



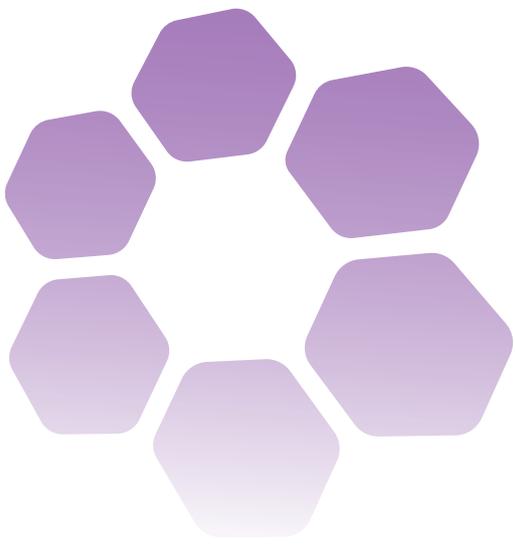
women's engineering society



Annual Report 2017-2018

www.wes.org.uk





wes

CEO Introduction

It is not often that a Chief Executive Officer gets to boast about the successes of an organisation without blowing her own trumpet. I am therefore fortunate that I can talk about the Women's Engineering Society in 2017-18, knowing that every success was down to the team of staff, volunteers, Council Members and Directors that it is now my privilege to work with.

In nearly 100 years, our objectives retain the same relevance now as they did at their creation:

- **Promoting the education of women in engineering sciences and other skills, the better to fit women to the practice of engineering.**

We now have 17 affiliated active student groups at UK universities, and all students are eligible for our free student supporter membership, giving them access to the wider WES network, to share ideas and seek advice. We also support our university Partners to improve their gender diversity and our annual Student Conference welcomed 140 students, including two men, to Aston University in November 2017.

- **Advancing the education of the public concerning the study and practice of engineering among women.**

2017 marked a significant increase in WES' outreach to the world. Following the UNESCO endorsement in 2016, *National Women in Engineering Day* was renamed *International Women in Engineering Day (INWED)* and the 23rd June Thunderclap event resulted in #INWED trending on Twitter. Hundreds of events were held across the globe, and once again WES collaborated with the *Daily Telegraph* to celebrate the *Top 50 Women in Engineering*, focusing on the under 35s – the future of engineering in the UK.

- **Relieving poverty amongst women who are or have been professional or technician engineers or technologists in allied sciences or educated in science or technology or in the art of techniques of engineering and allied sciences or in other disciplines considered by the Council to be complementary, their dependants and (if they are deceased) their former dependants.**

We partnered with the Institution of Marine Engineers, Scientists and Technologists (IMarEST) to launch *STEM Returners*. This project supports women (and men) to return, transfer into or across engineering roles after a career break and three programmes have been successful in enabling returners to find roles.

Despite the successes detailed in this *Annual Report*, we have struggled financially. Transforming WES from a volunteer-led organisation to one that is professional and executive-led is not easy, and this is reflected in greater expenditure and reduced income. We have incurred a deficit, and it is unlikely that we will see a significant surplus for at least two years. However, the Centenary celebrations planned for 2019 give us an opportunity to grow awareness of WES' work, partner with more organisations and consequently increase revenue.

It remains only for me to thank the staff, Trustees, Council Members, Young Members' Board, Regional Clusters and volunteers who work tirelessly to make WES the great organisation that it is. Together, we have achieved much already and will go on to achieve much more as the Society celebrates its Centenary.

*Elizabeth Donnelly MSc, MRAeS
Chief Executive Officer
Women's Engineering Society*

Report of the Trustees

The trustees who are also directors of the charity for the purposes of the *Companies Act 2006*, present their report with the financial statements of the charity for the year ended 31st March 2018. The trustees have adopted the provisions of Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015).

