



Women's Engineering Society



2021/22
Annual
Report

www.wes.org.uk

A more in-depth and comprehensive version of the *WES Annual Report* is available from WES



women's engineering society

Annual Report 2021-2022

www.wes.org.uk

Report from the Chief Executive Officer

Despite the continuing issues associated with the pandemic, 2021-22 was a fantastic year for the Women's Engineering Society. The staff remained working from home and once again all events were held online, however we were finally able to meet in person from September 2021. The team met monthly thereafter and occasionally we were joined by one of the Trustees.

This has made a huge difference in getting to know the team, many of whom joined us in the last year. We recruited Richard Moore and Kathryn Tighe as two new Partner Managers and Jennie Diston as a new Operations Officer and had appointed Candi Colbourn as a new Events Manager by the end of the year to start in April 2022. Sadly, we said goodbye to our Partner Manager, Beatrice Pryor who decided to return to acting and drama.

Our themes for 2021 were *Engineering Heroes* and *Serving Society* and we were able to celebrate *50 Engineering Heroes* who provided valuable support during the pandemic, as well as in disaster and emergency situations. The *Top 50 Women in Engineering* is one of my favourite WES activities because we get to see so many brilliant women engineers making a big difference. Once again, we celebrated virtually and posted the trophies out to our winners. It is planned to hold the 2022 celebration in person.

International Women in Engineering Day was even more of a success in 2021 than in the previous year. We hired a women-led marketing company, Genius Marketing, to deliver the INWED campaign and it succeeded beyond our wildest dreams. Our potential reach on Twitter rose by 410% from 103 million in 2020 to 526 million in 2021 and we trended at No 1 on Twitter in the UK for most of the afternoon. Our webinar became truly global as almost 1,000 people registered to attend, and over 500 of them showed up. As a result, we have now hired Genius to manage the WES marketing and a revamped website is on the way.

Both the *Annual Conference* and the *Student Conference* were held online, and we heard keynote contributions about the pandemic from Professor Catherine Noakes OBE and Dr Hayaatun Sillem CBE at the *Annual Conference*. The *Student Conference* focused on *Life Lessons from Engineering*, with a keynote speech from Chi Onwurah MP, and five of the 2021 WE50 winners joined a panel to discuss using ingenuity to nurture finite resources.

Dame Jo da Silva, another 2021 WE50 winner, gave the *Caroline Haslett Lecture*, focusing on the support engineers give when arriving in disaster zones. At the behest of BAE Systems, we held the first ever *Apprentices Showcase* to show girls (and boys) from Year 10 on what engineering apprenticeships look like and they were able to ask questions of some female apprentices.

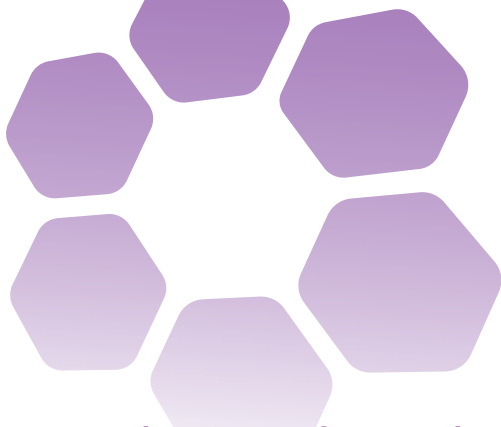
Joining the *McLaren Racing Engage Alliance* in June 2021 was the first indication that WES is now able to command support from the best in the engineering industry. We signed up for a two-year programme with the Smallpeice Trust, Creative Access and Equal Engineers to support McLaren Racing as they pursue excellence on the racetrack by inviting more diversity into their business. Our partnership numbers increased by 20% and our income by 52% on the previous year, and we continue to attract more organisations looking to hire more women engineers, as evidenced by the 66% increase in job advertising since 2021.

