



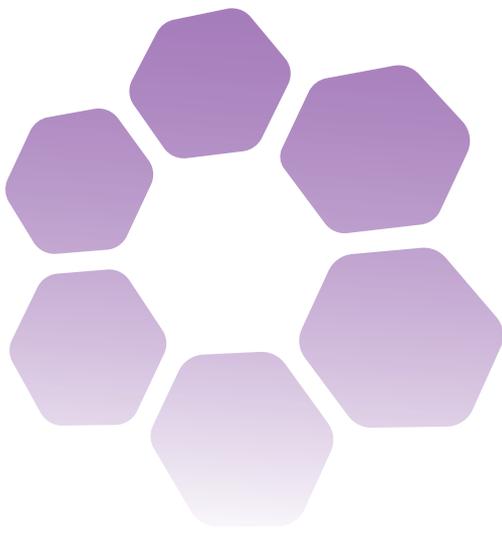
women's engineering society



Annual Report 2019-2020

www.wes.org.uk





wes

Introduction from the President

The Women's Engineering Society entered our financial year in April 2019 straight from our Centenary Conference in March, where I was astounded by the passion and commitment of our younger Members. It gave me great belief that the women engineers of the near future will not only succeed but excel in all they do. They all just had so much more confidence and purpose than I ever did at their age and at that early stage of my career.



It is so important for WES to ensure that we can help young women engineers to realise their magnificent potential. WES is in a great position to connect them with later career engineers and our events allow conversations and connections to happen – this is exactly what we are here for!

So many of our Members have helped to organise or have participated in various events and activities across the country, all of which have not only helped to keep the focus on women in engineering, but also create or reinforce those vital networks and connections. Every event was fabulous but there have been a few stand-out moments for me.

The judging day for the WE50 was simply astounding; the quality and quantity of nominations for both current and former apprentices were breath-taking and made choosing the final 50 incredibly difficult! Presenting the awards at the Afternoon Tea was a real privilege and it was so great to see the detail and recognition of their achievements in *The Guardian* supplement. Around our actual Centenary Day and INWED we received some amazing coverage with a great piece in *The*

Telegraph; and slots on *BBC Breakfast* and *Sky News* to boot! I must also mention the sublime celebration lunch that Grazyna Whapshott kindly organised at the beautiful Polish Club in London on the day of our centenary. It was so inspiring to hear tributes to the many amazing women who created WES or have been instrumental in the Society over the years.

At the AGM we said goodbye to some long serving Trustees who have held various roles over the years, including Petra Gratton who was President in 1998 and instrumental in the Society for decades, as well as Roseni Deaden. Without the commitment of our Board and Council, and other key volunteers, the Society simply would not exist.

Late in 2019, I was delighted that WES was given the *President's Award* at the 2019 *Building Engineering Services Association Awards* and that our Past President and 2019 WE50 Head Judge, Dawn Fitt, was awarded an OBE in the New Year's Honours list for services to training, inclusion and diversity in engineering. We could not be more thrilled for Dawn – so richly deserved!

As we now focus on the next century for WES, we are continuing to evolve so that we enable future growth and position ourselves to better support our Members and Partners. Aligned with this forward focus we have also taken the opportunity to review the Society's *Memorandum and Articles* to ensure they allow us to work effectively for our Members and make sense for today's ways of working. We are now looking to the future to complete the transition from a purely volunteer-run Society into one that has meaningful governance to support our Members. This really is a pivotal time for the Society, and I do hope that we can really spring into the new decade and our next century! Here's to another 100 years of WES!

Dawn Childs, MA MDA BEng CEng FICE FIMechE FRAeS FWES President

Report of the Trustees

The directors of the Charitable company (the Charity) are its Trustees for the purposes of charitable law and, throughout this report, are collectively referred to as the Trustees.

OBJECTIVES

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

1. To promote the education of women in engineering sciences and other skills, the better to fit women to the practice of engineering;
2. To advance the education of the public concerning the study and practice of engineering among women; and
3. 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.

