

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 2025



The Women's Environmental Network Trust

Contents

Contents	1
Reference and Administrative Details	2
Trustees Report	3 to 22
Auditors Report	23 to 25
Statement of Financial Activities	26
Balance Sheet	27
Statement of Cash Flows	28
Notes to the Financial Statements	29 to 37

The Women's Environmental Network Trust

Reference and Administrative Details

Trustees: **Ms Momotaz Begum**
 Dr Elizabeth May Christie (appointed 29/01/2025)
 Ms Monique Johnson
 Ms Charlotte Miller (resigned 29/01/2025)
 Ms Jenna Norman (resigned 09/07/2024)
 Mr Anupam Parashar (resigned 16th October 2025)
 Ms Suna Ramadan (appointed 14/10/2024)
 Dr Amiera Sawass (appointed 14/10/2024)
 Ms Tallulah Staple

Charity Registration Number 1010397

Company Registration Number 02520522

The charity is incorporated in England and Wales.

Registered Office Ground Floor
 20 Club Row
 London E2 7EY

Auditor: Griffin Stone Moscrop & Co
 21-27 Lamb's Conduit Street
 London
 WC1N 3GS.

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 2025.

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.

1) VISION AND MISSION STATEMENT

We believe climate justice is gender justice.

Climate justice is a feminist issue. Women, particularly racialised, disabled and marginalised women, stand on the front lines of the climate crisis and experience the most acute effects. Yet they are systematically excluded from shaping decisions that impact both their lives and the climate crisis. Only an intersectional eco-feminist approach can deliver fair, lasting climate solutions.

OUR VISION

A world where women, communities and the planet flourish because our society is equitable, collaborative and caring.

OUR MISSION

To work collectively to create viable alternatives to oppressive systems, to end the exploitation of women and the natural world.

2 PRINCIPAL ACTIVITIES

• Our year in numbers

2024-25 was an important year for Wen. We focused on our foundations with the creation and launch of a new organisational strategy, setting out our ambition to build a world where women, communities and the planet can flourish. Our collaboration with partners grew and we strengthened our work to amplify racialised and marginalised women's voices, strengthening their participation and leadership and working towards systemic change.

In 2024/25:

- **Over 10,000 women reached with our events and campaigns**
- **Over 10,000 people engaged in toxic-free advocacy**
- **200 collaborative partners engaged through joint campaigns and projects**
- **60 racialised and marginalised women's voices amplified**
- **One new organisational strategy**
- **Two Co-Directors in place**
- **Six new members of staff**
- **44% of staff identify as People of Colour (compared to 4.5% across UK environmental charities)**

The Women's Environmental Network Trust Trustees Report

• **Methods of change**

Creating impact with partners

As an environmental organisation, we are part of a diverse and intersectional feminist ecosystem for change.

We build relationships rooted in trust, care and mutual accountability. Whether co-creating campaigns, research or joint policy briefings, we share power to grow collective impact and systemic change. We collaborate with a diverse range of partners - from NGOs, coalitions and eco-businesses to grassroots community organisations - recognising that lasting change comes through solidarity and shared purpose.

Rooting ourselves in intersectionality

We recognise that environmental injustice affects women differently depending on race, class, disability, migration status and more. That's why intersectionality underpins everything we do, from who we work with, to how we design projects, and the language we use.

We embed feminism in the way our organisation is structured and led. Our intersectional feminist leadership model has two Co-Directors who share power and responsibility, and a flat organisational structure that prioritises collaboration over hierarchy. This means we make decisions collectively, value lived experience alongside professional and learned expertise, and create space for staff, partners and community members to co-design projects and shape strategy together.

Becoming an anti-racist organisation

We are committed to doing the internal work required to be an actively anti-racist organisation. We continued to diversify our staff team and board of trustees. We took part in the [RACE Report](#) - to speed up diversity and inclusion within the environment sector - for the third year running. We held regular learning circles and created a People of Colour care space to ensure staff feel supported.

Decolonising our practice

Decolonising our practice means shifting power, listening more and telling stories differently. We are learning from our staff and partners, revising our language, and making space for women, particularly racialised and marginalised women, to lead.

In our organisation and projects, we prioritise participatory approaches that centre the voices, experience and expertise of those most affected by environmental and social injustice. We challenge dominant narratives by platforming stories that are often silenced or overlooked, and we actively seek out partnerships with groups led by racialised, disabled, working class and migrant women. Decolonising our practice is an ongoing process.

The Women's Environmental Network Trust Trustees Report

• **Our strategy in action**

Wen's strategy was co-created using a participatory process, guided by an internal working group and involving the input of all staff members. It recognises Wen's unique lens, of **gender, health, equity and environmental justice**, and that we exist in a politically and economically turbulent time, which presents both opportunities and challenges.

Our strategy sets us on a path for 2025–2030. We want to show that a different way of doing things is possible. This sets out our key achievements under each of our **six priorities**

STRATEGIC PRIORITY 1:

PUT GENDER AND INTERSECTIONAL EQUITY AT THE HEART OF A GREEN ECONOMY AND CLIMATE POLICY.

In 2024/2025 we:

- **Expanded our partnerships** with a range of organisations working on this agenda including with Women's Budget Group, Birth Companions, The Climate Coalition, Climate Justice Coalition, UNISON and Women's Institute (WI).
- Deepened our work on **reproductive justice**, leading the way towards new policy in this area through embedding a policy briefing with Birth Companions into our work.
- Initiated exploratory discussions with partner organisations and legal experts about the potential for taking **climate litigation**.

STRATEGIC PRIORITY 2:

INFORM AND ENABLE WOMEN TO ACCESS SAFE, HEALTHY, TOXIC-FREE AND SUSTAINABLE WAYS OF LIVING.

In 2024/2025 we:

- Made an urgent call for our **Menstrual Health, Dignity and Sustainability Act**, as part of our Environmenstrual Campaign, supported by Baroness Natalie Bennett, leading academics, the Royal College of Gynaecologists and Obstetricians, and around 40 other organisations and experts.
- **Met with Defra Minister Emma Hardy**, with other chemical focussed NGOs, calling for alignment with the EU REACH chemicals policy and bringing gendered and intersectional perspective on the impacts of toxic chemicals on women's health.
- By supporting reusable nappy uptake, **we prevented 982 tonnes of disposable nappy waste**, saving an estimated £109,984 in disposal costs for councils in 2024/25.

**The Women's Environmental Network Trust
Trustees Report**

STRATEGIC PRIORITY 3:

NURTURE NEW LEADERS AND AMPLIFY THE VOICES OF RACIALISED AND MARGINALISED WOMEN FOR ENVIRONMENTAL JUSTICE.

In 2024/2025 we:

- Secured the **expansion of the Climate Sisters movement** with new funding from the Climate Action Fund.
- **Engaged 60 racialised and marginalised women** through the Climate Sisters Leadership programme and hosted a Climate Sisters' showcase at the Barbican Centre in London.
- **Appointed Shabina Ali**, a former Climate Sister, as our Real Nappies for London project officer.

STRATEGIC PRIORITY 4:

IMPROVE WOMEN'S LIVES AND HEALTH THROUGH A DEEPER CONNECTION TO NATURE.

In 2024/2025 we:

- **Expanded the Soil Sisters project** by bringing therapeutic horticulture to another women's refuge in East London.
- **Supported women to grow their own food** and engage in hands-on sessions at Wen's Limbrough Hub, through our Soil Sisters work in women's refuges, and the Tower Hamlets Food Growers Network, coordinated by Wen.
- **Improved the mental and physical wellbeing** of women taking part in our projects.