Financially we achieved a surplus of over £50,000 during the year, stabilising WES' finances. This is testament to the hard work of the staff and volunteers over the last year to deliver successful events and projects in difficult circumstances. Almost all the income lost during the first year of the pandemic has now been recouped, and WES' future is bright. We invested some income in a much-needed Customer Relationship Management (CRM) system, to improve productivity and many activities are now automated, reducing administration and freeing up time to work on Partner and Member benefits.

We welcomed the news from Engineering UK on 8 March 2022, *International Women's Day*, that 16.5% of all engineers are women, up from 10% in 2010. This represents an increase from 562,000 women to just under 1 million women. It's still not enough, but there is a lot of potential for more women to become engineers.

Elizabeth Donnelly, MSc FRSA MRAeS MINCOSE





WES

Introduction from the President

The entire year was played out under the backdrop of COVID with ever changing rules and an understandable lack of clarity around whether events should be virtual or could be in-person. This has of course made for a challenging year for WES and for our stalwart group of amazing volunteers and staff. Nonetheless, even within these trying circumstances we have continued to deliver impactful events, offer support, and engage women engineers.



With this COVID backdrop it was fitting that the 2021 WES Annual Conference was themed 'Serving Society'. It is due to the efforts of so many engineers and scientists that we can finally start to look with cautious optimism at the future because, although we may not have COVID completely beaten, we do have it under some level of control. Given the circumstances, the conference was a great success, enjoying the amplifying effect of a virtual forum with its ability to reach a far wider audience. However, the networking benefits of a face-to-face event were missed.

INWED was phenomenal in 2021. I was concerned that we may lose some traction due to the challenges of the pandemic, but I was very pleased to have been proved completely wrong! The breadth, depth and geographical reach of the events was staggering. The impact report made for very impressive reading with a potential reach of over half a billion.

With this increasing reach of our Society, it is important that the central WES team, led by our CEO, have a clear set of operating model priorities that sit underneath a meaningful strategic architecture to ensure we have the right infrastructure to enable our volunteer and staff teams to contribute as effectively and efficiently as possible. We know that there have been some elements that were not working well in our set up (and in some cases proving to be barriers to success) and thus knew that it was essential to understand from you what these were and where you

thought we should be focusing our efforts. Consequently, one of the cornerstones of the Society's efforts this year was to create a strategy that was fit for purpose and that would drive us forward. We took a dynamic and stakeholder-informed approach because we wanted our strategy process to be iterative and influenced by all of us.

In January we launched a survey to find out what our Members thought of WES and where they would like WES to be going. Behind the scenes we had also started face-to-face interviews with our staff, patrons, committees, and boards; and we also reached out to our clusters and volunteer groups. The purpose of all this engagement was to feed the strategy review with the voice of our WES community. Insights gathered enabled the Board to have rich discussions on the direction of – and operations at – WES to ensure we continue to align our collective aspirations to those of the Members we serve. We hope this approach helped everyone associated with WES feel more connected to each other and to shared goals, whilst providing guardrails that empower decision making at all levels and nodes of the organisation.

The outcome of the engagement activity and reviews was a very clear architecture that now forms the basis of everything we do at WES and how we do it. It sets out what we are aiming to achieve (our vision), how we are setting about achieving that (our mission) and where our focus will be (our strategic priorities). Unsurprisingly, our first two strategic priorities focus on our internal key stakeholders: our Members and our Partners; whilst the third looks more outwardly to focus on how we influence and collaborate with external key stakeholders such as policy makers and Government.

With the new strategy in place, we held the first Trustee elections under the revised structure seeing a smaller churn of Trustees. This is helpful because it gives us the much-needed stability to see the strategy work into execution through the Directors' Committees. I am hopeful that we can now all use the new strategy to drive forward and continue to build on the traction made throughout 2021 (despite the challenging environment). Hopefully, we will get the mix of events right and enjoy some face-to-face events whilst still leveraging the multiplying effect of virtual forums throughout 2022.

