



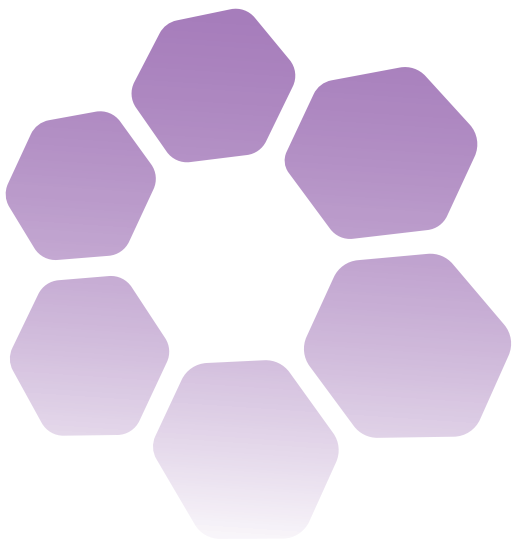
women's engineering society



Annual Report 2018-2019

[www.wes.org.uk](http://www.wes.org.uk)





# wes

## CEO Introduction

*My first year as the chief executive officer of the Women's Engineering Society has been an exciting one, packed with celebrations for our Centenary, making the most of our resources and continuing the transformation from being volunteer-led to executive-led. As always, I don't do this alone and I am very grateful to the wonderful WES staff, our volunteers, the Council and the expertise of the Board of Trustees.*



The main challenge has been improving our financial position. In the year ending March 2018 WES had a deficit of £100,000 and I predicted that it would be at least two years before we were able to show a significant surplus. I am pleased to say that WES has achieved a small surplus of around £10,000 in the year ending March 2019, due to good financial management. WES continues to invest in staff and resources so that we can grow in the coming years.

The Centenary celebrations continue throughout the year and cover the whole of the UK from the South West to the North East via Wales, Northern Ireland and Scotland. INWED 2018 was a huge success with a Thunderclap reach of over a million and we celebrated the *Top 50 Women in Engineering – Returners and Transferrers*. It is wonderful to see so many women returning to engineering or transferring from other sectors.

We won a grant from the National Lottery Heritage Fund and employed a Centenary Trail Manager to create the online *Centenary Trail* that recognises our predecessors. The Trail indicates the birthplace of many women engineers and is combined with Heritage

Open Days and Wikithons that celebrate these unsung heroines. By revealing more about their histories, we hope to inspire new generations of female engineers.

I was delighted to meet so many female engineering students at our *Student Conference* in November, and in March 2019 we held our *Centenary Conference* at the RAF Museum, brilliantly organised and chaired by Sally Sudworth, our Honorary Secretary. We were delighted to have presentations from the RAF's most senior female officer, Air Marshal Sue Gray, and the Environment Agency's Chair, Emma Howard Boyd, as well as professional development workshops, and a fabulous *Poster Competition* organised by the Young Members' Board.

As 2018 continued we saw an increase in our Partners and their support for our activities. The Arconic Foundation funded our inaugural *Apprentices' Conference*. Female apprentices often face being the only woman in their cohort and feel pressure to show how good they are and face down sexist attitudes. Connecting these amazing young women with each other will ensure they can overcome these obstacles.

The Arconic Foundation also funded a pilot mentoring programme for 50 final year engineering undergraduates, connecting them to engineers in industry. Hopefully these young women will be more likely to enter the engineering industry and excel in the years to come.

All of this is thanks to the staff, Trustees, Council Members, Young Members' Board, Regional Clusters and volunteers working together to make WES the great organisation that it is.

*Elizabeth Donnelly MSc, MINCOSE, 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 31 March 2019. 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).

## 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.
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 objectives.

# WES Activities 2018-2019



## Objective 1: Promote the education of women in engineering

The Society promotes the education of women in engineering through a number of activities and relationships as follows:

- MentorSET, the WES mentoring programme
- 10th WES Student Conference
- Inaugural WES Apprentices Conference
- WES Education Partners
- WES Affiliated Student Groups and the University Groups' Board
- WES Young Members' Board

WES also provides bursaries to students to attend the Student Conference.