Charitable objectives and aims

Objectives and aims

The Society is an educational charity. The objects for which it is established are:

- to promote the education of women in engineering sciences and other skills, the better to fit women to the practice of engineering;

- to advance the education of the public concerning the study and practice of engineering among women; and
- to relieve poverty amongst women who are or have been professional or technician engineers or technologists in allied sciences or educated in science or technology or in the art of techniques of engineering and allied sciences in other disciplines considered by the Council to be complementary, their dependants and (if they are deceased) their former dependants.

Its mission is to raise the participation of girls and women in engineering. To achieve this the charity has the following aims:

Aim 1: Women: Support women to achieve their potential as engineers, applied scientists and leaders and to reward excellence.

Aim 2: Education: Encourage the study and application of engineering.

Aim 3: Sustainability: Work with organisations and influencers to promote gender diversity and equality in the workplace and sustain the historic legacy and future effectiveness of the Women's Engineering Society.



Aim 1: Women

Support women to achieve their potential as engineers, applied scientists and leaders and to reward excellence

Our work with our qualified and qualifying women engineers extended its reach and we continue to support our members and other women engineers through our annual conferences, mentoring and returner programmes, affiliated student groups and our annual awards.

Memberships

Membership of WES continues to grow and over the year there has been an increase in our membership categories as follows:

- 25% increase in Full Members
- 31% increase in Associate Members
- 42% increase in Student Members
- 24% increase in Corporate Partner Members

WES is reviewing how membership data is reported and will begin using a more appropriate format from this year to better align with our Memorandum & Articles of Association. This will be available during 2018-19.

MentorSET

This unique one-to-one mentoring scheme continues

to provide invaluable support to enable women to progress in their careers. A new mentoring platform has been introduced which is providing significantly improved support and monitoring capability. The programme is also providing important support for returners as part of the *STEM Returners* programme.

STEM Returners

In partnership with the Institution of Marine Engineers, Scientists and Technologists (IMarEST), WES has developed and successfully launched a programme to support those wishing to return to, or transfer into or across, engineering roles. This is to support women (and men) who have been on a career break for at least one year and who wish to return – often in flexible roles – which many recruitment processes will not progress due to a perceived CV gap. Three programmes have been successfully initiated in the pilot phase enabling several returners to find roles.



Conferences and Events

WES Annual Conference 2017: Get Connected

The *WES Annual Conference 2017* took place in May 2017 with the theme of ‘*Get Connected: Empowering Women and Enriching Careers*’.

The conference, which included professional development sessions and panels as well as networking, was very well-received, and feedback was extremely positive. It was attended by 120 delegates, speakers and sponsors.



Student Conference 2017: Engineering to Change the World

The *WES Student Conference*, November 2017, was held at Aston University. It provided 140 mainly undergraduate students (including two male undergraduates for the first time) with a mix of interactive workshops, panel sessions and talks with a theme of ‘*Engineering to Change the World*’ – all aspects of the conference were very well-received. Attendees’ feedback highlighted that they had gained real insight into career opportunities as well as valuable personal and technical development and learning. The students came from universities across the UK.

There were also networking opportunities with sponsors, and feedback suggested students were keen to follow up with them afterwards. There was also a record number of bursaries generously made available through our sponsors.

WES Prestige Lecture and WES Awards

The *WES Caroline Haslett Prestige Lecture*, October 2017, was delivered by Professor Isobel Pollock-Hulf OBE, WES Patron, on the topic of ‘*Measuring Success*’ and explored measurement and its importance to everyone every day.

All WES awards were presented at the event.



International Women in Engineering Day

International Women in Engineering Day (INWED), 23rd June annually, celebrated its fourth anniversary in 2017 with greatly increased reach and impact including the following achievements:

- UNESCO patronage endorsement worldwide.
- The *Top 50 Women in Engineering* under-35 initiative in partnership with the *Telegraph* resulted in 600 high quality nominations celebrated at a WES afternoon tea event and *Telegraph* award ceremony.
- Hundreds of events in schools, companies and organisations across the UK and globally including Canada, Brazil and Peru.
- Reach of over 1.2 million impressions on social media via a Thunderclap campaign on Twitter and the official hashtag #INWED17 trended on Twitter.