*Dawn Childs, FREng MA MDA CEng FICE FIMechE FRAeS FWES
President*

Report of the Trustees for 2021-2022

Objects

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 Directors 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 COVID-19 pandemic continued to affect WES' activities during the 2021-22 financial year, but much of the revenue lost during the first year of the pandemic was recouped, and the Society returned a healthy surplus for the first time in many years. Consideration of the effect the pandemic has had on WES's ability as a going concern is given in the Financial Review.

WES Activities 2021-2022

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

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

- WES Education Partners
- WES Student Members and Supporters
- WES Affiliated Student Groups and the University Groups' Board
- WES Apprentices Board, created in 2020
- WES Early Careers Board

And the following activities:

- 13th WES Student Conference, held online in November 2021
- Apprentice Showcase, held online in January 2022
- Post A-Level Support Hub
- Supporting Member Clusters
- MentorSET, the WES mentoring programme

WES Affiliated Student Groups

There were 18 WES-affiliated Student Groups in 2021-22: Aston, Bath, Birmingham, Coventry, Dyson Institute, Glasgow, Heriot-Watt, Imperial College, Leeds, Loughborough, Nottingham, Open, Queens Belfast, Southampton, Surrey, Sussex, Swansea, University College London.

Apprentice Board

The Apprentice Board (APB) had a busy second year in office. After another year of virtual-only work and interaction, the Board managed to meet face to face with the Early Careers Board and University Groups Board in March, which was a great opportunity.

On the back of last year's successful podcast mini-series, the APB has started recording more episodes in an interview format, after reaching out to partner companies to seek interviewees. Further projects in the pipeline are a "coffee morning" style virtual networking session for female apprentices, and a centralised information repository for apprentices to reach out to more senior qualified individuals in specific disciplines. The APB has supported several apprentices who are the only woman in their company or who are struggling in a male dominated environment and helped to deliver the first WES *Apprentice Showcase* in February.

University Groups' Board

The University Groups' Board (UGB) comprises nine members from WES-affiliated university societies. The board's purpose is to connect university WES Members and to share best practices and encourage networking amongst students. This year has been a return to a 'new normal' for many student societies, however the board has continued to build on the virtual habits established over the pandemic. Virtual socials, such as a book club, have created a relaxed environment to network and meet likeminded women. The board also hosted a virtual careers event which was thoroughly enjoyed by all in attendance, as well as being uploaded to YouTube. A new Instagram and LinkedIn page have been launched to increase the board's visibility and to share UGB news with university groups.

Continuing forward, the UGB plans to host more careers-based events and increase engagement amongst all university WES groups. A slight change in board election time (from autumn to late spring) will hopefully allow future boards to collaborate on more events and share ideas.

Early Careers Board

The Early Careers Board (ECB) organised two competitions for *INWED 2021* following the theme of *Engineering Heroes*. The *Draw an Engineer Competition* asked Key Stage 1 & 2 school pupils to create a version of a Top Trump card, listing the top five qualities of their engineering hero. The *Poster Competition* encouraged 11-18-year-old pupils to present their idea of an engineering hero or to research a real-world engineering hero. A fantastic number of creative entries was received for both the *Draw an Engineer Competition* (247) and the *Poster Competition* (19). Future plans for competitions include shifting the target audience to students, apprentices and graduates to give them an opportunity to explore topics outside their everyday focus and to develop their skills in presenting scientific ideas.



The ECB supported the Graduate Engineering Engagement Programme (GEEP) run by the Royal Academy of Engineering in partnership with Windsor Fellowship. The GEEP aims to increase

the transition of engineering graduates from diverse backgrounds into engineering employment. Over the last six years, more than 1,000 students from over 66 universities have taken part in the programme. Of the students involved in GEEP, 30% are female and over 90% are from Black, Asian and Minority Ethnic backgrounds.

WES was represented by the ECB through the GEEP Skills & Competency virtual workshop, highlighting the many activities and benefits of becoming a member of WES to over 40 students, as well as sharing their engineering careers journey with top tips.

Post A-Level Support Hub

Following the success of the Post A-Level Support Hub in 2020, WES once again published a comprehensive guide for A-Level students. We were able to provide information on next steps, available university courses and apprenticeships, and advice from the WES Community.