STRATEGIC PRIORITY 5:

BUILD MOVEMENTS FOR SUSTAINABLE, WOMEN- AND COMMUNITY-LED SYSTEMS, WITH A FOCUS ON A JUST FOOD SYSTEM.

In 2024/2025 we:

- **Influenced local policy** with Tower Hamlets Council making food systems the focus of its five-year public health strategy, inspired by Just FACT, coordinated by Wen.
- **Relaunched the Tower Hamlets Food Partnership** working with councils, housing providers, charities, local voluntary organisations, local businesses, schools and food growers. More than 26 projects and over 100 individuals formed an interconnected network driving food and climate justice across Tower Hamlets.
- Delivered three **seasonal gatherings** of the Tower Hamlets Food Growers Network, to celebrate and advocate for community food growing spaces.

STRATEGIC PRIORITY 6:

GROW A HEALTHY, VALUES-LED, PARTICIPATORY ORGANISATION.

In 2024/2025 we:

- Continued to diversify our staff team and board of trustees and **lead on equity** in the environmental sector.
- Improved our recruitment process, making it more **accessible to those with lived experience** and recruiting from our Climate Sisters Leadership Programme.
- Secured **diverse funding** to invest in communications, fundraising and operations.

The Women's Environmental Network Trust Trustees Report

● Projects and campaigns

Wen's work is grounded in five core pillars that reflect our vision for a just and sustainable world: a Green Caring Economy, Feminist Climate Leadership, Feminist Toxic Free Futures, Feminist Food Justice, and Nature for Health.

Our projects and campaigns bring these pillars to life, ranging from grassroots community initiatives to national policy change. The following section highlights our impact across each area.

GREEN CARING ECONOMY

Feminist Green New Deal

Wen is working with partners to advocate for a Feminist Green New Deal that places gender, racial, and social equity at the heart of plans to transition to a green economy. The Feminist Green New Deal aims to ensure that efforts to address environmental challenges are inclusive and just for all communities. It is a bold vision for tackling the climate crisis while addressing systemic inequalities. It centres the voices of women, particularly those from racialised and marginalised communities, in shaping a green, caring economy that works for people and the planet.

Highlights

- **Embedding reproductive justice:** We strengthened our work on a Feminist Green New Deal, embedding *'Reproductive Justice and the Climate Emergency'*, our policy briefing developed with Birth Companions, into our work through the year. Our accompanying opinion piece in the *British Medical Journal* took this message to new audiences across health, policy and climate sectors.
- **Building interfaith alliances for climate action:** We partnered with the Women's Interfaith Network for a joint event on Keeping Faith in Climate Action, strengthening connections between faith, feminism and climate justice.
- **Thought leadership on faith and activism:** Co-Director Zarina Ahmad contributed to the Women's Interfaith Network's 20th-anniversary book with a chapter on Keeping Faith in Activism, a powerful reflection on hope, belief and environmental action.
- **Feminist voices in Scottish politics:** Zarina also co-authored *Fighting Climate Change and Patriarchy* with Katie Swan-Nelson for a new book laying out a radical feminist roadmap for Scotland ahead of the 2026 elections.
- **Palestine and climate justice:** We published a thought piece exploring why Palestine is a feminist climate justice issue, drawing urgent connections between colonialism, gender and environmental injustice.

**The Women's Environmental Network Trust
Trustees Report**

FEMINIST CLIMATE LEADERSHIP

Climate Sisters

Women in East London are leading powerful local climate action and reshaping the narrative on who holds environmental knowledge.

The period 2024/2025 marked the second year of the Propel-funded Climate Sisters project. We worked to make systemic change by amplifying racialised and marginalised women's voices in climate justice debates and in the transition to a low-carbon economy.

Highlights

- **Three creative showcases reaching 300 people:** These included exhibitions and performances at the Barbican, Brady Arts Centre, and RichMix, led by Climate Sisters and Siblings exploring identity, resistance, and climate justice.
- **New partnerships with five community organisations:** New relationships across Tower Hamlets and Hackney engaged diverse groups from East London Mosque to Claudia Jones Organisation.
- **Powerful storytelling rooted in heritage:** Participants shared personal and ancestral experiences of climate impacts from the Caribbean, Somalia, and beyond through textiles, art, and performance.
- **Personal growth:** From a Climate Sister joining the Wen staff team and young people gaining confidence and skills, to a 76-year-old learning filmmaking - which she now uses to fundraise for a summer school project she founded in St. Vincent.
- **Connection and inspiration through shared experience:** From a group boat trip on the River Lea, a visit to Tate Modern, and continued support through mentorship and collective learning.

FEMINIST TOXIC FREE FUTURES

Environmenstrual

In October 2024, Wen launched a bold call for a Menstrual Health, Dignity and Sustainability Act, demanding urgent action on menstrual equity, public health and environmental safety.

Backed by over 45 leading experts, organisations and campaigners, the Act outlines practical, transformative measures to address the systemic failures surrounding menstrual products, education, access and regulation in the UK.

The campaign, launched during Environmenstrual Week, is a direct response to growing concerns about exposure to toxic chemicals in period products, period equity, environmental waste and the ongoing stigma around menstruation.

The Women's Environmental Network Trust Trustees Report

Highlights (Environmenstrual)

- **A new legislative blueprint:** We launched the Menstrual Health, Dignity and Sustainability Act, a comprehensive policy vision to transform the UK's approach to menstrual equity and product safety.
- **Backed by sector leaders:** Over 45 high-profile supporters backed the Act, including Baroness Natalie Bennett, Dr. Karen Joash, Girlguiding, and Bloody Good Period.
- **Elevating menstruation as a public health issue:** The campaign reframed menstrual equity as both a human rights and public health issue, urging the UK to catch up with global best practice.
- **Public opinion research:** Our survey found that 86% of UK women and those who menstruate support stronger regulation of period products, and 89% want full ingredient labelling.
- **Championing sustainable solutions:** The Act demands free, sustainable, toxic-free period products for all, to reduce health risks and environmental harm.
- **Media coverage:** Wen was included in key titles including *The Ecologist*, *BBC Future's article on the most sustainable period product*, and *The Conversation with academic Poppy Taylor*.

Erasmus + Mensy. The menstrual education project

Between March 2024 and March 2025, Wen co-led the UK research arm of MENSY, a bold, international two-year initiative advancing menstrual justice, youth leadership and sustainability. Funded by Erasmus+ and delivered in partnership with feminist and environmental organisations across six European countries and including Ukraine and the UK, the project is creating a powerful, cross-border movement to break menstrual taboos and promote safe, accessible, low-impact period products.

Highlights

- **Launched the UK MENSY Ambassador programme:** We recruited 30 youth leaders passionate about menstruation, sustainability and social justice to join the UK's first cohort of MENSY Ambassadors.
- **Delivered transformative training:** Ambassadors took part in comprehensive training covering product safety, climate impacts, menstrual health, and how to lead campaigns and workshops.
- **Challenged stigma and silence:** Through the training, 30 Ambassadors are equipped to open up conversations on menstrual justice in schools, youth spaces and organisations.
- **Centred equity and empowerment:** MENSY focuses on empowering marginalised voices and shifting period narratives from shame to strength.
- **Part of a pan-European movement:** We are working alongside partners in Ireland, Croatia, Spain, Hungary, Portugal, the Netherlands and Ukraine to scale impact across borders.