## Objective 2: Advance the education of the public concerning engineering among women

The Women's Engineering Society created *National Women in Engineering Day* in 2014, which became *International Women in Engineering Day (INWED)* in 2016 with the ongoing patronage of UNESCO. INWED is celebrated annually on 23 June, WES' birthday. On this day WES also recognises and promotes the achievements of women engineers through the *WE50 Awards*.



WES engages with a number of external organisations to advance the education of the public about women in engineering including:

- WES Corporate Partners
- WES Not-for-Profit Partners

WES also organises events to advance public education

- WES Annual Conference
- The Annual Caroline Haslett Lecture

In addition, WES's reach extends to the regions and nations of the UK via Regional Clusters, and internationally through WES' involvement in the International Network of Women Engineers and Scientist (INWES). WES is also a confirmed partner for the International Congress or Women Engineers and Scientists (ICWES18) to be held at Warwick University in 2020.

## WES Awards

In 2018 the *Karen Burt Memorial Award* for the best female newly Chartered Engineer was awarded to Susan Deeny, Senior Fire Engineer at Ove Arup & Partners and nominated by the Institution of Fire Engineers.

The *Amy Johnson Inspiration Award* is given for a non-engineer who has made a truly remarkable achievement for women in engineering. In 2018 the recipient was Tabitha Goldstaub, co-founder of Cognition X, an expert advice platform for businesses and organisations looking to learn about and implement artificial intelligence (AI).

The *Men as Allies Award* celebrates 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. In 2018 the recipient was Stephen Reid who has delivered training to many women.

The *WES Prize* at the Institution of Engineering and Technology's *Young Woman Engineer of the Year* was awarded to Lorna Bennet, a Mechanical Engineer at the Offshore Renewable Energy Catapult.

The *Isabel Hardwich Medal* for the WES Member who has made an outstanding and sustained contribution above and beyond the call of duty to WES over many years was presented to Nina Baker.

The *Gillian Skinner Award* celebrates those who volunteer behind the scenes. In 2018 it was presented to WES Treasurer Alison Carey.

## WES Award winners



*Karen Burt Memorial Award* winner Dr Susan Deeny



2018 *Men as Allies Award* winner Stephen Reid with Chair of the judging panel, Betty Bonnardel-Azzarelli



2018 winner of the *Amy Johnson Award*, Tabitha Goldstaub



*WES Prize* winner Lorna Bennet



The *Isabel Hardwich Medal* was presented to Nina Baker

## Objective 3: Relieve poverty amongst women engineers and their dependants

In the almost 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 2018 there was 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.



## 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.
- INWED 2018 reached over 1.6 million people via a Thunderclap on Twitter and hundreds of people across the globe celebrated women in engineering with their own events. The 2018 Top 50 Women Returners and Transferrers in Engineering (WE50) in partnership with The Telegraph were announced on INWED.
- A grant from the Arconic Foundation enabled WES to extend MentorSET to 50 female engineering students in their final year at five British universities with 50 mentors from BAE Systems. The grant also established the inaugural Apprentices' Conference held in November 2018 followed by a second Apprentice Conference in 2019. The MentorSET student pilot will report at a later date.
- To mark WES' Centenary Year, the Society won funding from the National Lottery Heritage Fund to create an online Centenary Trail, marking the birthplaces of women in engineering from WES' history, along with creating Wikipedia articles to complement the map.
- The WES Young Members' Board successfully bid for the Royal Academy of Engineering (the Academy) Ingenious funding to train 36 female engineers in public engagement in 2019 and 2020.
- WES is also embarking on the largest ever census of the engineering workforce in collaboration with the Academy, to identify factors which prevent women from progressing in engineering.

These projects continue to educate society as a whole, about the abilities of women in engineering.

# FINANCIAL REVIEW FOR THE YEAR ENDED 31 MARCH 2019

## 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 £212,000 (2018: £202,000) of which £15,500 (2018: £16,000) is restricted and £34,000 (2018: £34,000) is in endowment funds, leaving £162,500 (2018: £152,000) in unrestricted funds.