Sponsors included Boeing, Cirrus Logic, LFB, BESA, Chapman BDSM, QinetiQ, IGEM, Colas, Institute of Refrigeration, Cranfield University, Nottingham Trent University, Opito, Royal Academy of Engineering, SSE, STEPS, Wiley and Women in RACHP. This enabled WES to continue to extend the reach of the campaign and the profile of women and the exciting career opportunities in engineering.

Awards, Bursaries and Grants

Karen Burt Award Winner

The *Karen Burt Award* for the best newly qualified Chartered Engineer was won in 2017 by Madeleine Archer, nominated by the Institute of Chemical Engineering. Madeleine is Deputy Operations Manager, Legacy Ponds and Silos at Sellafield Ltd where her work implementing improvements to the Magnox facility at Sellafield was outstanding.



WES Prize Winner

Larissa Suzuki was named as the *WES Prize* winner at the Institution of Engineering and Technology's *Young Woman Engineer Awards* in December 2017. Larissa is a computer research associate into smart cities at UCL and Head of Data Science at Founders for Schools.



Gillian Skinner Award

WES can make up to two awards annually in memory of former Member Gillian Skinner to celebrate volunteer 'behind the scenes' support. In 2017 WES awarded both Jo Douglas, Chair of the Young Members Board and Council Member, and Adriana Vargas, Council Member and London Cluster Coordinator the *Gillian Skinner Award*.



Isabel Hardwich Medal

The *Isabel Hardwich Medal* is awarded to a WES member who has made an outstanding and sustained contribution to the Women's Engineering Society over many years and gone above and beyond the call of duty. In 2017 Milada Williams and Linda Maynard were recognised for their many years of support for WES.

WES Amy Johnson Inspiration Award

This award was created in 2016 to recognise an individual who has made a truly remarkable achievement. The 2017 winner was Dr Alice White, Wikimedian in Residence, Wellcome Trust whose wikithons have taught hundreds of people how to get the stories of women in science and engineering online and make significant changes to Wikipedia content.



Men as Allies Award

This award was created in 2017 and seeks to celebrate a male engineer, or professional male working within the engineering, technical and applied sciences sectors, who has gone above and beyond the call of duty to support his female colleagues and address the gender imbalance within engineering and applied sciences. The first recipient was Dr Will Whitlow, Senior Lecturer in Electronic Material Integration at Loughborough University, for his focus on presenting a gender-balanced image of engineering which he uses in his role as admissions tutor.

Involvement of Members

Young Members' Board

WES YMB, launched in 2016, has been active in making WES more accessible to younger members through their work in producing materials and running competitions for young people, highlighting the range and variety of career paths in engineering and allied sectors.



The members of the YMB have found the experience a good opportunity for personal, professional and leadership development through board experience and involvement in projects and strategy setting.

Regional Clusters

Our regional work continues to be supported through the volunteer efforts of our Cluster Coordinators supporting members locally. WES is sharing practice across the UK to encourage increased regional networking including with other regional groups and networks and local companies.

Aim 2: Education

Encourage and promote the education, study and application of engineering

WES Affiliated Student Groups

WES now has seventeen affiliated student groups at universities across the UK. These groups have been active in supporting their student members through networking and other activities as well as enabling them to undertake outreach in their local communities. WES links these groups enabling them to share ideas and seek advice.



diversity including providing memberships for some staff as well as support for establishing a student group. All students can benefit from student supporter membership (free of charge), giving them access to the wider WES network.

Telephone, Online and Volunteer Support

WES office staff continue to provide support to individuals or links to other organisations where appropriate. Enquiries come from young people and their parents/carers, schools/universities seeking female speakers for their STEM events, members and engineers seeking careers advice or assistance, the media and companies wanting to improve their diversity. WES office staff will then provide assistance where possible.

Requests for WES volunteer support are disseminated widely providing opportunities for members to volunteer, supporting their peers and contributing to outreach and education on diversity in engineering through speaking opportunities for example.