The Women's Environmental Network Trust Trustees Report

The Green Baby Campaign

Wen's Green Baby programme continues to lead the call for a toxic-free future for parents, carers, babies and children. On 12 June 2024, the **second annual Green Baby Day** highlighted toxic chemicals found in everyday baby products and the urgent need for stronger public health protections and improved regulation in the UK.

Our new **Green Baby survey** revealed that 90% of parents are concerned about the health impacts of toxic chemicals in baby products, with 77% saying the UK government is not doing enough to protect families. The campaign drew attention to the UK's chemical regulation 'standstill' since Brexit and demanded that toxic chemicals be treated as a public health priority.

Highlights

- **A national call to action and new parent-led research:** Green Baby Day 2024 shone a spotlight on toxic chemicals in baby products and called on the UK government to treat chemical safety as a public health priority. Wen's Green Baby survey found 90% of parents are concerned about toxic chemicals harming their child's health, and 77% think the UK government is failing to protect them.
- **Exposing regulatory failure:** The campaign highlighted how the UK has fallen behind post-Brexit on toxic chemical regulation, leaving families in the UK more vulnerable than those in the EU.
- **Powerful partnerships:** Weleda UK, Natracare and The Savitri Trust supported the campaign and Green Baby Day brought together expert voices in maternal health, child rights, environmental justice and policy. Dr Karen Joash, Consultant in Obstetrics and Gynaecology at Imperial College Healthcare NHS Trust joined Wen as an Ambassador.
- **Engaging public events:** A panel discussion at Amnesty International explored why toxic chemicals aren't on the public health agenda, with speakers including Baroness Natalie Bennett and Dr Karen Joash.
- **Media partnerships to extend reach:** Green Baby Day was featured by eight media outlets, including a media partnership with [The Green Parent](#). Coverage also appeared in [My Green Pod](#), Green Living Blog and other specialist green lifestyle and product media.

Real Nappies for London

Real Nappies for London is a waste prevention programme supporting families across London to get started with reusable nappies as a sustainable alternative to disposables. The scheme offers a voucher worth up to £70 to make reusable nappies more affordable and accessible. Our goal is to reduce single-use nappy waste, help families save money, and promote healthier more sustainable choices.

Between April 2024 and March 2025, working in partnership with eleven London Boroughs, we issued 1,203 vouchers. As of July 2025, 815 vouchers have been redeemed, with final figures available after October 2025.

The Women's Environmental Network Trust Trustees Report

Highlights (Real Nappies for London)

- **Issued 1,203 reusable nappy vouchers:** Helping families across London get started with reusable nappies and make more sustainable and affordable choices.
- **Prevented 982 tonnes of single-use nappy waste:** By supporting reusable nappy uptake, we helped prevent an estimated 982 tonnes of disposable nappy waste¹, saving an estimated £109,984 in disposal costs² for councils in 2024/25.
- **Engaged 947 people through 90 community outreach events:** We delivered a mix of in-person and online community events providing families with hands-on information and practical support.
- **Made reusable nappies free and accessible through give & take events:** 14 of our 90 events were reusable nappy give & take events, enabling families to access reusable nappies at no cost. These events keep good-quality reusable nappies in circulation, reduce single-use waste, and eliminate upfront costs, making sustainable choices accessible to more families.
- **Celebrated Reusable Nappy Week (22-28 April 2024):** We celebrated the benefits of reusable nappies through a coordinated week of educational activities, community engagement, online campaigns and giveaways.

FEMINIST FOOD JUSTICE

Just FACT (Just Food and Climate Transition)

Just FACT (Just Food and Climate Transition) is a five-year, community-led programme coordinated by Wen to build a fairer, more sustainable food system in Tower Hamlets. It brings together grassroots groups, growers, residents and organisations to tackle the climate crisis and food injustice, while centring equity, care and community leadership.

Just FACT has built a stronger, better-connected movement for a fair and sustainable food system in Tower Hamlets. Working with partners across the borough, Just FACT has helped increase access to healthy, sustainable, culturally appropriate and affordable food. From rooftop gardens and city farms to food co-ops and composting schemes, the programme has supported a wide range of innovative projects that offer practical, community-led solutions to the climate crisis.

Highlights

- **Influencing local policy:** Tower Hamlets Council is making food systems the focus of its next five-year public health strategy, inspired by Just FACT.
- **A stronger local movement:** More than 26 projects and over 100 individuals formed an interconnected network driving food and climate justice across Tower Hamlets. Just FACT has created space for local residents to share their knowledge and solutions to the food and climate issues faced.
- **Increased access to sustainable food:** Community-led growing projects and food co-ops have improved access to healthy, culturally appropriate, affordable food across the borough.

The Women's Environmental Network Trust Trustees Report

Highlights (JustFACT continued)

- **Scalable community-led solutions:** From anaerobic digestion to bulk-buying food co-ops, Just FACT has piloted innovative models that can be replicated beyond Tower Hamlets.
- **Reducing food-related emissions:** Projects across the programme have cut emissions by tackling food waste, reducing imports, increasing composting and growing food locally.
- **Expanding community leadership:** Just FACT supported diverse community leadership, with employment opportunities at Stepney City Farm, R-Urban Poplar and others, and created space for local people to shape decisions.

By the end of year four, 17,000+ residents have taken part in learning activities, uplifting local expertise and cultural food knowledge, and involving nearly 200 volunteers.

The Tower Hamlets Food Partnership (THFP)

The Tower Hamlets Food Partnership is a cross-sector network building a fairer, healthier and more sustainable food system for everyone in Tower Hamlets.

We bring together schools, NHS bodies, academics, resident collectives, artists, campaign groups, charities, community organisations, small businesses and social enterprises, faith-based groups, council teams, housing providers, trade unions, and more.

Highlights

- **Inclusive engagement:** Starting in January 2025, we have delivered over 80 hours of paid bursaries to actively support and expand inclusive participation, ensuring that diverse voices and lived experiences were meaningfully represented across all our activities.
- **Strategic representation:** Tower Hamlets Food Partnership demonstrated strong strategic presence in 2025, with representation across 14 local events, 5 regional (London-wide) platforms, and 9 national forums—ensuring that local voices and priorities were visible in key policy and advocacy spaces.
- **Strategic aims identified:** We have prioritised strategic aims collaboratively, based on when partners feel energised and ready to lead. This flexible, responsive approach ensures that our work is grounded in real community momentum and collective care.

These areas are:

- Food Access and Insecurity
- Land Access and Food Growing
- Holistic School Food
- Community Wealth Building
- Community-Led Circular Waste Solutions
- Community-Led Health and Wellbeing
- **A vibrant and growing network:** Over 200 individuals and groups united by a shared commitment to transforming the local food system make up THFP. Our members span council teams, resident collectives, schools, NHS bodies, research institutions, community gardens, city farms, housing associations, activist groups, local businesses, and more.

The Women's Environmental Network Trust Trustees Report

Food Lives Tower Hamlets

Food Lives Tower Hamlets is run by Wen and the University of Sussex and is taking place on the St George's Estate, Shadwell. The project looks at the role food plays in our lives and the importance of history, culture and heritage to our food habits. The project includes research, the co-development of new products, supply chains and policy frameworks that aim to deliver an affordable, healthy and sustainable diet to communities in Tower Hamlets. It is part of the [FoodSEqual programme](#).