13th Student Conference

The 2021 WES *Virtual Student Conference* took place on 25-26 November 2021 with a full programme of talks, panel discussions and professional development and training opportunities under the banner of *Serving Society*. The Keynote Address was given by Chi Onwurah MP, Shadow Minister for Digital, Science & Technology and the only Chartered Engineer in Parliament. Other sessions included charterships, interdisciplinary working, leadership, imposter syndrome, mentoring, work/life balance, and CV and interview preparation. In addition to the formal presentations, break-out sessions and online chat rooms hosted by volunteers from WES Student Groups, Early Careers Board and University Groups Board enabled attendees to meet and chat during breaks. The conference attracted 250 attendees, including 105 students representing engineering faculties from 13 UK universities. The conference was sponsored by BAE Systems, Ball Corporation, CBRE, CityFibre, Dialog Semiconductor, McLaren Racing and SME Graduate Employment.

Apprentices Showcase

On 11 February in partnership with BAE Systems, Airbus and the Dyson Institute, WES produced its first *Apprentices Showcase* for those in Year 10 and above. Engineering Apprenticeships can be very rewarding, but many young people don't know much about them. The Showcase received 769 registrations, and was watched by 549 young people and their teachers on the day, with some individual registrants actually being whole classes. The first session talked about engineering apprenticeships and how to apply. Parallel sessions also had panel discussions of young women apprentices talking about how they got into engineering, their work, and their aspirations for the future. The Showcase was so successful that WES plans a repeat event in November 2022 during *Tomorrow's Engineers Week*.

MentorSET

MentorSET is a unique cross-sector mentoring scheme to support women working in STEM. The scheme provides independent mentors who understand the challenges faced by women engineers and who provide support and advice.

WES continues to offer mentoring to individual Members for a fee of £48.00 as well as managing the mentoring programme for STEM Returners and as part of its Company Plus Partnerships. Non-members can also join the scheme for £120.00.

The scheme software is provided by Mentorloop and has a total of 171 participants comprised of 92 mentors, 53 mentees and 26 dual profiles.

Regional Clusters

WES has regional clusters to support Members at a local level and this work is undertaken through the volunteer efforts of our Cluster Coordinators. As of the end of March 2022, there were 16 active Clusters: Berkshire; Bristol, Bath, Gloucestershire & Somerset; Cumbria & Lancashire; Heart of England; Hertfordshire, Bedfordshire & Buckinghamshire; Kent; London; Manchester; Merseyside & Wirral; Midlands; Northern Ireland; Scotland; South Coast; Surrey & Sussex; Tees & Tyneside; Wales.



Annual Conference

The 2021 *Annual Conference* was held online on 20 and 21 April, sponsored by Amazon, BAE Systems, the Dyson Institute, and Ford.

There were many candid and inspiring presentations from a wide range of speakers highlighting how engineers are actively 'serving society'. The Conference specifically highlighted the numerous ways engineers had responded to the pandemic, raising the profile and expectations of engineering to the public.

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 e.g. 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.
- WES Lottie Tour.
- Representation at external events and in the media.

Award winners

Karen Burt Memorial Award

Each year WES asks Professional Engineering Institutions to nominate their best newly chartered female engineer, from which a winner of the *Karen Burt Memorial Award* is chosen. This most prestigious annual WES award was set up to encourage more women to aim for and celebrate the achievement of Chartered Engineer status. The 2021 *Karen Burt Award* winner was Eleanor Earl, Civil Engineer at Arup, nominated by the Institution of Civil Engineers (ICE). The judges were particularly impressed with Eleanor's clear passion and drive for making engineering diverse and inclusive, particularly in her area of expertise around humanitarian water provision and development.



WES Prize

WES is a sponsor of the *WES Prize*, awarded at the *Young Woman Engineer of the Year Awards* organised by the IET. This year's winner was Eftychia Koursari. A Senior Civil Engineer at Amey Consulting, Effie specialises in scour, the main impact of climate change on infrastructure, whilst also undertaking part-time PhD Research on scour at the University of Glasgow.