WES Education Partners

WES supports universities and colleges to improve their gender

Aim 3: Sustainability

Work with organisations and influencers to promote gender diversity and equality in the workplace, and sustain the historic legacy and future effectiveness of the Women's Engineering Society

Corporate Partners

The work that WES does in collaboration with our partners is becoming increasingly important to organisations which seek to improve their diversity and inclusion through a genuine desire to increase the number of women they have working in and studying engineering. The number of Corporate Partners decreased slightly during the year to 38 (due largely to delayed partnership renewals):

23 Company Partners: Airbus, Arcadis, Arup, BAE Systems, BEIS, Bureau Veritas, Cubic Transportation Systems, Cundall, DP World, Edwards, Dialog Semiconductors, FM Global, Intel, Johnson Controls, Malvern, Matchtech, National Grid, RAF College Cranwell, SSE, Scottish Power, Solarcentury, Transport for London and Uniper Energy.

11 Education Partners: Edinburgh Napier University, Glasgow Caledonian University, Heriot-Watt University, Imperial College London, Open University, QMUL, Swansea University, UCL, University of Edinburgh, University of Surrey and the University of Warwick

3 Not for Profit Partners: BESA, Royal Academy of Engineering, Institute of Refrigeration; and

SME member – FirstCo

WES held several Partners' meetings during the year to share good practice on recruitment and retention of more women (and other diverse groups) as well as plans for the WES Centenary in 2019. Feedback from Partners has highlighted how much they value these 'good practice' sharing and networking opportunities and so further meetings are planned for 2018.

WES Centenary



The WES2019 Committee of Volunteers has been active in planning activities for the centenary. WES has continued discussions with potential collaborators for co-branded events. Activities will be themed around celebrating the present, remembering the past and changing the future. The key activities planned include local and regional celebration events, a *Centenary Trail* around the UK working with organisations with links to pioneering women associated with WES. The *WES Annual Conference* and *INWED* will be key focus events for 2019.

Other Collaborations

Partnerships and collaborations are key to the success of WES and during 2017-18 included the following: STEM Returners, Royal Academy of Engineering Diversity & Inclusion Leadership Action group, NCUB Talent 2030 National Engineering Competition for Girls Judging Panel, Stellar Group of senior women in STEM, APPG for Women and Transport. Further partnership working continues with other complementary organisations including professional engineering institutions and other learned societies, media partnerships, Powerful Women and FISITA.

International activities

WES has continued to work in the global arena, mainly conducted through WES involvement in the International Network of Women Engineers and Scientists (INWES). This included several WES representatives attending meetings for INWES Europe. WES is also a confirmed partner for *ICWES18* to be held at Warwick University in 2020.

People

This year saw a growth in the number of staff working at WES, and the team now consists of seven staff members including an Operations Manager, Centenary Project Manager and an Events Manager. Associates of WES include Journal Editor and eNewsletter Coordinator.

FUTURE PLANS

WES' strategic aims will continue to be developed through the three key roles of WES as a supporter, collaborator and challenger:

- **Supporter** – Connecting women engineers, providing the link between WES members and wider networks, providing technical and leadership development opportunities and sharing good practice with members and WES partners.
- **Collaborator** – Strengthening engineering, working with partners to plug the leaks along the pipeline from education to leadership, consulting with industry and companies and cooperating with government and policy makers.
- **Challenger** – Changing cultures, challenging partners to continue to further the diversity and inclusion agenda within their organisation and more widely across the sector.



Through these roles, WES will continue to seek to extend both its reach and impact for women engineers and technologists through its work with members, partners and collaborators. This includes:

- We are seeking to maximise the impact of WES's increasing reach by identifying further partners and collaborators to expand our networks and communications. We have secured grant funding from the Arconic Foundation to support extension of our *MentorSET* programme to other groups and the Heritage Lottery Fund to support the *WES Centenary Trail*.
- Further work is in progress to establish a far-reaching and valued offer for our partners and members to support the progression of women in engineering and allied sectors by:
 - Extending our partnership network to further companies, organisations, universities and FE colleges.
 - Expanding WES student conferences to support the development for a wider student audience.
 - Increasing engagement with regional cluster groups to increase local support, development and networking opportunities.
 - Widening the participation in *INWED* to reach a greater audience in the UK as well as globally with UNESCO partnership.

