Women Who Can (CIO)

Trustees' Annual Report

For the year ended 24 December 2025

1. Reference and Administrative Details

Charity Name: Women Who Can (CIO)
Charity Registration Number: 1205746
Principal Address: Pera Business Park, Nottingham Road, Melton Mowbray, Leicestershire, LE13 0PB
Legal Structure: Charitable Incorporated Organisation (CIO)
Governing Document: Foundation CIO constitution registered 15 November 2023

Trustees:

- Sadé Henry - Chair
- Jennifer Henry - Treasurer
- Jacqueline Walker - Trustee
- Priyanka Mistry - Trustee

Bankers: Virgin Money

2. Structure, Governance and Management

Women Who Can (CIO) is a Charitable Incorporated Organisation registered with the Charity Commission on 15 November 2023 under charity number 1205746.

The charity is governed by its Board of Trustees, which is responsible for the strategic direction, governance and proper administration of the organisation. The trustees oversee the charity's finances, charitable activities, funded projects, policies and organisational development, and ensure that Women Who Can continues to operate in furtherance of its charitable objects.

During the reporting period, delivery was supported by volunteers, sessional facilitators and other specialist providers engaged for particular programmes and activities.

Apart from the first charity trustees, trustees are appointed in accordance with the charity's constitution. New trustees are appointed by resolution of the existing trustees, with consideration given to the skills, knowledge and experience required for the effective administration of the CIO.

The trustees recognise their responsibility for identifying and managing conflicts of interest. Where a trustee or connected person provides paid services to the charity, the matter is considered in accordance with the governing document and the individual concerned does not participate in the relevant decision. Further information on such arrangements during the year is provided in the Related Party Transactions section of this report.

3. Objects and Activities

Objects:

The objects of Women Who Can (CIO) are to act as a resource for young women by providing advice and assistance and organising educational programmes and other activities as a means of:

(a) advancing in life and helping young people by developing their skills, capacities and capabilities to enable them to participate in society as independent, mature and responsible individuals; and

(b) advancing their education.

Women Who Can is based in Leicester and Leicestershire and supports young women through practical programmes, workshops, educational opportunities, community activities and access to a supportive network. The charity aims to help women build confidence, develop practical life skills, improve their wellbeing and feel better equipped to participate in their communities and pursue their personal and professional goals.

Activities during the year:

During 2025, Women Who Can continued to develop and expand its programme of community-based support for women across Leicester and Leicestershire. Principal activities included:

- delivery of the Chapter New Project, funded by The National Lottery Community Fund, including confidence-building activities, practical life skills-based workshops and wellbeing-focused events;
- the launch of Women Who Can Move Together, supported by Sport England's Movement Fund, providing beginner-friendly women-only yoga, dance fitness and other movement opportunities;
- delivery of a De Montfort University-funded community project, including workshops and activities designed to support confidence, connection, personal and professional development;
- practical and educational workshops, including activities focused on confidence, communication, personal safety, wellbeing, everyday life skills and reducing isolation; and
- the charity's annual Gala Dinner and Dance, bringing together community members, volunteers, supporters and partners and celebrating the contribution and progress of the Women Who Can community.

4. Public Benefit

The trustees confirm that they have complied with their duty under section 17 of the Charities Act 2011 to have due regard to the Charity Commission's guidance on public benefit.

The charity's activities are undertaken to further its charitable purposes for the public benefit. Women Who Can provides accessible opportunities for women to develop confidence, practical skills, knowledge and wellbeing through workshops, programmes, community activities, educational opportunities and ongoing community support.

The charity seeks to reduce barriers to participation by providing activities that are welcoming, supportive and, where funding allows, free. Its programmes are designed to help women develop their skills and capabilities, build confidence, reduce isolation and participate more fully in their communities and wider society.

Access to the charity's activities is managed in line with its charitable purposes, available resources, programme eligibility requirements and the needs of the women it serves.

5. Achievements and Performance

During the reporting period, Women Who Can supported over 400 unique women across Leicester and Leicestershire, with the majority engaging with the charity on more than one occasion through multiple sessions, workshops, events and activities.

During 2025, the charity moved beyond its initial establishment phase into a year of substantial programme delivery, community development and partnership working. The breadth of activities delivered enabled women to build confidence, develop practical skills, improve their wellbeing, make new connections and access ongoing community support.