Highlights

- **Centred community voices:** Food Lives Tower Hamlets continued working with local communities to increase choice and agency over the food they eat.
- **Insight-led research:** Conducted in-depth research into perceptions of organic fruit and vegetables in partnership with Leaders In Community's food co-op, grounding findings in lived experience.
- **Future-proofing crops:** Partnered with Tozer Seeds to explore the feasibility of growing climate-resilient Bangladeshi vegetables in the UK; supporting food sovereignty and cultural relevance in the face of climate change.
- **Creative collaboration:** Launched a new partnership with illustration students at Falmouth University to visually explore and communicate key themes emerging from the project.
- **Sharing feminist methodologies:** Shared research findings and our innovative feminist research approach at events and conferences from Finland to Bristol and Sussex, influencing wider academic and practitioner networks.

Tower Hamlets Food Growers

The Tower Hamlets Food Growers' Network has continued to thrive, with regular gatherings and 10 workshops planned around topics chosen by local food growers and participants. The aim is to support connection, learning and practical action among the borough's diverse community of growers.

Now in its fifteenth year, the network has grown from humble beginnings, often operating on a shoestring budget, into a well-resourced, trusted space that brings together everyone from balcony gardeners to established community growing spaces.

Highlights

- **Reaching 80-100 participants at each seasonal network gathering:** Building connections and relationships across communities, between small food growing projects and with individual participants.
- **Sharing resources, equipment and tools:** This evolved organically but has led to additional community benefits such as saving money and avoiding waste going to landfill.
- **Skill sharing and learning:** Information about food growing techniques has been passed on through workshops, newsletters, site visits and guest speakers at the gatherings. Workshops included composting, designing and planning gardens, seed saving, identifying plants, making raised beds and benches.

The Women's Environmental Network Trust Trustees Report

Highlights (Tower Hamlets Food Growers continued)

- **Advocacy:** We have raised awareness of local, national and international environmental issues impacting food growing by connecting it with campaigns and movements such as the Right to Grow and Access to London.
- **Change:** Recognising, valuing and forefronting existing food growing and cooking knowledge held in communities which could be ancestral, cultural or lived experience.

Limborough Hub

The Limborough Food Hub in Poplar hosts a programme of activities enabling co-produced, community-led climate action through creating a better food system.

Food justice sits at the core of many Tower Hamlets residents' greatest challenges. Transforming the food system is not just part of the solution, it's central to building a future where wellbeing, equity, and resilience are at the heart of our communities.

Highlights

- **Limborough kitchen has been a lifeline for families in temporary accommodation:** Each week, 4 to 6 families have relied on the Limborough kitchen as their only opportunity for a hot, culturally appropriate meal. Living in temporary housing with no access to cooking facilities, these families have told us that preparing fresh, wholesome food for themselves restores a sense of dignity and humanity. This is one of the most impactful and vital activities at Limborough, directly supporting people living on as little as £8 a week.
- **18 community gardeners growing food that connects to culture and heritage:** Our 18 regular gardeners each tend their own raised bed at Limborough, cultivating crops linked to their cultural diets. People meet to share skills, stories and seeds. You'll often hear pride in the way knowledge is passed down from generation to generation, keeping traditional growing practices alive and valued.
- **12 community members gained woodworking skills through collaborative workshops:** In partnership with The Woodshop of Recycled Delights (WoRD), we ran a series of practical workshops teaching 12 gardeners and volunteers how to build raised beds and benches. For many, it was their first experience using power tools and their creations now serve the wider garden community.
- **Corporate volunteering at Limborough strengthens connection and purpose:** Our community garden has become a powerful site for corporate volunteers to reconnect with nature, support environmental sustainability and build meaningful relationships. Getting hands in the soil nurtures empathy and shared purpose.
- **Mental health and wellbeing rooted in community:** The Limborough Hub provides essential support for mental health and wellbeing. In times of stress, grief or isolation, people find comfort in shared meals, gardening, creative workshops or simply a chat over tea. These spaces offer belonging, connection and purpose, allowing individuals to be seen, heard and supported in a nurturing environment where mental health can flourish.

The Women's Environmental Network Trust Trustees Report

NATURE FOR HEALTH

Soil Sisters

Soil Sisters is one of Wen's most transformative and profound projects, using therapeutic horticulture to support women and children living in refuges in East London. Many of the women we work with have experienced domestic violence, forced marriage, trafficking, or have fled conflict and persecution. The programme brings therapeutic horticulture and growing spaces to refuges and refugee settings. Through gardening, cooking, and spending time in nature together, Soil Sisters provides space for healing, connection, and joy.

Highlights

- **Improved wellbeing and connection:** Women reported better mental health, increased confidence, and a renewed sense of purpose and connection with nature through hands-on gardening, peer support, and shared meals.
- **Reduced isolation through community excursions, trips and nature-based events:** Like visits to Kew Gardens, Limborough cooking sessions and Tower Hamlets Food Growers' gatherings have helped women feel part of the wider world again.
- **Restoring agency and dignity:** Sessions provide structure, purpose and control, which is especially important for women navigating the asylum process or recovering from trauma. It also provides a space to play, learn and be together with their children in a way that some have been denied for a long time whilst dealing with multiple crises.
- **A beautiful new summer house:** Women, children and staff have transformed a wooden shed into a brightly coloured children's space. We sanded, painted, put up shelves and built a children's mud kitchen. We worked with an art teacher, Kally, to make art for the walls and beanbags and donated books have brought it to life.
- **Growing fresh, chemical-free produce:** By creating growing spaces to cultivate vegetables and flowers women have been able to access fresh seasonal and, at times, culturally desirable produce. We've used organic peat-free compost where possible, composting and harvesting rainwater. We do not use synthetic chemicals, sprays or slug pellets, ensuring what we grow is organic and good for the body as well as the environment

3 VALUING OUR TEAM

Wen is powered by a team of **passionate ecofeminists** including staff, trustees, ambassadors and advisors. We bring together lived experience, community knowledge and expertise to drive change from the ground up.

Rooted in our commitments to **intersectional feminist leadership**, growing and sharing power we're building a culture where everyone can thrive.

Our **co-directorship** model reflects this approach, centring collaboration, trust and accountability at every level of decision-making.

The Women's Environmental Network Trust
Trustees Report

4 LOOKING AHEAD

GREEN CARING ECONOMY

- **Scaling up Climate Sisters:** The new funding to expand our Climate Sisters programme nationally will strengthen our Feminist Green New Deal by grounding it in lived experience and grassroots priorities.
- **Refreshing our policy platform:** We are updating our Feminist Green New Deal policy paper series to make them more accessible and inclusive. The updated papers will feature the voices and insights of Climate Sisters partners and participants.
- **Bringing grassroots to Parliament:** We will hold an annual Parliamentary event that connects the Climate Sisters movement with policymakers, focusing on key themes from our refreshed policy series.
- **Advancing reproductive justice:** We will continue advocating for strong, inclusive and gender-sensitive climate policies that recognise reproductive justice as central to adaptation and mitigation efforts.
- **Exploring feminist litigation:** We are working with partners to explore potential legal cases focused on women and climate justice, identifying new opportunities to drive systemic change.

FEMINIST CLIMATE LEADERSHIP

- **New partnerships:** In Year Three of the Climate Sisters programme, funded by [Propel](#), we're partnering with [Women's Inclusive Team](#) and [The Love Tank](#), followed by Akwaaba and Alas Education. All four cohorts will feed into a collective Phase 2, ending in a celebratory public showcase in March 2026.
- **Expanding nationally:** We are expanding regionally to Manchester and the North West, and nationally in Glasgow and Scotland's Central Belt, entering the five-year Climate Action Fund-supported programme.
- **New roles to strengthen impact:** We are recruiting five new staff including two Programme Managers, two Project Coordinators and a Head of Movements to support and strengthen the programme's expansion and impact.
- **Deepening intersectional learning:** There has been a strong focus on the links between racial, gender and climate justice, rooted in an intersectional feminist approach that centres lived experiences.
- **Shifting narratives:** Through art, storytelling and intergenerational exchange, the programme continues to challenge systems of inequality, amplify marginalised voices, and explore how local and diasporic realities connect to global climate justice.