Amy Johnson Inspiration Award

This award was created in 2016 to honour an individual not currently working in engineering or the applied sciences who has made a truly remarkable achievement in furthering diversity in these fields.

The 2021 winner was Rose Russell, Art and D&T Technician at the Ursuline Academy Ilford, who was recognised for her tireless work to inspire and encourage girls of all ages to pursue STEM through extra-curricular activities.



Men As Allies Award

Launched in 2017, this award celebrates a male engineer or professional, working within the engineering, technical and applied sciences sectors, who has gone above the call of duty to support his female colleagues and address gender imbalance. The 2021 winner was Dr Andy Palmer, Executive Vice Chairman and Chief Executive Officer at Switch Mobility. A world-renowned automotive leader, Dr Palmer has championed apprenticeships, acted as a mentor to female engineers, and has driven cultural change in the automation industry through his progressive approach and work on intersectional issues affecting gender.



Isabel Hardwich Medal

The *Isabel Hardwich Medal* is presented to WES Members who have made an outstanding contribution above the call of duty to the Society over a sustained period. The 2021 winner was Sally Sudworth. Sally has been a stalwart supporter and active WES volunteer for many years. Among her many contributions, Sally was recognised for establishing the Climate Emergency Special Interest Group and securing a WES panel at the COP26 climate conference.



Gillian Skinner Award

The *Gillian Skinner Award* recognises 'behind the scenes' contributions to WES undertaken by volunteers. The 2021 winner was Alexandra Knight. Alexandra was recognised for the support and commitment shown as Chair of the Partners Directors' Committee during her tenure as a WES Trustee.

Top 50 Women in Engineering

The theme for 2021 was *Engineering Heroes* to celebrate the best, brightest and bravest women in engineering who recognise a problem, then dare to be part of the solution, who undertake everyday 'heroics' as much as emergency ones. The 2021 awards were held in association with The Guardian newspaper and Assystem. The presentation of the awards took place online. Winners had trophies sent directly to their homes and posed for a picture with their trophy.



Caroline Haslett Lecture

The 2021 *Caroline Haslett Lecture* was held virtually on 16 December 2021 and also celebrated our annual award winners. The Lecture was delivered by Dame Jo Da Silva, Global Director of Sustainable Development at Arup.

WES Lottie Tour

The sixth annual *Lottie Tour* took place during *Tomorrow's Engineers Week* in November 2021 and was sponsored by GKN Automotive and McLaren Racing.



After a primarily virtual tour in 2020, Lottie was back out in the world visiting offices, laboratories, workshops, and even went trackside with Formula One drivers, Daniel Ricciardo and Lando Norris at the Mexican Grand Prix, kitted out in her specially designed McLaren Racing Engineer uniform.

Over seven days from 7-13 November 2021, #WESLottieTour had a potential reach on social media of 17.3 million thanks to the wide range of engineering organisations and UK universities that took part, including Accon UK, the Engineering Council, Heathrow Airport, Herriot-Watt University, Hitachi, Kingston University, Loughborough University, Malvern Panalytical, the Metropolitan Police, Ramboll, Rochester Bridge Trust, Staffordshire University, Star Refrigeration, and Swansea University.

Corporate Partners

The WES Partnership Programme enables organisations to support women engineers and their own diversity and inclusion programmes and strategy.

Partners join WES with a passion and purpose to improve their company diversity and inclusion and to work with women, to increase the number of women in engineering roles in their company and to raise their profile in the industry as an investor in women. The number of Partners has increased by a fifth from 98 in March 2021 to 118 by the end of March 2022. WES has been able to add value to Partners and retain those who joined in the previous year, continuing to strengthen the partnerships on an annual basis.

The partnership team has been strengthened by the recruitment of Richard Moore for the south of the UK and Kathryn Tighe for the north.

WES has also adapted the partnership offering to create bespoke packages to support Partners outside of the standard partnership package, this means we have been able to maintain some Partners who would otherwise have left, and open conversations to new stakeholders who align with WES.