The Trustees have reviewed the guidance contained in the Charity Commission's general guidance on public benefit and have considered how the Society's activities will contribute to the Society's Objects.

The government lockdown due to the COVID-19 pandemic, came a week before the end of the financial year, and as such has little effect on WES' activities for the year; however, virus control measures will affect WES activities during the 2020-21 financial year and the measures taken will be evaluated in the 2020-21 *Annual Review*. Consideration of the effect the pandemic will have on WES' ability as a going concern is given later in the *Financial Review*, along with the immediate measures taken by the Society to protect staff, volunteers and beneficiaries.

WES Activities 2019-2020



The Society promotes the education of women in engineering through its relationships with:

- WES Affiliated Student Groups and the University Groups' Board.
- WES Young Members' Board.
- WES Education Partners.

And the following activities:

- MentorSET, the WES mentoring programme.
- 2nd *WES Apprentices' Conference*.
- 11th *WES Student Conference*, for which WES also provides bursaries.

Objective 1: Promote the education of women in engineering sciences and other skills, the better to fit women to the practice of engineering

Report from the Chief Executive Officer

Having joined the Women's Engineering Society as CEO in the latter half of 2018, it has been a pleasure during my first full year to see how so much is achieved with the limited resources we have.

2019 marked 100 years since WES' inception and it has been celebrated with a series of conferences, events and activities.

One of the highlights was returning to the WES Office in January 2020 to find a Certificate from Companies House confirming 100 years of incorporation. It was a bit like getting a telegram from the Queen on our 100th birthday and reminds me of the huge numbers of women who came before us to make WES what it is today.

Thanks to a grant from the National Lottery Heritage Fund, we have created a unique online *WES Centenary Trail* which combines almost 300 Wikipedia entries with a Google Map recording where women engineers from WES' history lived and worked.

Our theme for 2019 was *Transform The Future*, noting that the women who established WES wanted to change the world and happened to make history on the way. We want to ensure that WES is seen as a forward-looking network for women engineers and that our young Members continue to transform the future, while hopefully making their own history.

We celebrated the *Top 50 Women in Engineering* by focusing on Current and Former Apprentices, showing how much can be



achieved by engineers who start as apprentices and also showcasing some amazing work being done by today's apprentices, many of whom are still in training.

Having launched a day celebrating UK women engineers in 2014, *International Women in Engineering Day* now attracts patronage from UNESCO and worldwide attention, reaching a potential 63 million users on Twitter alone during our birthday week. The number of *INWED* events each year has now reached the thousands and is a permanent fixture in the engineering calendar.

Also, this year, we continued to provide excellent events to celebrate women in engineering including our *Student Conference* at Warwick University and the *Caroline Haslett Lecture*, where we welcomed Anne Stevens, Independent Non-Executive Director of Anglo-American, former Chief Executive of GKN and one of the highest-ranking female engineers in the world. Anne's lecture inspired almost every single attendee with her experience and advice.

Finally, the year ended with the COVID-19 pandemic forcing WES staff to work at home from the middle of March 2020. The team took to remote working like ducks to water and continue to work very hard in difficult circumstances. As a result, I would like to express my gratitude to everyone at WES, without whose work we would be unable to deliver the wonderful things we do.

Elizabeth Donnelly, MSc FRSA MRAeS MINCOSE
Chief Executive Officer



Objective 2: To advance the education of the public concerning the study and practice of engineering among women

The Society promotes the education of women in engineering through its relationships with:

- Partners – companies, not for profit organisations and education.
- Event Sponsors.
- Professional engineering organisations such as the Royal Academy of Engineering, WISE, and the PEIs.

And the following activities:

- *International Women in Engineering Day.*
- *Caroline Haslett Prestige Lecture.*
- WES Awards including the *Top 50 Women in Engineering (WE50)*; the *WES Prize at the IET's Young Woman Engineer of the Year* and the *Karen Burt Memorial Award.*
- *WES Centenary Trail Project.*
- Engineering Survey.
- WES Lottie Tour.
- Supporting Member Clusters.
- Representation at external events and in the media.