FEMINIST TOXIC FREE FUTURES

- **Growing public and political support:** We will continue mobilising public backing for the Act, supporting Early Day motions on the issue, encouraging people to pledge support, write to MPs, and demand change via #MenstrualActNow.

The Women's Environmental Network Trust Trustees Report (Looking ahead) continued

Feminist Toxic Free Futures continued

- **Parliamentary and policy engagement:** We are briefing MPs and peers, and supporting Baroness Bennett's legislative efforts to tackle toxic chemicals in consumer products especially period products. We will continue to build support around the Menstrual, Health, Dignity and Sustainability Act encouraging government action.
- **Expanding awareness and education:** We will build on the momentum of Environmental Week by expanding public education around toxic ingredients, period stigma and the need for systemic reform.
- **Pushing for regulatory reform:** We will continue calling for independent product testing, full ingredient labelling and an urgent shift in how period products are regulated in the UK.
- **Advancing global solidarity:** We are drawing on international models like Catalonia's and Scotland's to advocate for menstrual equity as a fundamental right, here in the UK and beyond.
- **Ambassadors in action:** MENSY Ambassadors will begin delivering their own workshops, peer education sessions and campaigns on menstrual equity and sustainability across the UK.
- **Contributing to European evaluation:** Feedback and learnings from the UK pilot will be shared with European partners to strengthen the final phase of the project. **Campaigning for regulatory reform:** We will continue to advocate for robust chemicals regulation in the UK that prioritises babies', children's and reproductive health.
- **New Green Baby resources:** We will develop accessible guides to help parents make informed, affordable and eco-friendly choices for their families.
- **Deepening policy engagement:** We plan to brief policymakers and health professionals to push toxic chemical exposure up the public health agenda, highlighting in particular the gendered and intersectional health impacts.
- **Raising public awareness:** We will continue to build public understanding of endocrine-disrupting chemicals (EDCs) and the need for transparency of the ingredients in personal care and other baby products.
- **Growing the movement:** We will deepen partnerships and expand the Green Baby community. Our aim is to build a space for collaboration and ensure that parents and carers have a powerful voice in the fight for a toxic-free future.
- **Expanding our reach across London:** In 2025/26, Real Nappies for London will continue to expand its reach and impact across London. A key milestone will be the addition of the London Borough of Brent to our voucher scheme, bringing the total number of participating boroughs to twelve and enabling us to support even more families to make the switch to reusable nappies.
- **Practical support for families:** We will maintain our voucher scheme and outreach activities, delivering practical support through demonstrations, events, and talks.
- **Supporting early years settings:** We also plan to explore opportunities to increase reusable nappy uptake in early years settings, building on our work supporting nurseries to transition to reusable nappies.

The Women's Environmental Network Trust Trustees Report (looking ahead, continued)

FEMINIST FOOD JUSTICE

- **Final programme report:** As the Just FACT project enters its final phase, running until February 2026, we're excited to build on the momentum of the past four years with new funding and a packed programme of activities.
- **A Blueprint for Others:** Through the Just FACT website, podcast, resources, and portrait exhibition, we are building a comprehensive archive and practical template that other boroughs and cities can adapt to showcase and strengthen their local food justice work.
- **Publishing learning briefs:** We will be sharing key learnings and impacts through a series of briefing reports and publishing a collection of project case studies, highlighting innovative work taking place across Tower Hamlets. Learnings from community-led models will be shared widely to support others building power through food justice.
- **A major milestone will be the Power of Food Festival:** Taking place in September 2025. This 10-day borough-wide celebration will bring together Just FACT partners, local organisations, and residents to showcase the community-led projects transforming Tower Hamlets' food system.
- **Policy influence and advocacy:** We will continue engaging Tower Hamlets Council on food strategy, local growing, and circular waste systems.
- **More fruitful collaboration:** Tower Hamlets Food Partnership will continue to build on genuine and fruitful collaboration to work towards food system change.
- **Part of policy change:** We will actively contribute to policy change opportunities, ensuring community-driven change in food waste collections in food growing policies and in our Borough's upcoming Transforming Food Systems strategy.
- **Raising the profile of community-driven solutions:** We want to keep raising the profile of collaboratively created community-driven solutions and demands, and see these learned from, replicated and resourced to create deep systems change
- **New research strand:** Launched a collaboration with the British Nutrition Foundation exploring effective health communication.
- **Creative storytelling:** We are taking the opportunity to continue to share our work widely and creatively, working with artists and, most importantly, with research participants to bring findings to life through co-created storytelling and visual work.
- **Public engagement:** We are planning an exhibition as part of the Power of Food Festival and a final celebration event in January 2026.
- **Wider influence:** We continue to accept invitations to present at national and international events, sharing insights and feminist research methodology with broader audiences.
- **Refining our role:** Within the Food Growers Network we paused at the start of the year to reflect on how this work aligns with Wen's new five-year strategy and whether we are best placed to continue delivering it.
- **Building on what works:** Our ability to be nimble and resourceful has been key to the success of this project, with short-term funding and sometimes a shoestring budget. longer-term funding is vital to fully embed this work within local communities and ensure lasting impact.
- **Enabling deeper change:** Sustained funding allows for stronger, more collaborative partnerships and better engagement with local and systemic food system change.

The Women's Environmental Network Trust Trustees Report (looking ahead, continued)

NATURE FOR HEALTH

- **Secure future funding:** The project is a beacon of hope, especially at times when public services are stretched, so we have applied for additional funding to continue our much needed work with existing partner refuges and build new relationships with refuges across Tower Hamlets.
- **Expand nationally:** Explore opportunities to grow and expand the Soil Sisters model beyond Tower Hamlets to the North West of England and Scotland to support more women and families.
- **Champion leadership with compassion:** Continue to centre care and empathy in our work, recognising Bernadette's leadership as a model for trauma-informed, healing-based practice.
- **Advocate for national change:** Campaign for therapeutic growing spaces to become a core part of support services in all women's refuges across the UK.
- **Share our toolkit:** Launch and distribute a practical toolkit to help organisations, communities and women create their own healing spaces through therapeutic horticulture.

OUR TEAM

- **Recruiting for feminist policy and movement roles** We're expanding our team with two new national policy roles: a Feminist Toxic Free Futures Policy Campaigner and a Feminist Climate Justice Policy Campaigner, alongside four new Climate Sisters roles based across Manchester and Scotland to support the programme's national growth and a Head of Movements.
- **Strengthening support through leave policies** We're developing new leave policies and processes, shaped through participatory staff input, to better support people during time off and ensure care and flexibility are embedded in our workplace culture.
- **Prioritising wellbeing and inclusion** We're enhancing support for team cohesion and wellbeing, including training Mental Health First Aiders and introducing new ways to foster inclusion and psychological safety across the organisation.
- **Embedding equity in recruitment** We continue to refine and improve our recruitment processes to ensure they are fair, transparent and actively support diversity and inclusion within the environmental sector.

We are grateful to every member of the Wen team, past and present, whose dedication, passion, care and courage continues to define our work.

