

WOMENS SPORTS FOUNDATION

(A COMPANY LIMITED BY GUARANTEE)

Company Number: 3075681 (England and Wales)

Registered Charity Number: 1060267

REPORT AND ACCOUNTS
for the Year Ended
31st March 2003

SUSAN FIELD
CHARTERED ACCOUNTANT

NEPTUNE HOUSE
70 ROYAL HILL
LONDON SE10 8RF

WOMENS SPORTS FOUNDATION

Status: A company limited by guarantee, incorporated on 4th July 1995, No: 3075681.

The company was granted charitable status in January 1997, No: 1060267.

The governing document is the company's Memorandum and Articles of Association.

Trustees: D Standley
H Lever
M I Nicholls
S Cullum
J Gibbons
R Clifton

Registered Office: 305-315 Hither Green Lane
Lewisham
London
SE13 6TJ

Bank: The Co-operative Bank Plc
46-48 Arundel Street
Portsmouth

Auditor: Susan Field
Neptune House
70 Royal Hill
London, SE10 8RF

WOMENS SPORTS FOUNDATION

Company Number: 3075681

TRUSTEES' ANNUAL REPORT FOR THE YEAR ENDED 31ST MARCH 2003

WSF Vision, Mission and Core Activities

Vision

The Womens Sports Foundation envisages a society, which celebrates the diversity of women and girls and enables them to benefit from, excel at and fulfil their potential through the sport of their choice.

Mission

To influence and work with key decision-makers in the UK in order to change sports policy, practice and culture for the benefit of all women and girls.

Core Activities

In order to achieve our mission and vision our core activities will be to:

- **Influence:** campaigning for change in policy in order to increase opportunity
- **Inform:** educating and advising on key issues, providing access to research and commissioning further studies where necessary
- **Promote:** creating and promoting models of best practice.

1 Introduction

This report has been produced to outline the progress made by the Womens Sports Foundation (WSF) between April 2002 and March 2003.

This was the first year of implementation for the business plan 2002-6, which took forward the organisations newly developed vision, mission and core activities. It has therefore been a year of change, which has seen us concentrate on developing both national and regional infrastructures, building on new and existing partnerships and increasing and widening our funding base. In the first year of organisational change much of our focus has been internal, however, along side these changes we have concentrated our efforts on our advocacy work within central Government, UK Sport and Sport England and have begun to develop our service delivery with the launch of Women in Sport - the new WSF newsletter. Charities Aid Foundation reviewed our business plan at the end of the year, and concluded that "the WSF is perceived as an advocacy, advisory and representation body, and the majority of respondents saw this as the right approach".

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Despite a shortfall in expected exchequer funding, and significant changes to the staff team, the majority of annual targets were achieved. Both staff and volunteers have continued to provide a high quality, professional service and their commitment was highlighted as a major strength within the business plan review. The Womens Sports Foundation would like to thank all those who have contributed to our work and development in 2002/3 and we look forward to a continuation of this year's growth and success.

2 Activities and Achievements

2.1 Key Achievements 2002/3

- Staff Restructure
- Regional Group Consolidation and Development
- Investors in People Award
- 50% increase in grant aid for 2003/4
- Development of a 3 year corporate sponsorship deal with the Pentland Group plc
- Representation on the Coaching Task Force and the PE, Sport and School Club Link Project Board (PESSCLPB)
- Women targeted in Strategy Unit Game Plan
- Partnership Development with the Equity Partners
- Partnership development with British Sports Trust for the delivery of Get Set Go
- Successful influence of the Regional Sports Board recruitment process
- Phase 1 development of the Generic Equality Standard in Sport
- Contributions to the UK Strategy for Women and Girls Sport
- North East Research project
- Newly launched newsletter
- Review and development of fact sheets and support packs
- Production of a Commonwealth poster celebrating sportswomen.

2.2. Activities

2.2.1 Organisation

Organisational Structure

2002/3 saw a restructure of WSF National team to reflect the changing needs of the organisation. The staff team is now split into 3 main

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areas: regional development, policy and research and marketing/administration. At present one member of staff is responsible for each area, reporting to the CEO. As our profile increases it is likely that there will need to be some growth at a national level and significant growth at a regional level.