Objective 3: 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.

In the 100 years since the founding of the Women's Engineering Society, the need for poverty relief has mostly been removed following the introduction of the NHS and social security benefits to the UK population. In the 21st Century WES' focus is now to encourage women to enter engineering as the best way to relieve poverty, given the significantly higher than average salaries commanded by engineers.



In 2020 there has been a focus on working with the many Corporate Partners to remove workplace barriers for women engineers and encourage more women to apply. WES has a job board on its website promoting engineering roles in the UK and has worked closely with STEM Returners to enable more women to return to engineering roles after a career break.



WES Award winners



Karen Burt Memorial Award winner Mandy Lester



2019 *Men as Allies Award* winner Rob Sims (centre)



The *Gillian Skinner Award* was presented to Holly Goodwin



2019 winner of the *Amy Johnson Award*, Natalie Cheung (centre)



WES Prize winner Dr Claire Lucas



The *Isabel Hardwich Medal* was presented to Petra Gratton

WES Awards

The 2019 *Karen Burt Award* winner for the best newly chartered female engineer, was Mandy Lester, Senior Process Engineer at Atkins Global, nominated by the Institution of Chemical Engineers.

The *Amy Johnson Inspiration Award* is given to an individual who has made a truly remarkable achievement. The 2019 winner was Natalie Cheung.

The *Men as Allies Award* seeks to celebrate a male engineer, or professional male working within the engineering, technical and applied sciences sectors, who has gone above the call of duty to support his female colleagues and address the gender imbalance within engineering and applied sciences. The 2019 winner was Rob Sims, H&S and Signatory Management, Airbus.

The *WES Prize*, awarded at the *Young Woman Engineer of the Year Awards* organised by the IET, was presented to Dr Claire Lucas, Associate Professor and Director of Studies for Systems and Information Engineering at the University of Warwick.

The *Isabel Hardwich Medal* is awarded to a WES member who has made an outstanding and sustained contribution to WES over many years and gone above and beyond the call of duty. The 2019 recipient was Petra Gratton.

The 2019 *Gillian Skinner Award*, to celebrate volunteer 'behind the scenes' support, went to joint winners Holly Goodwin and Caroline Carslaw who are both founding Members of the WES Young Members Board.

WES Centenary

2019 marked 100 years since WES was incorporated on 23 June 1919.

With the help of a grant from the National Lottery Heritage Fund, WES has created a unique online *WES Centenary Trail*.

The *Centenary Map* has exceeded its target of 200, to date there are 263 women engineers featured on the *WES Centenary Map*, 79 of them past WES members.

As part of the five WES Wikithons, 106 Wikipedia articles have been edited, 26 new Wikipedia articles and 21 Wikidata pages have been created. 28,300 words have been added to Wikipedia, as have 133 references, resulting in 99,000 'article' views. Three more Wikithons are planned before the project finishes.

The social media campaign on Twitter continues daily, highlighting women engineers of the past.



Virginia Huxton, B.Sc. (Eng.), A.M.E.I., B.E.

Achievement and Performance

The Society continues to perform well above expectations in view of its size. In recent years WES has moved from a wholly volunteer-led organisation to one with a small staff led by a Chief Executive Officer.

Membership and Partnerships

Membership subscriptions increased by 27% from £30,000 to £38,000 as the Society increased its Membership fees in October 2019 for the first time in five years.

The number of Company Partnerships increased by 62% from 48 to 78 within the year, to give an income of £214,000 (2019: £87,500); though some of the increase was due to a change away from deferring Partnership income to recognising it at the point of invoicing to give clarity. A further £30,000 contributed towards specific projects notably *International Women in Engineering Day*.