**The Women's Environmental Network Trust
Trustees Report**

5 STRUCTURE, GOVERNANCE, AND MANAGEMENT

STRUCTURE

Wen comprises a Board of Trustees (as listed above), 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. 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 and a Leadership Circle comprised of senior staff. 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, Head of Programmes and the Leadership Circle.

A total of 12 regular volunteers supported our work throughout the year. Volunteers have always been 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.

6 FINANCIAL AND RISK 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 £1,244,014 up 11% on the previous year (£1,116,723).

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.

The Women's Environmental Network Trust Trustees Report (Finance and Risk Review) continued

Reserves

Total Reserves on 31 March 2025 stand at £438,518, a 18% increase on the 2024 balance of £372,423. Free reserves at the same date stand at £154,584 (£438,518 less restricted reserves of £182,646 and less designated funds of £101,288) which is a 2% growth on the previous year's figure of £151,127.

The approved budget for 2025-26 has a level of operating costs of £1,093,000 (excluding payments to JustFACT partners).

Required reserves, according to our own policy, of three months operating costs for the year ahead would be £273,000 so there remains a shortfall of £118,416 (2024: shortfall £94,285).

However, the income in the 2025-26 budget is largely secured from existing grant agreements and the risk is therefore not as high as would first appear. Trustees will continue to seek to increase the level of free reserves but consider the current position acceptable.

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 recruited new board members and especially a new Treasurer, in the previous year. 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; in the year we have invested in growing our fundraising and communications team.
- 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.

7 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 Women's Environmental Network Trust
Trustees Report(Statement of Responsibilities) continued**

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.

Approved by the trustees of the charity on 26 November 2025

and signed on its behalf by: *Monique Johnson* Monique Johnson (Chair of trustees)

**The Women's Environmental Network Trust
Auditors Report**

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 'charitable company') for the year ended 31 March 2025 which comprise the Statement of Financial Activities, the Balance Sheet, Statement of Cash Flows and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2025, 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 charitable company 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.

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 charitable company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are 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.

The Women's Environmental Network Trust Auditors Report

Other information

The other information comprises the information included in the trustees' annual report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information. 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. 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 course of 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 this gives rise to a material misstatement in the financial statements themselves. 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.

Opinions on other matters 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, which includes the directors' report prepared for the purposes of company law, for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the directors' report included within 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 the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the directors' report included within the trustees' report.

We have nothing to report in respect of the following matters in relation to which 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; or
- the trustees were not entitled to prepare the financial statements in accordance with the small companies' regime and take advantage of the small companies' exemption in preparing the directors' report.

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement, the trustees (who are also the directors of the charitable company for the purposes of company law) 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 charitable company'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 charitable company or to cease operations, or have no realistic alternative but to do so.

**The Women's Environmental Network Trust
Auditors Report**

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.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

- carrying out substantive checking to support documents on a sample basis of individual transactions within income and expenditure to give comfort that on a sample basis the Statement of Financial Activities does not contain any irregular items;
- carrying out walk-through testing to verify that the charity's accounting systems and controls are being implemented as designed; and
- verifying that material balances within the Balance Sheet are supported by third party evidence to confirm the existence and valuation of these balances at the year-end.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

A further description of our responsibilities is available on the FRC's website at: <https://www.frc.org.uk/auditors/audit-assurance/auditor-s-responsibilities-for-the-audit-of-the-fi/description-of-the-auditor%E2%80%99s-responsibilities-for>This description forms part of our auditor's report.

Use of our report

This report is made solely to the charitable company's members, 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 charitable company's members 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 the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.


.....

Robert Smith (Senior Statutory Auditor)

For and on behalf of Griffin Stone Moscrop & Co

Chartered Accountants & Statutory Auditor
21-27 Lamb's Conduit Street
London
WC1N 3GS

Date: 5/12/2025.....

The Women's Environmental Network Trust
 Registration Number 02520522

Statement of Financial Activities for the Year Ended 31 March 2025
(Including Income and Expenditure Account and Statement of Total Recognised Gains and Losses)

	Note	2025			2024		
		Unrestricted	Restricted	Total	Unrestricted	Restricted	Total
		£	£	£	£	£	£
Income and Endowments from:							
Donations and Legacies	3	385,655	852,031	1,237,686	249,466	853,050	1,102,516
Charitable Activities	4	670	4,990	5,660	5,680	7,089	12,769
Investment Income	5	5	663	668		1,438	1,438
Total Income		386,330	857,684	1,244,014	255,146	861,577	1,116,723
Expenditure on:							
Charitable activities	7	312,811	865,108	1,177,919	236,895	980,996	1,217,891
Total Expenditure		312,811	865,108	1,177,919	236,895	980,996	1,217,891
Net income/expenditure		73,519	(7,424)	66,095	18,251	(119,419)	(101,168)
Transfers between funds							
Net movement in funds		73,519	(7,424)	66,095	18,251	(119,419)	(101,168)
Reconciliation of funds							
Total funds brought forward		182,353	190,070	372,423	164,102	309,489	473,591
Total funds carried forward	18	255,872	182,646	438,518	182,353	190,070	372,423

All of the charity's activities derive from continuing operations during the periods above.
 Note 18 shows the breakdown of funds for 2025 and 2024.

The notes on pages 29 to 37 form an integral part of these financial statements

The Women's Environmental Network Trust
 Registration Number 02520522

Balance Sheet as at 31 March 2025

	Note	2025 £	2024 £
Fixed Assets			
Tangible assets	13	2,236	3,226
Current assets			
Debtors	14	61,423	79,446
Cash at bank and in hand	12	446,042	359,316
		<u>507,465</u>	<u>438,762</u>
Creditors: amounts falling due within one year	15	<u>(71,183)</u>	<u>(69,565)</u>
Net current assets		<u>436,282</u>	<u>369,197</u>
Net assets		<u><u>438,518</u></u>	<u><u>372,423</u></u>
Funds of the charity:			
Restricted Income funds			
Restricted funds		182,646	190,070
Unrestricted Income funds			
Unrestricted funds		255,872	182,353
Total funds	16	<u><u>438,518</u></u>	<u><u>372,423</u></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 26 to 37 were approved by the trustees, and authorised for issue on 26 November 2025 and signed on their behalf by:

Monique Johnson

 Trustee Monique Johnson

Tallulah Staple

 Trustee Tallulah Staple

The notes on the following pages 29 to 37 form an integral part of these financial statements

The Women's Environmental Network Trust
Registration Number 02520522

Statement of Cash Flows for the Year Ended 31 March 2025

	2025		2024	
	£	£	£	£
Cash provided by operating activities				
Net movement in funds	66,095		(101,168)	
Add back depreciation	1,469		1,373	
(Increase)/decrease in debtors	18,023		(19,834)	
(Decrease)/Increase in creditors	1,618		55,713	
		87,205		(63,916)
Cashflow from investing activities				
Purchase of Fixed Assets	479		1,713	
Sale of Fixed Assets	-		-	
		479		1,713
Increase in cash and cash equivalents in the year		86,726		(65,629)
Cash and cash equivalents at beginning of the year				
Cash in hand		359,316		424,945
Total cash and cash equivalents at the end of the year		446,042		359,316

The notes on the following pages 29 to 37 form an integral part of these financial statements

The Women's Environmental Network Trust
Registration Number 02520522

Notes to the Financial Statements for the year ended 31 March 2025

1. Charity Status

The charity is a company limited by guarantee, incorporated in England and Wales, and consequently does not have a 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

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 years presented, unless otherwise stated.

Statement of compliance

These 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 January 2019). 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 historic cost or transaction value unless otherwise stated in the relevant accounting policy notes.