International Women in Engineering Day

INWED is an international awareness campaign which raises the profile of women in engineering and focuses attention on the amazing career opportunities available in this exciting industry. The 2021 theme was *#EngineeringHeroes*, to recognise the contribution that engineers made to the COVID-19 pandemic by developing PPE,

ventilators, vaccines and hand sanitiser. At the point of setting the theme, WES anticipated that the pandemic would be over and broadened the theme to include the work that engineers do during emergencies and disasters. INWED21 had a potential reach of 526 million users, an increase of 410% from 103 million in 2020. INWED social media accounts gained over 1,600 new followers and saw more than 44,000 engagements. There were over 20,000 individual online conversations about INWED and it was the number one trending topic on Twitter in the UK for around three hours in the afternoon of 23 June 2021. There were close to 900 registrants from across 32 countries for the official INWED celebration webinar. Over 100 events were registered on the INWED website and a large amount of sponsorship was achieved for the event.

Much of the success of the 2021 campaign was down to Genius Marketing, a women-led marketing company which WES hired to manage the campaign. As a result of this tremendous success, WES hired Genius to manage all its marketing and WES' branding, events and initiatives have since greatly improved.

WES Alliance with McLaren Racing

In June 2021, WES was invited to join a new initiative McLaren Racing Engage working alongside EqualEngineers, The Smallpeice Trust and Creative Access. The alliance with McLaren Racing is the first of its kind in Formula 1 and it advances the team's diversity, equality, and inclusion agenda as part of its broader sustainability programme, including its commitment to F1's WeRaceAsOne platform.

WES is proud to be a part of the alliance and delighted to develop the McLaren Racing Partnership, including sponsorship of the *Annual Conference*, *Student Conference*, *Lottie Tour*, *MentorSET* and several roundtable events for the next two years.



COP26

The 2020 *Top 50 Women in Engineering in Sustainability* were invited to join a new Climate Emergency Special Interest Group (SIG), led by Sally Sudworth, WES' former Honorary Secretary. This group was formed to showcase women engineers fighting the Climate Emergency and bringing innovative solutions to the problems facing the world by climate change, based around the UN Sustainable Development Goals (SDGs). Sally Sudworth applied for and obtained a panel session in the Green Zone at COP26 in Glasgow on 8 November 2021.

WES Heritage

Since her permanent appointment in June 2021 as Heritage Officer, Helen Close has continued to strengthen and grow the heritage provision that WES has to offer. Building on the foundations of the Centenary Trail Project, Helen has convened a Working Strategy Group and drafted a Heritage Plan to integrate WES Heritage into all that WES does, recognising that not only have we had some remarkable women engineers in the past but ensuring that the engineers of today, who will be tomorrow's legacy, are recorded and celebrated.

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 century 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 2021-2022 WES has continued to focus on working with the Corporate Partners to remove workplace barriers for women engineers and encourage more women to apply. Income from the WES job board increased by 66 per cent on the previous year and more companies are seeking to reach out to women engineers seeking new employment. WES has also worked closely with STEM Returners to enable more women to return to engineering roles after a career break by offering mentoring to all STEM Returner participants. A new platform has been introduced for the MentorSET programme, to make it easier for women engineers to engage with mentors, and we are seeing more recruitment companies wanting to work with us to improve their offering to women in engineering.

Achievement and Performance

The Society continues to perform well above expectations in view of its size. Despite only a small staff of six led by a Chief Executive Officer, WES is now a stable organisation that is slowly expanding in response to the demand from Members and Partners.

Membership and Partnerships

Membership subscriptions increased by 11.4% from £47,562 to £52,958. This was despite a reduction in Student Memberships due to the pandemic and reflects an increased appetite in women engineers to join WES.

The number of Company Partnerships increased by 20.4% from 98 to 118 within the year. This produced a 52.1% increase in income of £265,759 (2021: £174,755). A further £84,928 (2021: £43,635) was forthcoming from companies to sponsor events, notably *International Women in Engineering Day (INWED)*, representing an increase of 94.6%.