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. 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 due to increased income from partners, especially in relation to INWED, and from ring-fenced grant income spent during the year. As a result, the Society returned to a surplus position. Additionally, the Society generally receives income in advance and has significant deferred income of £140,000 (2018: £183,000), providing a further safety net.

## Restricted Funds

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

- *Karen Burt Memorial Awards*  
Awarded to the best newly chartered female engineer from fund interest and further donations.
- *NEC Lady Finnieston Fund*  
The Fund is for hardship grants for electronic engineering students starting first degree or equivalent courses who have needs over or above the norm and awards are 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 in the future.  
The *WES Reference Manual* (available from WES head office) reflects the requests of the original donors and goes into greater detail as to how such monies may be distributed.

## 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 valued 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.

## Financial Results

Total funding for 2018-19 was £389,000, compared with 2017-18 funding of £199,000; generating a net surplus of £10,000 compared with a deficit of £100,000 for 2017-2018. The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 March 2019.

## Charitable Income

Membership income of the Society is slightly lower as compared to last year, individual member subscriptions have decreased to £29,300 from £32,700.

The major increase was seen in Corporate members and partners. Our Company Partnerships have contributed £86,700 (2018: £70,700) with a further £59,900 (2017: £12,300) contributed towards specific projects notably our MentorSET mentoring programme and *International Women in Engineering Day*.

The *Student Conference and Annual Conference 2018-19* brought in combined income of £57,700, which is higher than last year (2017-18: £27,800) due to the high level of corporate sponsorship.

Job Advertising is slightly lower than last year, income from job advertising on the WES website amounted to £11,700 (2018: £13,300).

## 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 Women's Engineering Society was founded in 1919 and is governed by its Memorandum and Articles, amended in 1970, 1991, 2006 and 2014. It is a charitable company and in the event of WES being wound up, members are required to contribute an amount not exceeding £1. WES is also a company, limited by guarantee, as defined by the Companies Act 2006.

### 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 email and telephone conference as required between quarterly meetings.

In 2018-19 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.



## Induction and Training of New Trustees

All new Directors are issued with a copy of the *WES Reference Manual* which includes job descriptions and responsibilities as well as reminding the Board Members that they are both Directors of the company and Trustees of the charity.

New officers are subject to a period of skills transfer. All new Ordinary Members of Council are offered a mentor from experienced Ordinary Council Members

## Staff

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

In August 2018 Kirsten Bodley, CEO since October 2016, left WES to pursue other opportunities and Elizabeth Donnelly was appointed as the new CEO.

A number of other staff members also chose to leave WES during 2018-19, while we welcomed new staff to support WES' work, including the WES Centenary Trail Manager, funded by the National Lottery Heritage Fund.

**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 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.

The Trustees below served throughout the financial year unless otherwise noted.

### WES Board of Directors/Trustees

Benita Mehra, President (April 2018 to October 2018), Past President (October 2018 to March 2019); Petra Gratton, Vice President; Sally Sudworth, Honorary Secretary; Alison Carey, Honorary Treasurer; Sarah Peers, Vice President (April 2018 to October 2018); Betty Bonnardel-Azarelli, Vice President (October 2018 to March 2019); Roseni Dearden, Council Nominated Trustee (April 2018 to October 2018), Vice President (October 2018 to March 2019); Georgia Kremmyda, Council Nominated Trustee (April 2018 to October 2018); Penny Taylor, Council Nominated Trustee (April 2018 to October 2018); Dawn Childs, Council Nominated Trustee (June 2018), President (October 2018 to March 2019); Jo Douglas-Harris, Council Nominated Trustee (April 2018 to March 2019); Ursula Heng, Council Nominated Trustee (October 2018 to March 2019).