WES will also use its centenary as a platform for its future plans to transform diversity and inclusion in the engineering and allied sectors.

The legacy of the centenary celebrations will be strengthened connections within our own organisation and with sister organisations. A compilation of online resources will be collated that should continue to support the progress of diversity and inclusion for at least the next five years of campaigning and influencing. Growing the website and web traffic will be a key enabler.

To support this work we are working hard to put into place a robust staffing structure and to ensure that we have a Board of Trustees with the required expertise and skills to support WES to achieve its strategy.

Kirsten Bodley, our CEO since October 2016 has made the decision to move on and we welcome Elizabeth Donnelly as our new CEO. Elizabeth has a strong track record of success embracing engineering, diversity and charities and is ideally suited to lead WES into our second century.

FINANCIAL REVIEW FOR THE YEAR ENDED 31ST MARCH 2018

Investment Policy

The funds of the Society in excess of those needed to manage the day to day activities are currently invested in a specialist charity savings account. Whilst this offers an acceptable level of security of the capital invested, the return reflects current interest rates and is therefore very low (an annual average of 0.3%).

Reserves Policy

The Society finished the year with reserves of £202,000 (2017: £302,000) of which £152,000 (2017: £251,000 is unrestricted), £16,000 (2017: £17,000) is restricted and endowment funds amount to £33,000 (2017: £33,000). The *WES Reference Manual* (available from WES office) reflects the requests of the original donors and goes into greater detail as to how such monies may be distributed.

In the past the Society has benefitted from general legacies and donations where formal rules do not apply to the use of those funds. These monies were ring fenced for expenditures reflecting the wishes of the donors. Where possible the Society intends to maintain this practice for future legacies and donations.

The Trustees keep income and expenditure under close review. Our current reserves policy is to maintain a minimum level of unrestricted reserves of £150,000 reflecting the anticipated costs of meeting our on-going obligations for six months in the absence of further income. In particular, the Society has recently undertaken an expansion of its staff base to reduce its dependence on volunteers and to allow it to better engage with its stakeholders. To sustain this growth, it will be necessary to generate additional income and the Society has developed a plan to return to a breakeven position. Additionally, the Society generally receives income in advance and has significant deferred income of £183,000 (2017: £67,000), providing a further safety net.

Restricted Funds

The Society maintains a number of restricted funds which were received for the following purposes:

- *Karen Burt Memorial Awards* – prize for a newly qualified chartered engineer; award made out of fund interest and further donations.
- *NEC Lady Finnieston Fund* – hardship grants for electronic engineering students starting first degree or equivalent courses who have needs over or above the norm; awards made out of the fund interest.

Gifts in Kind

The Society is very fortunate and grateful to have the support of The IET which provides office space and other facilities at a discounted rate.

The main gifts that cannot be quantified are the valuable volunteer hours contributed to the Society by our Members. This especially applies to Trustees and Council members, many of whom are highly skilled and valuable professionals.

The Society continues to be grateful to

Risk Management

The Trustees have a duty to identify and review the risks to which the charity is exposed and to ensure appropriate controls are in place to provide reasonable assurance against fraud and error.