Regional Development

2002/3 saw a consolidation of the structure and make-up of the existing groups as well as a concerted effort to secure funding for paid officers in two of the regions. We now have strong and active WSF groups in:

- London
- East Midlands
- North West
- North East
- Yorkshire and Humberside

The West Midlands group has unfortunately diminished to one very committed individual and we will re-activate this group in 2003/4. Towards the end of the year we were successful in gaining funding for paid regional officers in the North East and Yorkshire regions.

All groups received at least one training session during the year and communication has been improved by a National Office staff presence at all regional meetings. Our first volunteer conference was held in October 2002 and was attended by 40 volunteers.

Investors in People and the Racial Equality Standards

In recognition of the significant work we had done in the year in developing staff and volunteers, we were awarded the Investors in People Award in December 2002. We continue to work towards the Racial Equality Standard and aim to have achieved the preliminary award by April 2004.

Membership

Membership decreased during the year from 356 to 305. A break down of the membership base at the end of the year is shown below:

	April 2002	April 2003
• Students:	45	22
• Concessions:	11	6
• Waged:	108	83
• Schools:	128	142
• Organisations:	64	52

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TRUSTEES' ANNUAL REPORT FOR THE YEAR ENDED 31ST MARCH 2003 (Cont...)

While the first year of the business plan implementation concentrated on organisational change, there has been limited membership product development. The only promotion that took place was to schools, which is evident in the figures. 2003/4 will see a much stronger development of membership products accompanied by a strategic marketing plan.

Business and Marketing Plans

In January we were awarded consultancy time by Charities Aid Foundation to review the business plan. This took place at the same time as a review and development of our marketing activity. Both pieces of work are now complete and have been incorporated into a revised business plan that will come into operation in July 2003. No significant changes were felt necessary, but some objectives were re-written for clarity and the tactical plans were revised in line with the many external changes that have occurred within British sport.

Partnerships

We continue to have strong relationships with the 2 other English equity agencies: Sporting Equals and the English Federation of Disability Sport. 2002/3 saw a commitment within this partnership to develop Equality in Sport Conference as well as joint protocols for the delivery of the Generic Equality Standards, Equality Training and some advisory and representation services.

2.2.2 Fundraising

Sport England

Funding from Sport England was increased from £150,000 to £200,000 from April 2003. During a particularly difficult financial period for Sport England this represents not only a significant financial boost for WSF but is an indication of our growing credibility within Sport England.

Grants

We received 2 successful Active Community Development Fund bids to activate both the North East and Yorkshire regions. Unfortunately, a bid to the Association of London Grants was not successful.

We also received funding for Investors in People and several staff and Board training sessions from East London Learning and Skills Council.

We were awarded 6 days of consultancy time from Charities Aid Foundation to review the business plan

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Sponsorship

Towards the end of the year we secured a 3-year corporate sponsorship deal with the Pentland Group plc. This will come into effect in May 2004. Pentland are an international brand management company that own many top sports brands such as Speedo, Mitre, Berghaus and Lacoste.

Under chairman Stephen Rubin, Pentland have acquired a history of supporting human rights and ethical issues. They are committed to helping women's sport grow through supporting WSF both financially and by providing marketing expertise.

We have also secured sponsorship of our newsletter by SAQ International.

2.2.3 Influence

Government

We have strengthened our links with the DCMS this year, attending two meetings with the Sports Minister and regular meetings with DCMS officials. We were consulted on the Strategy Unit new plan for Sport: Game Plan, and were pleased to see that women were targeted as a focus group within this report. We were represented on the DCMS led Coaching task Force and PE and School Sport Club links project board (PESSCLPB) and have ensured that all of the project plans and funding pay due regard to women and girls.

We have also worked more closely with the Women's National Commission (WNC) and the Office of the Commissioner for Public Appointments.

We had a first meeting with the health minister, Hazel Blears and as a consequence have been liaising with the teenage pregnancy unit to encourage the use of sport as a preventative measure.

Key documents that we have contributed to are:

- Game Plan: Strategy Unit
- Commission for the Elimination of Discrimination Against Women (CEDAW): WNC
- Coaching task force: DCMS
- PESSCLP
- Transsexuals and sport: DCMS
- Obesity and physical activity; Health Select committee
- Commonwealth Communiqué for Sport: DCMS.

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Sports Councils

We continue to have a close and influential relationship with Sport England. Within our role as a partner and as a member of the Equity Sub-Committee we have helped to shape their Equity Policy, and the subsequent strategy. During the recruitment of the Regional Sports Boards we provided advice to try to increase the number of female members and liaised with both Sport England and Dame Rennie Fritchie (Commissioner for Public Appointments) to ensure an equitable recruitment process was followed. We continue to monitor the outcomes of this recruitment and will be working with Sport England to evaluate the process from a gender perspective.