Going concern

Having reviewed the organisation's finances and budgets 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 the assets held by the charity.

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 relevant factors. 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 the revision affects only that period, or in the period and future periods where the revisions affect 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 can be reliably measured.

Donations and legacies

Donations are recognised when the charity has been notified of both the amount and the settlement date.

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 on the balance sheet as deferred income to be released when those conditions are met.

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.

Expenditure

All expenditure is recognised once there is a legal or constructive obligation to that expenditure, it is probable that settlement will be required and the amount can be measured reliably. All costs are allocated to the applicable expenditure heading under which similar costs are aggregated.

The Women's Environmental Network Trust
Registration Number 02520522

Notes to the Financial Statements for the year ended 31 March 2025

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 directly allocated costs and indirect costs necessary to support the activities.

Support Costs

Support costs include central functions (core costs) and are allocated to activity cost categories on a basis consistent with the use of resources, eg staff costs by the time spent.

Governance Costs

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

Taxation

The Charity passes the tests set out in Paragraph 1 schedule 6 of the Finance Act 2010 and therefore meets the definition of a charitable company for UK corporation tax purposes. Therefore it is exempt from taxation in respect of income and capital gains as 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 are applied exclusively to charitable purposes.

Tangible Fixed Assets

Individual fixed assets costing £500 or more are initially recorded as fixed assets at cost, and subsequently depreciated over their useful life.

Depreciation and amortisation

Depreciation on tangible fixed assets is provided at the following rates so as to write off the cost less residual value over their expected useful economic life:

Office Equipment: 5 years, straight line

Other tangible fixed assets: 5 years, straight line.

Trade debtors

These are amounts due from funders for grants, donations and other income in the ordinary course of the charity's activities.

A provision for impairment of the trade debtors is provided when there is objective evidence that the charity will not be able to collect all the amounts due.

Cash and cash equivalents

Cash and cash equivalents comprise cash on hand and balances at the bank in current or call accounts

Trade Creditors

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of the charity's activities.

In the event that the charity has an unconditional right to defer settlement for at least twelve months after the reporting date these are presented as non-current liabilities.

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 those designated for the administration and outreach costs that need to be spent on the publicity and staff time for the management and promotion of the nappy voucher incentive scheme.

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

Pensions

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 fall due.

The Women's Environmental Network Trust
Registration Number 02520522

Notes to the Financial Statements for the year ended 31 March 2025

3 Income from Donations and legacies

	Designated	Unrestricted Funds	Restricted Funds	Total 2025	Total 2024
	£	£	£	£	£
Donations and legacies					
Appeals and donations		33,288	5,326	38,614	27,421
Gift Aid reclaimed				-	-
Gifts in Kind			15,000	15,000	-
Grants					
Government grants		62,511	79,866	142,377	133,034
Grants from other charities 3b		283,522	750,999	1,034,521	935,222
Grants from other organisations			840	840	
Membership		6,334		6,334	6,839
	-	385,655	852,031	1,237,686	1,102,516

	Designated	Unrestricted Funds	Restricted Funds	Total 2025	2024
	£	£	£	£	£
3b Grants					
BUPA Foundation			26,265	26,265	9,410
City Bridge Trust		2,694	24,254	26,948	36,000
Esmee Fairbairn Foundation		80,000		80,000	-
Glastonbury Festival Trust				-	15,000
Joseph Rowntree Charitable Trust		36,768	36,078	72,846	66,224
Lankelly Chase Foundation		70,000		70,000	50,000
Natracare				-	10,000
City Bridge Trust -Propel		33,621	124,379	158,000	158,679
Royal Horticultural Society				-	2,500
Savitri Trust #			20,000	20,000	10,000
Soil Association				-	10,000
Support and Action for Women's Network(SAWN)			7,994	7,994	
The Charity Service		24,500		24,500	
The Lancashire Foundation		5,000		5,000	
The National Lottery		26,790	427,539	454,329	491,985
Tower Hill Trust				-	8,280
University of Sussex			37,542	37,542	54,644
Voice of Irish Concern		4,149	19,751	23,900	
Weleda UK Ltd			10,000	10,000	10,000
Women's Budget Group			13,497	13,497	
Other grants			3,700	3,700	2,500
	-	283,522	750,999	1,034,521	935,222

Of the funding from Savitri Trust, £10,000, (2024: nil) was an unrestricted grant, but it was agreed that these funds would be dedicated to our Green Baby programme. To that effect they have been treated as restricted funds in these accounts.

4 Income from charitable activities

	Designated	Unrestricted Funds	Restricted Funds	Total 2025	Total 2024
	£	£	£	£	£
Consultancy fees	-	670	4,990	5,660	12,769
	-	670	4,990	5,660	12,769

The Women's Environmental Network Trust
Registration Number 02520522

Notes to the Financial Statements for the year ended 31 March 2025

5 Investment Income

	Designated	Unrestricted Funds	Restricted Funds	Total 2025	Total 2024
	£	£	£	£	£
Interest receivable on bank deposits		5	663	668	1,438
	-	5	663	668	1,438

6 Trustees remuneration and expenses

No trustee, nor any persons connected with them, has received any remuneration from the charity during the year.
No trustee has received any reimbursement of expenses or any other benefits from the charity during the year.

7 Expenditure on charitable activities

	Note	Designated	Unrestricted Funds	Restricted Funds	Total 2025	Total 2024
		£	£	£	£	£
Freelance fees			17,125	74,465	91,590	55,918
Equipment repairs and renewals			575	954	1,529	3,379
Office expenses			-	-	-	3,152
Reimbursement of reusable nappy vouchers			-	58,825	58,825	64,614
Depreciation			1,469	-	1,469	1,374
Event expenses			846	54,352	55,198	30,069
Publicity			404	8,076	8,480	-
Volunteer travel and training			165	8,284	8,449	-
Payments to partners			-	203,602	203,602	395,083
Wages and salaries			117,419	315,828	433,247	448,878
Social security costs			5,051	35,007	40,058	35,828
Pension			5,481	17,409	22,890	17,608
other staff costs			149	298	447	1,090
Support costs	8		164,127	88,008	252,135	160,898
		-	312,811	865,108	1,177,919	1,217,891

The Women's Environmental Network Trust
Registration Number 02520522

Notes to the Financial Statements for the year ended 31 March 2025

8 Analysis of support costs

	Unrestricted Funds	Restricted Funds	Total 2025 £	Total 2024 £
Support staff costs				
Wages and salaries	58,307	55,858	114,165	88,988
Social security costs	1,288	5,587	4,299	5,728
Pension costs	1,772	2,677	4,449	3,501
Other staff costs	21,250		21,250	
Audit fees	7,500	-	7,500	7,248
Travel and subsistence	774	6,214	6,988	3,439
Information and promotion	2,413	1	2,414	10,925
Rent, rates and service charges	16,313	15,000	31,313	13,684
Staff training and recruitment	2,454	2,211	4,665	12,724
Light, heat and power	2,309	-	2,309	3,591
Telephone and broadband	5,397	812	6,209	1,207
Printing, postage and stationery	2,172	193	2,365	1,495
Subscriptions	1,086	140	1,226	1,200
Accountancy	1,001	-	1,001	977
Legal and professional	38,123	-	38,123	2,380
Bank charges	403	78	481	768
Insurance	3,100	-	3,100	2,956
Sundries	1,041	763	278	87
	<u>164,127</u>	<u>88,008</u>	<u>252,135</u>	<u>160,898</u>

9 Staff costs

The aggregate payroll costs were as follows:

	Total 2025 £	Total 2024 £
Wages and salaries	547,412	537,866
Social security costs	44,357	41,556
Pension costs	27,339	21,109
Other staff costs	447	1,090
	<u>619,555</u>	<u>601,621</u>

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

	Total 2025 No.	Total 2024 No.
Projects	19	19
Management and administration	4	4
	<u>23</u>	<u>23</u>

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

The key management personnel consist of the Trustees, Co-directors and the four other members of the leadership circle.