FINANCIAL REVIEW FOR THE YEAR ENDED 31 MARCH 2022

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 £270,019 (2021: £219,222, increase of 23%) of which £12,588 (2021: £13,588) is restricted and £33,705 is in endowment funds, leaving £223,726 (2021: £171,929, increase of 30%) in unrestricted funds. The Trustees keep income and expenditure under close review. The 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.

Financial results

Total income for the year increased by 37% to £426,866 (2021: £311,474), and total expenditure rose by 18.5% to £375,977 from £317,352 in 2021, resulting in a net surplus of £50,797 (2021: deficit of £6,268). Income increased significantly over the previous year, reflecting the growing number of partnerships and greater confidence after the first year of the pandemic. Expenditure also increased but costs were kept down by maintaining virtual events. Having such a significant surplus means that WES has now stabilised its finances and can invest in more projects.

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. As interest rates have remained low for over a decade, no grants have been made from this Fund for some years. 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. No rent was charged during the financial year as the IET building was awaiting re-opening following its refurbishment.

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 Members involved with governance, 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

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 2021-22 budget and current forecast for income, expenditure and cash-flows.

WES fared very well in the last financial year, with an increase in income of 37% due to increased engagement with corporate partners, recouping almost all the income lost during the first year of the pandemic. An 18.5% increase in expenditure included the purchase of a dedicated Customer Relationship Management system and increased marketing costs. These investments yielded great success for WES as reflected in the large surplus of £50,797 (2021: deficit of £6,268). The Trustees now consider that WES' finances are in a stable position and that WES is ideally placed to continue a gradual expansion.

The Society is based in the Headquarters of the Institution of Engineering and Technology who refurbished their building during the 2021-2022 financial year. The WES team continued to work from home and WES activities remained online only.

The refurbishment has now been completed, however with some staff now living long distances from the IET HQ, WES is considering how best to continue its operations. From September 2021, a monthly in-person team meeting in London was established, to encourage positive relationships between team members. Members of the Board are invited to attend if they wish.

The success of the INWED webinar saw almost 1,000 people registered to attend from across the world, and the Board has agreed that this will continue in virtual form to serve the global audience. It is now anticipated that most events will begin again in person in late 2022.

Forecasts for the 2022-23 financial year are buoyant, as more Partners are expected to join WES following the recruitment of two dedicated Partner Managers. WES' expenditure remains low due to homeworking and the Board will consider returning some funds to the reserves in the next financial year.

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, 2014 and 2020. 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.

WES Strategy Review

Following thorough engagement with the WES community in the previous financial year, the Board reviewed WES' direction and operations to ensure alignment of its aspirations to those of the Members and provide guardrails that empower decision making at all levels of the organisation.

The outcome of the engagement activity and reviews was a very clear architecture that now forms the basis of WES' activities. This introduced a new vision of an engineering industry that employs the diversity of the society it serves to solve the biggest societal issues of our time. WES' new mission is to support women in engineering to fulfil their potential and support the engineering industry to be inclusive. Three focus areas have been established:

- To support women in engineering at every stage of their career.
- To support businesses and institutions to attract and retain women in engineering, and
- To shape the engineering diversity debate in industry and with government.

Every employee and volunteer is a custodian of WES' history and a contributor to WES' future. WES' values are to be empowered, collaborative and inclusive.

Election and Appointment of New Trustees

The Directors of the company are also Trustees of the charity. Decision-making powers belong to the Board, which meets quarterly and communicates by e-mail and telephone conference as required between quarterly meetings. Board meetings continue to be virtual, with one in-person meeting planned for 2022-2023. The business of WES can be conducted equally well online as in-person and this reduces costs and the carbon footprint of the Board Members travelling to meetings.

The President and the Board of Trustees are elected for a period of three years in thirds by a ballot of all Members and the ballot results are announced at the Annual General Meeting in October. Elections were held in October 2021 for three vacancies arising from Directors' terms coming to an end, and one vacancy arose when Alexandra Knight resigned her position on the Board in October 2021.