International Women in Engineering Day (INWED)

INWED 2019 had a potential reach of over 63 million users on Twitter, with over 40,000 individual Twitter accounts contributing to the campaign and over 30,000 direct Tweets made from the *INWED* account. Over 280 events including more than 60 international events were held and support was received from many organisations including Mercedes AMG, Transport for London, Renault FI, Bentley, MIT, Air New Zealand, Virgin Atlantic, and Microsoft Research.

INWED was reported in local, national and international newspapers, including but not limited to: The Guardian, The Sunday Telegraph, The Sun, ITV.com and Huffington Post. Radio and TV coverage included Talk Radio, BBC Breakfast, BBC Radio 4 Women's Hour and Sky News.



FINANCIAL REVIEW FOR THE YEAR ENDED 31 MARCH 2020



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 £225,000 (2019 restated: £210,000) of which £15,500 (2019 restated: £16,250) is restricted and £33,700 is in endowment funds, leaving £177,200 (2019 restated: £162,500) in unrestricted funds.

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 ongoing obligations for six months in the absence of further income. The Society's recent expansion in staff has reduced dependence on volunteers and allowed us to better engage with our stakeholders. Income increased significantly over the previous year, with an increase in Partnerships. As a result, the Society continued to maintain a small surplus. In this year, the Society changed its policy on deferred income, choosing to defer only income received in advance for specific projects, leading to a lower figure for deferred income of £40,000 compared with previous years (2019: £140,000).

Financial results

Total income for the year increased by 17% to £462,000 (2019 restated: £394,000) with a 52% increase in the net surplus to £13,848 (2019 restated: £9,129 surplus). This was largely due to a 27% increase in Membership subscriptions and a 60% increase year on year in the number of Partnerships to 78 from 49. Total expenditure increased by 17% to £448,400 from £384,500 in 2019, largely due to increased employee costs.

Restricted funds

The Society maintains two restricted funds which were received for the following purposes:

- *Karen Burt Memorial Award*
Prize for the best newly chartered female engineer; award made from 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 from the fund interest. No grants have been made from this Fund during the last financial year. WES is considering how it may best allocate funds.

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 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.

Going concern with respect to COVID-19

The measures put in place by the government to limit the spread of COVID-19 involve a high degree of social disruption which has had an impact on the delivery of and demand for WES activities, the availability of staff for work, and levels of illness across society which will affect WES' beneficiaries. There are therefore potential implications for WES' future income, expenditure and commitments, and the value of WES assets and liabilities. In WES' case there is currently no doubt about our financial sustainability; however, the Trustees maintain close supervision of the charity's income and expenditure and are keeping a careful watch on the impact COVID-19 may have on the finances in the next financial year.

Following the government announcement of the lockdown, the Trustees met by telephone conference on 7 April 2020 to discuss WES' response to the pandemic. The Board had already instructed the staff to work from home from 16 March 2020 and agreed to put in place the following measures to limit WES' exposure to financial risk.

- An immediate ban on paid overtime for all staff.
- All meetings and events in person scheduled before the end of July 2020 were immediately converted to virtual meetings. This limited WES' exposure to venue costs, but also limited WES' income from events.
- The *Student Conference* was cancelled and converted to become a Student Members' webinar to support WES Student Members and supporters with concerns about their future as a result of the pandemic.
- VAT payments were deferred to the end of the tax year, and PAYE/NIC payments were deferred until the end of July 2020. Statutory Sick Pay was claimed for staff absences due to COVID-19.
- Planned raises in Partnership fees in May 2020 were introduced for new Partners, but renewing Partners were given the opportunity to renew at 2019 prices before the end of July 2020 to reduce the risk of Partners leaving.
- The Board anticipated a significant reduction in Student Membership fees, but the timing of the lockdown did not affect the bulk of annual Membership renewals in April 2020.
- Consideration was given to furloughing staff but only one staff member was furloughed for health reasons.

On assessing WES' ability to continue to adopt the going concern basis of accounting, Trustees considered all available information about the future at the date they approved the accounts – in particular they gave consideration to their agreed 2020-21 budget and current forecast for income, expenditure and cash-flows. To date two Partners have ended their relationship with WES because of the pandemic, but additional Partners have come on board since the end of the financial year which mitigated their loss.