Chapter New

The Chapter New Project, funded by The National Lottery Community Fund, enabled Women Who Can to deliver a varied programme of activities focused on confidence, wellbeing, practical life skills and connection.

Activities during the year included International Women's Day events, women's self-defence, confidence-focused workshops, car-maintenance activities, vision-board workshops, creative and social activities, theatre trips and other community experiences. The range of activities enabled women to build practical skills, try new experiences and engage with the charity in different ways.

Women Who Can Move Together

During the year, Women Who Can secured £10,378 from Sport England's Movement Fund and launched Women Who Can Move Together, a women-only beginner movement programme designed to help women become more physically active in a safe and supportive environment.

The programme introduced structured blocks of activities including yoga, dance fitness and step fitness, supported by qualified instructors, equipment, refreshments and accessible venues.

The project was developed in response to feedback from women who wanted to become more active but did not always feel confident joining traditional fitness environments. Demand for the programme was strong, and the project introduced waiting-list and cancellation processes to help available spaces be used fairly.

De Montfort University-funded activity

Women Who Can also delivered a community project supported by De Montfort University.

The project included facilitated activities and workshops focused on confidence, connection and personal and professional development. The funding enabled the charity to bring women together in a supportive environment, provide facilitated learning opportunities and create further routes for women to engage with the wider Women Who Can community.

Gala Dinner and Dance

In November 2025, Women Who Can held its annual Gala Dinner and Dance, bringing together community members, volunteers, supporters and partners.

The event provided an opportunity to celebrate the development of the Women Who Can community, recognise the contribution of those who had supported the charity during the year and strengthen relationships with community members and external supporters.

Ticket income, sponsorship and fundraising activity also contributed towards supporting the charity's wider work. The gala was supported in part through the charity's National Lottery-funded end-of-year community celebration activity.

Recognition and Partnerships

During the year, Women Who Can continued to strengthen its profile across Leicester and Leicestershire and develop relationships with organisations and businesses that shared the charity's commitment to supporting women.

The charity's work received wider recognition during the year, including coverage by BBC Radio Leicester, recognition through a local community award shortlist, and an invitation for the charity's Chair to attend The King's Garden Party in May 2025.

Women Who Can also benefited from the support and involvement of a growing network of local businesses, community organisations, facilitators and external partners. This support took different forms, including sponsorship, collaboration, professional expertise, discounted services, in-kind support, event support and practical contributions that helped the charity extend and enhance the opportunities available to women.

Organisations and businesses Women Who Can worked with or received support from during the reporting period included Antigua & Barbuda Tourism Authority, Train & Gain Society, Rotary Melton Mowbray Women in Business, Omi Bar, Winstanley House, Joanna Moore Consultancy and Sister of Sound, alongside other local businesses and community supporters.

Organisational Development

Alongside direct delivery, Women Who Can continued to strengthen the infrastructure needed to support a growing community. This included improving booking and attendance processes, developing partnerships with facilitators and local organisations, investing in equipment and storage, and building experience in managing multiple restricted grants and community programmes.

6. Financial Review

Full details of the charity's financial position are provided in the accompanying receipts and payments accounts.

Reserves Policy:

The trustees aim to build unrestricted reserves equivalent to at least three months of core running costs to support the continuity of the charity's activities.

At 24 December 2025, the charity had no free reserves and the unrestricted fund was in deficit by £109.72. The deficit arose because unrestricted payments exceeded unrestricted receipts during the year. The trustees intend to address this through unrestricted fundraising and income generation.

7. Related Party Transactions

During the year, Sadé Henry (Chair) received £3,990 for services provided to the charity, comprising:

- £3,840 for project management of the Chapter New Project;
- £150 for facilitation of the De Montfort University-funded project.

These payments were made in accordance with the charity's governing document. Sadé Henry declared her conflict of interest and did not participate in decisions relating to her appointment or remuneration. The remaining trustees determined that the arrangements were in the charity's best interests and that the payments were reasonable.

Cecily Henry, daughter of trustee Jennifer Henry, received £400 for providing qualified dance fitness instruction as part of the Women Who Can Move Together project. The arrangement was considered and approved by trustees without the conflicted trustee participating in the relevant decision.