Following the closure of nominations, 12 Members put themselves forward for election as Directors and in line with Article 25.4.6, an election took place in October 2021. The three candidates who topped the poll were elected for a term of three years, and the fourth candidate was elected for a term of two years, to take the place of the resigning Director as follows:

2021-2024

Chrisma Jain
Mamta Singhal
Emily Spearman

2021-2023

Dr Elena Gaura

A vacancy for a Co-Opted Director was filled at the first meeting of the new Board on 6 November 2021 by co-opting Professor Vincenzo Pizzoni. In accordance with Article 25.5.3, Vincenzo Pizzoni was co-opted for one year and may be re co-opted if required or may stand for election as he is also an Associate Fellow.

Staff

The Trustees are supported by an executive team of paid staff, comprising a Chief Executive Officer (CEO), six support staff and several contracted professionals. WES welcomed three new team members in 2021-2022 to support operations and two Partner Managers following the departure of Beatrice Pryor.

Following the success in managing INWED, WES appointed Genius Marketing to provide marketing support for all of WES' activities. This includes all events, branding and a refresh of the WES website in the coming financial year. WES also appointed Wild Bookkeeping to manage WES' finances.

Chief Executive Officer – Elizabeth Donnelly
Administrator/PA to the CEO – Anna Pluck
Heritage Officer – Helen Close
Membership Manager – Tristan Holland
Operations Officer – Jennie Ditson (from September 2021)
Partnerships Manager – Beatrice Pryor (to September 2021)
Partnerships Manager – Richard Moore (from December 2021)
Partnerships Manager – Kathryn Tighe (from January 2022)

Contractors

Bookkeeper – Wild Bookkeeping
Editor, The Woman Engineer – Lynn Postle
Editor, e-newsletter – Jo Yates (to August 2021)
Events Associate – Sarah Yates (to December 2021)
Marketing and Communications – Genius Marketing

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 and Principal Office
Futures Place, Kings Way, Stevenage
Hertfordshire SG1 2UA.

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 2022

	Unrestricted funds	Restricted funds	Endowment fund	31.3.22 Total funds	31.3.21 Total funds
	£	£	£	£	£
INCOME AND ENDOWMENTS from:					
Donations and legacies	75,344			75,344	87,187
Charitable activities	347,730			347,730	218,390
Other trading activities	760			760	5,670
Investment income	75			75	227
Total	423,909	-	-	423,909	311,474
EXPENDITURE on:					
Raising funds	36,582	1,000		37,582	27,518
Charitable activities	306,485			306,485	259,854
Other	28,953			28,953	29,980
Total	372,020	1,000		373,020	317,352
NET INCOME/(EXPENDITURE)	51,889	(1,000)		50,889	(5,878)
Other recognised gains/(losses):					
(Loss) on fixed assets disposal	(92)			(92)	(390)
Net movement in funds	51,797	(1,000)	-	50,797	(6,268)
RECONCILIATION OF FUNDS					
Total funds brought forward	171,929	13,588	33,705	219,222	225,490
TOTAL FUNDS CARRIED FORWARD	223,726	12,588	33,705	270,019	219,222

Balance Sheet

at 31 March 2022

	31 March 2022		31 March 2021	
	£	£	£	£
FIXED ASSETS				
Tangible assets	6,775		5,344	
Total fixed assets	6,775		5,344	
CURRENT ASSETS				
Debtors	130,888		70,378	
Cash at bank and in hand	230,202		219,811	
Total current assets	361,090		290,189	
LIABILITIES				
Creditors: Amounts falling due within one year	(97,846)		(76,311)	
NET CURRENT ASSETS		263,244		213,878
NET ASSETS		270,019		219,222
THE FUNDS OF THE CHARITY				
Unrestricted funds	223,726		171,929	
Restricted funds	12,588		13,588	
Endowment funds	33,705		33,705	
TOTAL CHARITY FUNDS		270,019		219,222