The main areas of concern to the Board are the ability to hold events in person beyond 2020 and the effects of the pandemic on our Partners' sectors, particularly the university sector and manufacturing, given the severe loss of income in aerospace. However, current forecasts for the 2020-21 financial year reflect that WES' expenditure has reduced considerably and WES' income has not suffered a severe reduction. The Society also has reserves that the Board may spend in the event of a severe loss of income.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

The Women's Engineering Society was founded in 1919 and is governed by its Memorandum and Articles, amended in 1970, 1991, 2006 and 2014. It constitutes a charitable company, limited by guarantee, as defined by the *Companies Act 2006* and in the event of WES being wound up, Members are required to contribute an amount not exceeding £1.00.

Recruitment and appointment of new Trustees

The seven 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 nominated by the Council to serve as Directors and Trustees. Decision-making powers belong to the Board, which meets quarterly and communicates by e-mail and telephone conference as required between quarterly meetings.

In 2019-20 the Board of Trustees was advised and supported by the Council consisting of 30 Members, including the Board Members. The Honorary Officers and Ordinary Members of Council are elected annually by a ballot of all Members and the ballot results are announced at the Annual General Meeting in October. Any person standing for a board position must already have served on the Council and the position of President must be nominated from among the Members of Council.

Staff

The Trustees and Council are supported by an executive team of paid staff, comprising a Chief Executive Officer (CEO), six support staff and a number of contracted professionals.

A number of other staff members chose to pursue other opportunities and left WES, while we welcomed new staff to support WES' work, including the *WES Centenary Trail* Project Officer, funded by the National Lottery Heritage Fund, the Events Manager and the Partnerships Manager to manage our growing number of partners.

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. The Society maintains a Risk/Opportunity Register which reviews major risks and establishes mitigation systems and activities to reduce/eliminate those risks.

Trustees' Responsibilities

The Trustees (who are also directors of the Women's Engineering Society for the purposes of company law) are responsible for preparing the Trustees' report and financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the Trustees to prepare financial statements for each financial year, which gives a true and fair view of the state of affairs of the charitable company and of its income and expenditure for that period. In preparing these financial statements, the Trustees are required to:

- Select suitable accounting policies and then 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, including FRS 102, have been followed, subject to any material departures disclosed and explained in the financial statements.
- State whether a Statement of Recommended Practice (SORP) applies and the methods and principles in the SORP have been observed, subject to any material departures which are explained in the financial statements.
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

The Trustees are responsible for keeping proper accounting records that 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.

None of the Trustees had any beneficial interest in any contract to which the Organisation was party during the year.



Registered Company number:
00162096

Registered Charity number:
1008913

The Women's Engineering Society is registered as a charity and is a company limited by guarantee governed by its Memorandum and Articles of Association.

Registered Office

Michael Faraday House, Six Hills Way Stevenage Hertfordshire SG12AY.

Trustees

The Trustees who served during the year were as follows:

Benita Mehra (Past President); Dawn Childs (President); Sally Sudworth (Honorary Secretary); Dr Josephine Douglas-Harris (Vice President); Adriana Vargas-Colwill (elected 19 October 2019, Vice President); Dr Pauline Smith (elected 19 October 2019, Honorary Treasurer); Jay Surti (appointed 1 November 2019); Alexandra Knight (appointed 1 November 2019); Dr Katherine Critchley (elected 19 October 2019, Vice President); Alison Carey (resigned 19 October 2019); Betty Bonnardel-Azarelli (resigned 19 October 2019); Roseni Dearden (resigned 19 October 2019); Petra Gratton (resigned 19 October 2019); Ursula Heng (resigned 19 October 2019).