No other trustees received remuneration for services during the year.

Reimbursements made to trustees or connected persons for costs paid personally on behalf of the charity were reimbursements of actual charity expenditure and are not included as remuneration.

8. Declaration

The trustees declare that they have approved the Trustees' Annual Report for the year ended 24 December 2025.

Signed on behalf of the trustees:

Name: Sadé Henry
Position: Chair
Signature: S.Henry
Date: 12/10/2026

CHARITY COMMISSION FOR ENGLAND AND WALES

Charity Name	No (if any)
Women Who Can (CIO)	1205746

Receipts and payments accounts

CC16a

For the period from	Period start date	To	Period end date
	25/12/2024		24/12/2025

Section A Receipts and payments

	Unrestricted funds	Restricted funds	Endowment funds	Total funds	Last year
	to the nearest £	to the nearest £	to the nearest £	to the nearest £	to the nearest £
A1 Receipts					
Donations and legacies	2,355	-	-	2,355	107
Restricted grants for charitable activities	-	12,353	-	12,353	21,946
Fundraising events and sponsorship	7,606	-	-	7,606	2,782
Bank interest	297	-	-	297	205
Other receipts	273	-	-	273	183
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
Sub total*(Gross income for AR)*	10,531	12,353	-	22,884	25,223
A2 Asset and investment sales, (see table).					
	-	-	-	-	
	-	-	-	-	-
Sub total	-	-	-	-	-
Total receipts	10,531	12,353	-	22,884	25,223
A3 Payments					
Charitable activities and restricted projects	-	21,220	-	21,220	4,234
Fundraising, event, administration and general	8,797	-	-	8,797	5,215
	-	-	-	-	-
	-	-	-	-	-

	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
Sub total	**8,797**	**21,220**	**-**	**30,017**	**9,449**
A4 Asset and investment purchases, (see table)					
Monitor for hybrid sessions and associated equipment	-	213	-	213	
Women Who Can Move Together fitness	-	1,150	-	1,150	
Sub total	**-**	**1,363**	**-**	**1,363**	
Total payments	**8,797**	**22,583**	**-**	**31,380**	**9,449**
Net of receipts/(payments)	**1,734**	**- 10,230**	**-**	**- 8,496**	**15,774**
A5 Transfers between funds	-	-	-	-	-
A6 Cash funds last year end	- 1,844	17,712	-	15,868	-
Cash funds this year end	- 110	7,482	-	7,372	15,774

Section B Statement of assets and liabilities at the end of the period

Categories	Details	Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
B1 Cash funds	Virgin Money bank account and cash held	- 110	7,482	-
		-	-	-
		-	-	-
	Total cash funds	**- 110**	**7,482**	**-**
	(agree balances with receipts and payments account (s))	OK	OK	OK
		Unrestricted funds	**Restricted funds**	**Endowment funds**

B2 Other monetary assets

Details	to nearest £	to nearest £	to nearest £
	-	-	-
	-	-	-
	-	-	-
	-	-	-
	-	-	-
	-	-	-

B3 Investment assets

Details	Fund to which asset belongs	Cost (optional)	Current value (optional)
		-	-
		-	-
		-	-
		-	-
		-	-

B4 Assets retained for the charity's own use

Details	Fund to which asset belongs	Cost (optional)	Current value (optional)
Monitor for hybrid sessions and associated equipment	Restricted - Chapter New Project	-	-
fitness equipment - yoga mats, yoga blocks, aerobic step boards, portable speaker and fitness microphone	Restricted - Sport England Movement Fund	-	-
		-	-
		-	-
		-	-
		-	-
		-	-
		-	-

B5 Liabilities

Details	Fund to which liability relates	Amount due (optional)	When due (optional)
Women Who Can Move Together project administration - unpaid at year end	Restricted - Sport England Movement Fund	**468**	
Women Who Can Move Together instructor fees for sessions delivered in 2025 - unpaid at year end	Restricted - Sport England Movement Fund	**240**	
Registered office costs paid personally on behalf of the charity and awaiting reimbursement	Unrestricted	**198**	
		-	
		-	

Signed by one or two trustees on behalf of all the trustees

Signature	Print Name	Date of approval
S. H	Sade Henry	12th October 2026