Identified Risk	Risk Level	Action
Loss of volunteers	Medium/Medium	*Move to the use of paid employees to deliver key contracts and strategic projects. *Ensure succession planning is in place to minimise the effect of volunteer losses. *Ensure volunteers have support and training in their roles. *Ensure the work of the Society is distributed evenly amongst volunteers. *Encourage volunteers to keep records of their activities and processes to ensure smooth handover of responsibility. *Volunteer activities and processes need to be documented and sent to HQ to knowledge transfer to other volunteers and WES staff. *Ensure that a process is in place for monitoring the well-being and workload of Trustees and Council Members and that this is reviewed regularly.
Loss of WES staff	Medium/High	*Ensure that staff have regular reviews on workload to manage the business success. *Update all HR policies to reflect WES staff structure and assist in the business growth plan. *Ensure structure to deliver growth on the WES business objectives. *Ensure all processes support and enable staff to deliver their roles effectively and efficiently.
Breach of Data Protection	Medium/Medium	*Ensure all staff and volunteers are aware of the importance of data protection and IT security. *Ensure IT and manual Data Protection processes are compliant. *GDPR: WES has worked to comply with the new GDPR rules & regulations introduced in May 2018.
Loss of financial and sponsorship support	Medium/High	*Continue to develop multiple income streams to prevent over-reliance on one source of income. *Monitor financial performance to identify areas of concern. *Ensure value for money and excellent service provision to current sponsors and partners. *Survey corporate members to ensure that they are happy with membership services.
Loss of premises	Medium/Medium	*Continue to nurture and develop the Society's relationship with the IET. *Ensure that our contract with the IET is renewed annually and that sufficient notice of notice is required. *Develop the Society's infrastructure to allow for more remote working. *Be aware of alternative premises in case required.

the many members who continue to make donations and to all those many individuals and organisations that provide time, services and support to help WES to achieve its aims.

Financial Results

Total income for the year was £199,000 (2017: £244,000) with a net deficit of £100,000 (2017: surplus £60,000). The deficit for the year has arisen due to the following:

- Planned increase in WES staff which has taken over most of the financial as well as operational administration previously undertaken by volunteers.
- The twelve-month contract appointment of the Centenary Manager to lead the Centenary programme for WES. Changes in the income recognition policy for certain programmes to recognise the income when the programme is delivered – in particular *INWED*.

Incoming Resources

Donations and Grant Funding

- During the year the Society engaged in fewer projects. *MentorSET* remains as the focal point on projects with the securing of a grant from the Arconic Foundation, totalling £71,000. This income has been deferred as the programme is to be delivered in the 2018/19 financial year. Other grant income of £16,000 been received in support of the *Student Conference* but again has been deferred until the conference is held.

Charitable Income

- Membership subscriptions have increased to £32,700 from £25,900 mainly due to a change in income recognition policy as we now offer flexible renewal dates.

Our Company Partnerships have contributed £70,700 (2017: £90,500) with a further £12,300 (2017: £39,300) contributed towards specific projects notably our *MentorSET* mentoring programme and *International Women in Engineering Day*.

- The *2017 Student Conference and Annual Conference* brought in combined income of £51,600, which is slightly less than last year (2017: £56,900) due to the lower level of corporate sponsorship.

Job advertising is seen as a growth area, income from job advertising on the WES website amounted to £13,300 (2017: £5,000).

Resources Expended

Total expenditure was £297,000 up from £185,000 in 2017.

Costs of Raising Funds

- We did not incur any direct costs of generating funds from our corporate partners and sponsors (2017: £3,800).

Charitable Activities

- Advice and support – We spent £144,400 on advice and support (2017: £88,400 or £118,200 including *MentorSET* which was reported under Projects in 2016/17). This included the direct costs of running our conferences, £31,000 (2017: £36,200), our *MentorSET* and *STEM Returners* programme £21,000 (2017: £18,000) and the production of our journal *The Woman Engineer* and newsletter £18,500 (2017: £17,000) as well as a share of support costs £74,000 (2017: £35,000 or £47,000 restated to include *MentorSET*).
- Projects – Our project work has included our flagship *International Women in Engineering Day* and work towards the celebration of our centenary in 2019 to leave a lasting legacy for the next 100 years. The comparative figures for 2017/18 also included *MentorSET* now reported under Advice and Support.
- Awards – We made awards of £1,900 (2017: £3,800). When a share of other support costs is included this increases to £4,000 (2017: £6,300).

Governance

- The combined cost of Trustee and Council Member meetings and expenses has reduced due to WES looking at controlling more of its direct costs because of the growth of the WES support team year at £4,400 (2017: £5,200).