Work began this year with the 5 Sports Councils and the Equity Partners to develop a generic equality in sport standard. Titled "Achieving Equality in Sport", the aim of the 'Standard' is to provide a framework to help sports organisations achieve equality in sport and to meet equality targets. WSF hope that this will provide the much-needed catalyst for many key NGBs to become more proactive in their policy development of sporting opportunities for women and girls. The Standard will provide the main tool through which WSF will work with NGBs.

We have continued to support UK Sport with the development of the UK Strategy for Women's Sport. A 2-day away day was held in May 2002, to communicate the strategy to a wider steering group and gain relevant feedback. We submitted an education and training proposal for the plan but UK Sport has put this on hold pending the development of the Generic Equality Standard.

Through the work on the Standard we have begun to develop our relationships with the remaining Sports Councils. Developing a clearer UK remit and strengthening these partnerships will be a priority area for 2003/4.

National Sports Organisations

Attempts were made during 2002/3 to target 10 National governing Bodies of Sport (NGBs), however, these proved largely unsuccessful. While initial interest was high there was a reluctance to prioritise or commit resources to specific work on women. A decision was therefore made to concentrate WSF efforts on the Generic Standard and the Coaching Project. Through ensuring that targets for women's participation, leadership and performance are included in all of these documents, which are linked to Sports Council funding, we expect women's sport to move higher up the agendas of funded NGBs.

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Through the various groups on which we are now represented we have been working closely with both CCPR and Sports Coach UK. Initial talks for specific partnership projects with both organisations have been held.

2.2.4 Information

During 2002/3 our information service has concentrated on auditing much of our current materials and developing new information sheets to support our influencing work and our membership.

Research

WSF North East received European Social Funding for the development of a research project examining barriers to women's employment and progression within the work place. This complemented desktop research into women's leadership that was collated for the work on the UK Strategy for Women's Sport.

We also successfully lobbied Sport England to produce a women and sport fact sheet, collating all recent research reports from a women's perspective.

Resources

All fact sheets were reviewed, updated and added to.

In response to members needs we have developed a student support pack and sports club support pack.

A Commonwealth Poster was produced for the games to promote elite sports women. This went into schools and local authorities throughout the UK.

Website and newsletter

The recorded average number of visits to the website has increased to an average of 8000 per month.

In March 2003 we launched the new WSF newsletter, Women in Sport. This has been re-designed both in terms of look and content. The response from members and policy-makers has been impressive and it will form the basis of a significant members marketing campaign in 2003/4.

Equity Training

We have continued to deliver gender equity training on a fairly ad hoc basis. This area of work is likely to grow with the development of the Generic Standards.

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2.2.5 Promotion and Development

Work in this area focuses on promoting and developing best practice and promoting women's sport through the media.

Get Set Go

This successful leadership programme has continued to attract funding to allow the delivery of courses. A verbal agreement has been made with British Sports Trust to take over the delivery element of the course so that it can reach a wider and larger audience. The details and implementation of this partnership will be developed in 2003/4.

Women into High Performance Coaching

The project is nearing completion and will require a full evaluation, dissemination and next stage development.

Sports Woman Of The Year Award

WSF were support sponsors of this event in December 2002. It was a well-attended and professional day, with both women's sport and WSF receiving considerable promotion.

Media

We continue to respond to weekly requests for information from the media. In 2003/4 we aim to move this to a more pro-active position where we can drive some of the stories on women's sport.

3 Future Plans

2002/3 saw the Womens Sports Foundation go through a period of significant change as we repositioned ourselves as a strategic advocacy agency. The business plan review towards the latter part of the year has indicated that, on the whole, the changes have been successful and well received. Much of our work during this year has been internal with external work focusing on influencing. 2003/4 will see a consolidation of this as well as an increasing focus on external service delivery in the form of increased information, advice and training services. It will see a more strategic and focused marketing and communications delivery and increasing influence in the regions.