The Trustees received no remuneration.

The total employee benefits of the key management personnel of the charity in the year were £245,729, (2024: £211,863).

10 Auditors' remuneration

	Total 2025 £	Total 2024 £
Fees for audit of the financial statements	7,500	7,248

The Women's Environmental Network Trust
Registration Number 02520522

Notes to the Financial Statements for the year ended 31 March 2025

11 Taxation

The charity is a registered charity and qualifies for exemption from corporation tax under Part 11 of Corporation Taxes Act 2010

12 Cash and cash equivalents

	Total 2025	Total 2024
	£	£
Cash on hand	162	162
Cash at bank	445,880	359,154
	446,042	359,316

13 Tangible fixed assets

	Office Equipment £	Other tangible Fixed assets £	Total £
Cost			
At 1 April 2024	4,826	2,040	6,866
Additions	479	-	479
At 31 March 2025	5,305	2,040	7,345
Depreciation			
At 1 April 2024	2,008	1,632	3,640
Charge for year	1,061	408	1,469
At 31 March 2025	3,069	2,040	5,109
Net book value			
At 31 March 2025	2,236	-	2,236
At 31 March 2024	2,818	408	3,226

14 Debtors

	Total 2025	Total 2024
	£	£
Trade debtors	55,985	74,612
Prepayments	3,309	3,033
Other debtors	2,129	1,801
	61,423	79,446

15 Creditors: falling due within one year

	Total 2025	Total 2024
	£	£
Trade creditors	7,554	31,254
Other taxation and social security	16,350	9,632
Other creditors	21,250	2,382
Accruals	7,999	7,747
Deferred income	18,030	18,550
	71,183	69,565

15 b Deferred income account at 1 April 2024
 Resources deferred in the period
 Amounts released from previous periods
 Deferred income at year end

	Total 2025	Total 2024
	£	£
	18,550	-
	18,030	18,550
	-	-
	18,030	18,550

The Women's Environmental Network Trust
Registration Number 02520522

Notes to the Financial Statements for the year ended 31 March 2025

	Balance at 1 April 2024	Incoming resources	Resources expended	Balance at 31 March 2025
	£	£	£	£
16 Funds				
Current year figures				
Unrestricted				
General				
General Funds	151,127	258,820	255,363	154,584
Designated				
Esmee Fairbairn Feminist Green New Deal	-	80,000	9,325	70,675
Reusable Nappy scheme admin	31,226	62,510	63,123	30,613
Total Unrestricted	182,353	401,330	327,811	255,872
Restricted				
Climate Action Fund	31,937	424,053	405,426	50,564
Reusable Nappy scheme vouchers	2,890	63,875	63,875	2,890
Soil Sisters	15,118	26,265	14,868	26,515
Environmenstrual	18,633	41,968	48,482	12,120
WEN Forum	24,412	23,102	44,515	2,998
Local Food project	50,947	19,124	34,662	35,409
Feminist Green New Deal	1,575	41,247	42,822	0
Forum sponsors	877	-	877	-
Engagement and Outreach	15,625	1,245	2,838	14,033
Food Lives	19,883	37,542	47,608	9,817
Climate Sisters	2,237	134,263	120,400	16,100
Green Baby	5,936	30,000	23,735	12,201
Total Restricted Funds	190,070	842,684	850,108	182,646
	372,423	1,244,014	1,177,919	438,518
Funds				
Prior year figures				
Unrestricted				
General				
General Funds	130,221	206,300	185,394	151,127
Designated				
Reusable Nappy Voucher scheme	33,881	48,846	51,501	31,226
Total Unrestricted	164,102	255,146	236,895	182,353
Restricted				
Climate Action Fund	192,993	451,938	612,994	31,937
Reusable Nappy voucher scheme	2,084	59,950	54,976	2,890
Soil Sisters	12,267	10,410	7,559	15,118
Environmenstrual	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
	309,489	861,577	980,896	190,070
	473,591	1,116,723	1,217,891	372,423

The Women's Environmental Network Trust
Registration Number 02520522

Notes to the Financial Statements for the year ended 31 March 2025

16 Fund notes

Climate Action Fund. This is funding from the National Lottery for JustFACT (Just Food and Climate Transition), our five 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 the London Borough of Tower Hamlets. In October 2025 we were informed that this programme has been extended til February 2026, with additional funding.

Reusable Nappies Voucher scheme funding from London Waste Authorities and Local Authorities towards our 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 £186,485 in energy costs.

Soil Sisters - this fund 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, or green care. Working with partner organisation, Hestia, the project delivers year round weekly sessions in East London. This programme is receiving funding from BUPA Foundation

Environmenstrual. With support from Natracare, The Joseph Rowtree Charitable Trust and North London West Authority the project aim 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. The fund also covers our Environmenstrual Ambassadors programme.

WEN Forum - This fund covers the cost of WEN's 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. In the previous year we were able to use funds in other programmes to cover forum costs.

Local Food project- Manages the Tower Hamlets Food Partnerships programme 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 including, residents, community organisations, schools, businesses and the council. It is funded by City Bridge Trust, Food Power, and the Soil Association.

Feminist Green New Deal- Funds received from Esmee Fairbairn, Lankelly Chase Charitable Foundation, The Joseph Rowtree Charitable Trust, and Polden Puckham Charitable Foundation are dispersed in support of our activities in response to the climate crisis, drafting several policy papers and attending COP

Forum sponsors - Funds from sponsors of our WEN Forum programme.

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

Food Lives- This fund contains grants from the 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. Funded by City Bridge Trust (Propel), this three year project aims to engage women from Tower Hamlets and Hackney through a participatory climate leadership programme.

Green Baby - this fund contains grants from Weleda, 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.

#The grant from Savitri Trust was not restricted but it was agreed with them that we would use it in support of our Green Baby programme and has, to that end, been treated in these accounts as restricted income

The Women's Environmental Network Trust
Registration Number 02520522

Notes to the Financial Statements for the year ended 31 March 2025

17 Pensions

The charity operates a defined contribution pension scheme. The pension cost for the year represents contributions payable by the charity to the scheme and amounted to £27,339 (2024- £21,109)

18 Operating Lease Liabilities

At 31 March 2025 the charitable company had no future minimum lease payments due under non-cancellable operating leases

19 Related party transactions

The charitable company operates alongside The Womens Environmental Network 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 fees of £34 (2024: £13) on behalf of The Womens Environmental Network Campaigns Ltd. At the year end £1,456 was owed to the Charity (2024: £1,422).

19 Analysis of net assets between funds	Unrestricted funds	Restricted funds	Total funds
Current year figures	£	£	£
Tangible fixed assets	2,236		2,236
Current assets	264,905	203,280	507,465
Current liabilities	- 11,269	- 20,634	- 71,183
Total net assets	255,872	182,646	438,518

Analysis of net assets between funds	Unrestricted funds	Restricted funds	Total funds
Previous year figures	£	£	£
Tangible fixed assets	3,226		3,226
Current assets	248,692	190,070	438,762
Current liabilities	- 69,565	-	- 69,565
Total net assets	182,353	190,070	372,423