2023	<u>2,070</u>	<u>816</u>	<u>2,886</u>

14 Debtors

	2024 £	2023 £
Trade debtors	74,612	54,834
Prepayments	3,033	3,369
Other debtors	1,801	1,409
	<u>79,446</u>	<u>59,612</u>

The Women's Environmental Network Trust

Notes to the Financial Statements for the Year Ended 31 March 2024

15 Creditors: amounts falling due within one year

	2024	2023
	£	£
Trade creditors	31,254	6,741
Other taxation and social security	9,632	-
Other creditors	2,382	-
Accruals	7,747	7,111
Deferred income	<u>18,550</u>	<u>-</u>
	<u><u>69,565</u></u>	<u><u>13,852</u></u>

	2024	2023
	£	£
Deferred income at 1 April 2023	-	7,000
Resources deferred in the period	18,550	-
Amounts released from previous periods	<u>-</u>	<u>(7,000)</u>
Deferred income at year end	<u><u>18,550</u></u>	<u><u>-</u></u>

16 Pension and other schemes

Defined contribution pension scheme

The charity operates a defined contribution pension scheme. The pension cost charge for the year represents contributions payable by the charity to the scheme and amounted to £17,607 (2023 - £12,990).

17 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 £13 (2023: £252) on behalf of The Women's Environmental Campaigns Limited. At the year end £1,422 was owed to the Charity (2023: £1,409).

The Women's Environmental Network Trust

Notes to the Financial Statements for the Year Ended 31 March 2024

18 Funds

Current year figures

	Balance at 1 April 2023 £	Incoming resources £	Resources expended £	Balance at 31 March 2024 £
Unrestricted				
<i>General</i>				
General Funds	130,221	206,300	(185,394)	151,127
<i>Designated</i>				
Reusable Nappies Voucher Scheme	33,881	48,846	(51,501)	31,226
Total unrestricted	<u>164,102</u>	<u>255,146</u>	<u>(236,895)</u>	<u>182,353</u>
Restricted				
Climate Action Fund	192,993	451,938	(612,994)	31,937
Reusable Nappies Voucher scheme admin	(2,084)	59,950	(54,976)	2,890
Soil Sisters	12,267	10,410	(7,559)	15,118
Enviromenstrual	16,531	30,538	(28,436)	18,633
WEN Forum	24,412	-	-	24,412
Local Food Project	40,537	57,217	(46,807)	50,947
Feminist Green New Deal	7,877	37,532	(43,834)	1,575
Forum Sponsors	877	-	-	877
Engagement and Outreach	-	16,188	(563)	15,625
Food Lives	14,601	48,716	(43,434)	19,883
Climate Sisters	1,478	128,079	(127,320)	2,237
Green Baby	-	21,009	(15,073)	5,936
	<u>309,489</u>	<u>861,577</u>	<u>(980,996)</u>	<u>190,070</u>
Total funds	<u><u>473,591</u></u>	<u><u>1,116,723</u></u>	<u><u>(1,217,891)</u></u>	<u><u>372,423</u></u>

The Women's Environmental Network Trust

Notes to the Financial Statements for the Year Ended 31 March 2024

Prior year comparative

	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
<i>Designated</i>					
Reusable Nappies Voucher Scheme	1,739	60,488	(28,346)	-	33,881
Total unrestricted	<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
Capacity building	(514)	39,050	(40,620)	-	(2,084)
Soil Sisters	35,117	13,000	(35,850)	-	12,267
Woman 2 Woman	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
Campaigning	27,943	72,727	(92,793)	-	7,877
Forum Sponsors	5,033	-	(4,156)	-	877
Contracted Project	(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>232,526</u>	<u>1,039,644</u>	<u>(798,579)</u>	<u>-</u>	<u>473,591</u>

The Women's Environmental Network Trust

Notes to the Financial Statements for the Year Ended 31 March 2024

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, running to October 2025, 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 Scheme admin - (Previously known as Capacity Building) 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 organization 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 was extend. Subsequent to that the project has received funding from BUPA Foundation.

Enviromenstrual - (Previously known as Woman 2 Woman) this project is Supported by Natracare The Joseph Rowntree Charitable Trust and North London Waste Authority, 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 be funded from this fund.

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 2024

Contracted Projects - This fund related specifically to our work developing the community garden at St Leonards Priory funded by The Veolia Environmental Trust, It completed in 2022.

Engagement and outreach fund contains grants from The Joseph Rowntree Charitable Trust towards costs of communicating WEN's activities and research through the WEN Forum, events and other communications, and in developing networks.

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.

Green Baby Fund - The Green Baby Fund contains grants from Weleda, The Savitri Trust and Natracare in support of WEN's research, engagement and activities seeking for legislation around toxic chemicals in baby and household products while raising awareness of this issue through a grassroots workshop programme with parents and health professionals across the UK.

19 Analysis of net assets between funds

Current year figures

	Unrestricted funds £	Restricted £	Total funds £
Tangible fixed assets	3,226	-	3,226
Current assets	248,692	190,070	438,762
Current liabilities	(69,565)	-	(69,565)
Total net assets	<u>182,353</u>	<u>190,070</u>	<u>372,423</u>

Prior year comparative

	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>