Support Costs

- Staff costs increased significantly this year to £170,000 (2017: £85,000) including those staff costs allocated to projects. This year we had a paid CEO in place for the full year. We have also increased the level of staff resource in the WES office including a full-time events / *MentorSET* manager and increased resource to support our partners and volunteers by the appointment of a new Operations Manager. The staff help to secure the smooth running of the Society and help to ensure that we deliver our mission. As the Society grows in size it is vital that we ensure its future stability by moving away from an operating model reliant on volunteers.
- Website costs have increased to £7,000 (2017: £3,000) and work is now completed on the upgrade of the website and there will be ongoing development and maintenance costs which will be charged in the income statement accordingly.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing Document

The charity is controlled by its governing document, a deed of trust, and constitutes a limited company, limited by guarantee, as defined by the *Companies Act 2006*.

The charity was founded in 1919 and is governed by its Memorandum and Articles, amended in 1970, 1991, 2006 and 2014. In the event of the charitable company being wound up, members are required to contribute an amount not exceeding £1.

Recruitment and Appointment of New Trustees

The Society is run by a Board of Trustees (Directors) who are the Honorary Officers and two further Directors appointed by the Council. Decision-making powers belong to the Board of Trustees (Directors), which meets quarterly and communicates by email, telephone conference as required between quarterly meetings.

The Board of Trustees is advised and supported by a Council consisting of between eight and 30 members plus the Honorary Officers. In the year of this report the number of Members of Council was up to 30. All Honorary Officers are elected annually by a ballot of all members and its results are announced during the AGM. Any person standing for the post of the President must be nominated from among the members of Council.

Induction and Training of New Trustees

- All new Trustees are issued with a copy of the *WES Reference Manual* which includes job descriptions and responsibilities as well as reminding them that they are both directors of the company and trustees of the charity.
- Each year training is included in the first Trustee meeting following the AGM, to cover the responsibilities of Directors of the company and Trustees of the charity.
- New officers are subject to a period of skills transfer, e.g. the election for Hon Treasurer takes place normally in September but the accounting period is to the end of March, therefore, the resigning Hon Treasurer helps and advises (if necessary) the new one through to the end of the accounting period.
- All new Council Members are offered a mentor from the existing experienced members of Council.

Registered Company number: 00162096
(England and Wales).

Registered Charity number: 1008913

Registered Office

Michael Faraday House, Six Hills Way, Stevenage,
Hertfordshire SG1 2AY.

Trustees

The Honorary officers of the Council are Directors of the company and also Trustees of the charity. In addition, two representatives of the ordinary council members are also nominated by the council to serve as Directors and Trustees. The Trustees below served throughout the financial year unless otherwise noted.

WES Board of Directors / Trustees

Benita Mehra, President, Appointed 10th October 2015;
Sarah Peers, Vice President (Communications), Appointed 10th October 2015; Milada Williams, Vice President (HR), Appointed 2005/06 – Resigned 14th October 2017;
Estelle Barois, Honorary Secretary, Appointed 2009 – Resigned 14th October 2017; Alison Carey, Honorary Treasurer, Appointed 10th October 2015; Roseni Dearden, Council Nominated Trustee, Appointed 5th February 2016; Georgia Kremmyda, Council Nominated Trustee, Appointed 28th November 2015; Petra Gratton, Past President, Appointed 14th October 2017; Dawn Childs, Trustee, Appointed 14th October 2017, (resigned as Trustee July 2018); Penny Taylor, Trustee, Appointed 14th October 2017; Sally Sudworth, Honorary Secretary, Joined Council January 2017, became Honorary Secretary 14th October 2017.