Staff

Chief Executive Officer, Elizabeth Donnelly; Centenary Trail Project Officer, Eleanor Hill (until June 2019), Helen Close (from June 2019); Events Manager, Jo Weaver; Head of Marketing and Communications, Jacqui Hawkes; Partnerships Co-ordinator, Ben Simpson (to June 2019), Beatrice Pryor (from November 2019); Membership and Volunteers Manager, Cath Heslop; Operations Manager, Roz Hamilton.

Contractors

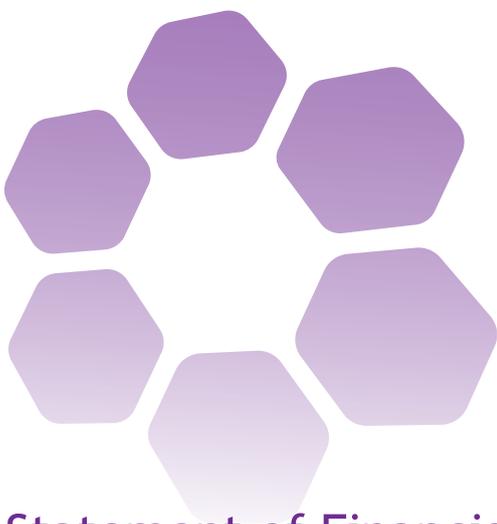
Editor of *The Woman Engineer*, Lynn Postle; Editor of the *WES newsletter* Jo Yates.

Independent Examiner

Moore Kingston Smith LLP, 4 Victoria Square, St Albans, Hertfordshire AL1 3TF.

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 31 March 2020

| | Unrestricted fund | Restricted funds | Endowment fund | 31.3.20 Total funds | 31.3.19 Total funds |
|------------------------------------|-------------------|------------------|----------------|---------------------|---------------------|
| | £ | £ | £ | £ | £ |
| INCOME AND ENDOWMENTS from: | | | | | |
| Donations and legacies | 136,615 | | | 136,615 | 122,182 |
| Charitable activities | 313,363 | | | 313,363 | 255,425 |
| Other trading activities | 10,593 | | | 10,593 | 14,647 |
| Investment income | 1,670 | | | 1,670 | 1,396 |
| Total | 462,241 | - | - | 462,241 | 393,650 |
| EXPENDITURE on: | | | | | |
| Raising funds | 40,531 | 1,000 | | 41,531 | 32,600 |
| Charitable activities | 364,539 | | | 364,539 | 317,832 |
| Other | 42,323 | | | 42,323 | 34,089 |
| Total | 447,393 | 1,000 | | 448,393 | 384,521 |
| NET INCOME/(EXPENDITURE) | 14,848 | (1,000) | | 13,848 | 9,129 |
| RECONCILIATION OF FUNDS | | | | | |
| Total funds brought forward | 162,349 | 15,588 | 33,705 | 211,642 | 201,763 |
| TOTAL FUNDS CARRIED FORWARD | 177,197 | 14,588 | 33,705 | 225,490 | 210,892 |

Balance Sheet

at 31 March 2020

| | 31 March 2020 | | 31 March 2019 | |
|--|----------------|----------------|----------------|----------------|
| | £ | £ | £ | £ |
| FIXED ASSETS | | | | |
| Tangible assets | 8,343 | | 3,206 | |
| Total fixed assets | 8,343 | | 3,206 | |
| CURRENT ASSETS | | | | |
| Debtors | 105,780 | | 43,280 | |
| Cash at bank and in hand | 211,025 | | 344,953 | |
| Total current assets | 316,805 | | 388,233 | |
| LIABILITIES | | | | |
| Creditors: Amounts falling due within one year | (99,658) | | (179,797) | |
| NET CURRENT ASSETS | | 217,147 | | 208,436 |
| NET ASSETS | | 225,490 | | 211,642 |
| THE FUNDS OF THE CHARITY | | | | |
| Unrestricted funds | 177,197 | | 162,349 | |
| Restricted funds | 14,588 | | 15,588 | |
| Endowment funds | 33,705 | | 33,705 | |
| TOTAL CHARITY FUNDS | | 225,490 | | 211,642 |