### Ordinary Council Members

Dawn Childs, Benita Mehra, Petra Gratton, Betty Bonnardel-Azzarelli, Roseni Dearden, Sally Sudworth, Alison Carey, Jo Douglas-Harris,

Ursula Heng, Jacinta Caden, Ruth Carter, Sarah Chen, Katherine Critchley, Kati Gastrow, Reema Harfoushi, Chiara Heide, Ifeyinwa Rita Kanu, Katherine Kirk, Jessica Mason, Carol Morris, Fiona Okonkwo, Jay Surti, Yasmin Ali, Sophie Hutchins, Georgia Kremmyda, Adriana Vargas-Colwill, Milada Williams, Jess Wade, Jennifer Glover, Elna Efthymiou

The following Members also served on the Council during the year: Francesca Donadoni, Kelly Shungu, Natalie Desty, Abbie Robison, Charlie Allen, Imogen Pierce, Mamta Singhal, Natalie Cathcart, Frances Dixon, Georgina Hunter

### Patrons

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

### WES Office Staff

Elizabeth Donnelly, Roz Hamilton, Jacqui Hawkes, Jo Weaver, Cath Heslop, Ben Simpson, Eleanor Hill

### Contractors

Jo Yates, Lynn Postle, Jeremy Webster, Ceryl Evans, Sarah Yates

### Independent Examiner

Cooper Dawn Jerrom Limited Chartered Accountants, Units SCF I & 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 31 March 2019

	Unrestricted fund	Restricted funds	Endowment fund	31.3.19 Total funds	31.3.18 Total funds
	£	£	£	£	£
<b>INCOME AND ENDOWMENTS</b>					
Donations and legacies	87,923			87,923	15,323
<b>Charitable activities</b>					
Advice and support	99,504			99,504	73,952
Projects and initiatives	200,098			200,098	108,490
Other trading activities	479			479	633
Investment income	1,158	78	160	1,396	718
<b>Total</b>	<b>389,162</b>	<b>78</b>	<b>160</b>	<b>389,400</b>	<b>199,116</b>
<b>EXPENDITURE</b>					
<b>Charitable activities</b>					
Awards	7,895	750		8,645	3,986
Advice and support	149,047			149,047	144,401
Governance	10,016			10,016	15,518
Projects and initiatives	211,813			211,813	135,521
<b>Total</b>	<b>378,771</b>	<b>750</b>		<b>379,521</b>	<b>299,426</b>
<b>NET INCOME/(EXPENDITURE)</b>	<b>10,391</b>	<b>(672)</b>	<b>160</b>	<b>9,879</b>	<b>(100,310)</b>
<b>RECONCILIATION OF FUNDS</b>					
<b>Total funds brought forward</b>	<b>151,958</b>	<b>16,260</b>	<b>33,545</b>	<b>201,763</b>	<b>302,073</b>
<b>TOTAL FUNDS CARRIED FORWARD</b>	<b>162,349</b>	<b>15,588</b>	<b>33,705</b>	<b>211,642</b>	<b>201,763</b>

## Balance Sheet

at 31 March 2019

	Unrestricted fund	Restricted funds	Endowment fund	31.3.19 Total funds	31.3.18 Total funds
	£	£	£	£	£
<b>FIXED ASSETS</b>					
Tangible assets	3,206			3,206	3,551
<b>CURRENT ASSETS</b>					
Debtors	42,930			42,930	87,259
Prepayments and accrued income	350			350	
Cash at bank	295,632	15,597	33,724	344,953	363,658
	<b>338,912</b>	<b>15,597</b>	<b>33,724</b>	<b>388,233</b>	<b>450,917</b>
<b>CREDITORS</b>					
Amounts falling due within one year	(179,769)	(9)	(19)	(179,797)	(252,705)
<b>NET CURRENT ASSETS</b>	<b>159,143</b>	<b>15,588</b>	<b>33,705</b>	<b>208,436</b>	<b>198,212</b>
<b>TOTAL ASSETS LESS CURRENT LIABILITIES</b>	<b>162,349</b>	<b>15,588</b>	<b>33,705</b>	<b>211,642</b>	<b>201,763</b>
<b>NET ASSETS</b>	<b>162,349</b>	<b>15,588</b>	<b>33,705</b>	<b>211,642</b>	<b>201,763</b>
<b>FUNDS</b>					
Unrestricted funds				162,349	151,958
Restricted funds				15,588	16,260
Endowment funds				33,705	33,545
<b>TOTAL FUNDS</b>				<b>211,642</b>	<b>201,763</b>