Ordinary Council Members

Vanessa Diaz, Appointed November 2014 – Resigned October 2017; Ioana Dikanska, Appointed October 2015 – Resigned October 2017; Jo Douglas, Appointed October 2015; Shiva Dowlatshahi, Appointed June 2015 – Resigned April 2017; Fiona Okonkwo, Appointed February 2015; Adriana Vargas, Appointed October 2015. The following were appointed in October 2016: Jay Surti; Anne-Marie Toseland; Francesca Donadoni; Kelly Shungu; Ifeyinwa Rita Kanu; Katherine Critchley. Natalie Desty, Joined July 2017; Charlie Allen, Appointed Oct 2017 – Resigned 23rd May 2018; the following were appointed in October 2017: Reema Harfoushi; Abbie Robison; Imogen Pierce; Chiara Heide; Jacinta Caden; Jess Wade; Mamta Singha; Jessica Mason; Natalie Cathcart; Frances Dixon; Carol Morris; Georgina Hunter; Sarah Chen.

Appointment Pending Ordinary Council Members

Sally Sudworth, Joined January 2017, due to be ratified at the 2017 AGM; Betty Bonnardel-Azzarelli, Joined January 2017, due to be ratified at the 2018 AGM; Ursula Heng, Joined January 2017, due to be ratified at the 2018 AGM; Kati Gastrow, Joined October 2017, due to be ratified at the 2018 AGM.

Note: The council members served throughout the financial year unless otherwise noted

Patrons

Professor Dame Ann Dowling OM DBE FRS FREng;
Professor Isobel Pollock-Hulf OBE CEng Hon DSc FIMEChE FCGI; Meg Munn; Cyril Hilsum CBE FRS FREng HonFInstP;
Sir Robert Malpas CBE FREng FRSA

WES Office Staff

Kirsten Bodley, Chief Executive; Jacqui Hawkes, Partnerships Manager; Cath Heslop, Office Manager; Benjamin Palmer, Events and MentorSET Project Manager; Roz Hamilton, Operations Manager; Ceryl Evans, Centenary Project Manager; Jess Aries, Events

Journal Editor

Lynn Postle

Independent Examiner

Cooper Dawn Jerrom Limited Chartered Accountants, Units SCF 1 & 2, Western International Market, Hayes Road, Southall, Middlesex UB2 5XJ

This report has been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies.

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Statement of Financial Activities

For the Year Ended 31st March 2018

	Unrestricted funds	Restricted funds	Endowment funds	31.3.18 Total funds	31.3.17 Total funds
	£	£	£	£	£
INCOME AND ENDOWMENTS					
Donations and legacies	15,323			15,323	22,220
Charitable activities					
Advice and support	73,952			73,952	58,121
Projects and initiatives	108,490			108,490	161,865
Other trading activities	633			633	1,314
Investment income	592	43	83	718	901
Total	198,990	43	83	199,116	244,421
EXPENDITURE					
Raising funds					6,235
Charitable activities					
Awards	2,986	1,000		3,986	6,297
Advice and support	144,401			144,401	88,431
Projects and initiatives	135,521			135,521	72,196
Governance	15,518			15,518	11,450
Total	298,426	1,000		299,426	184,609
NET INCOME/(EXPENDITURE)	(99,436)	(957)	83	(100,310)	59,812
RECONCILIATION OF FUNDS					
Total funds brought forward	251,394	17,217	33,462	302,073	242,261
TOTAL FUNDS CARRIED FORWARD	151,958	16,260	33,545	201,763	302,073

Balance Sheet

at 31st March 2018

Notes	Unrestricted funds	Restricted funds	Endowment funds	31.3.18 Total funds	31.3.17 Total funds
	£	£	£	£	£
FIXED ASSETS					
Tangible assets	9	3,551		3,551	4,015
CURRENT ASSETS					
Debtors	10	87,259		87,259	36,477
Cash at bank		313,853	16,260	33,545	366,887
		401,112	16,260	33,545	450,917
CREDITORS					
Amounts falling due within one year		(252,705)		(252,705)	(105,306)
NET CURRENT ASSETS		148,407	16,260	33,545	198,212
TOTAL ASSETS LESS CURRENT LIABILITIES		151,958	16,260	33,545	302,073
NET ASSETS		151,958	16,260	33,545	302,073
FUNDS					
Unrestricted funds				151,958	251,394
Restricted funds				16,260	17,217
Endowment funds				33,545	33,462
TOTAL FUNDS				201,763	302,073