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4 Trustees

Board of Directors

During the year there were some changes to the make up of the Board of Directors. At the AGM in October, Mary Nicholls, Catriona O'Shea and Margaret Peggie were all voted on as new Directors. Samantha Cullum, Sonia Roberts and Linda Gregory were also brought on as co-optees offering invaluable advice and guidance. Later on in the year both Margaret Peggie, Jo Warren (Chair) and Catriona O'Shea resigned from the Board. Samantha Cullum, Jo Gibbons and Roger Clifton have since been appointed as Directors prior to ratification at the AGM. Sonia Roberts and Linda Gregory remain as co-optee advisors.

Board of Directors April 2003:

- Mary Nicholls
- Hayley Lever
- Di Standley
- Samantha Cullum (Appointed 17.05.03)
- Joanne Gibbons (Appointed 30.9.03)
- Roger Clifton (Appointed 30.9.03)

Other Directors during 2002/3:

- Margaret Peggie (Appointed 24.10.02: Resigned 16.04.03)
- Jo Warren (Resigned 17.05.03)
- Catriona O'Shea (Appointed 24.10.02: resigned 30.08.03)

Trustees' Responsibilities

Company Law requires the trustees to prepare financial statements for each financial year, which give a true and fair view of the state of the company and of the profit or loss of the company for that year. In preparing those financial statements, the trustees are required to:

- Select suitable accounting policies and then apply them consistently;
- Make judgements and estimates that are reasonable and prudent;
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the company will continue in business.

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The trustees are responsible for keeping proper accounting records which disclose, with reasonable accuracy at any time, the financial position of the company and to enable them to ensure that the financial statements comply with the Companies Act 1985. They are also responsible for safeguarding the assets of the company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The Directors confirm that the financial statements comply with current statutory requirements, the requirements of the charity's governing document and the requirements of SORP.

The major risks, to which the charity is exposed, as identified by the trustees, are under review and systems will be established to mitigate those risks.

Auditor

The Auditor, Susan Field, has indicated her willingness to continue in office and was re-appointed at the Annual General Meeting.

This report, which has been prepared in accordance with the special provisions of part VII of the Companies Act 1985, applicable to small companies was approved by the Board of Trustees on 25th November 2003 and signed on its behalf.

The Members and Board agreed to give the Chief Executive authority to review and appoint auditors for the year 1st April 2003 - 31st March 2004.

On behalf of the Trustees:

Trustee

**INDEPENDENT AUDITOR'S REPORT
TO THE TRUSTEES OF WOMENS SPORTS FOUNDATION
FOR THE PERIOD ENDED 31ST MARCH 2003**

I have audited the financial statements of Womens Sport Foundation for the year ended 31st March 2003. These financial statements on pages 14 to 21 have been prepared under the historical cost convention and the accounting policies set out on page 16.

This report is made solely to the charity's members, as a body, in accordance with Section 235 of the Companies Act 1985. My audit work has been undertaken so that we might state to the charity's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, I do not accept or assume responsibility to anyone other than the company and the company's members as a body, for my audit work, for this report, or for the opinions I have formed.

RESPECTIVE RESPONSIBILITIES OF TRUSTEES AND AUDITOR

The trustees' (who are also the directors of Womens Sport Foundation for the purpose of company law) responsibilities for preparing the Trustees' Annual Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards are set out in the Statement of Trustees' Responsibilities.

My responsibility is to audit the financial statements in accordance with relevant legal and regulatory requirements and United Kingdom Auditing Standards.

I report to you my opinion as to whether the financial statements give a true and fair view and are properly prepared in accordance with the Companies Act 1985. I also report to you if, in my opinion, the Trustees' Report is not consistent with the financial statements, if the company has not kept proper accounting records, if I have not received all the information and explanations I require for my audit, or if information specified by law regarding trustees' remuneration and transactions with the charity is not disclosed.

I read other information contained in the Trustees' Report and consider whether it is consistent with the audited financial statements. I consider the implications for my report if I become aware of any apparent misstatements or material inconsistencies with the financial statements. My responsibilities do not extend to any other information.

**INDEPENDENT AUDITOR'S REPORT
TO THE TRUSTEES OF WOMENS SPORTS FOUNDATION
FOR THE PERIOD ENDED 31ST MARCH 2003 (Continued.)**

BASIS OF OPINION

I conducted my audit in accordance with United Kingdom Auditing Standards issued by the Auditing Practices Board. An audit includes examination, on a test basis, of evidence relevant to the amounts and disclosures in the financial statements. It also includes an assessment of the significant estimates and judgements made by the trustees in the preparation of the financial statements, and of whether the accounting policies are appropriate to the company's circumstances, consistently applied and adequately disclosed.

I planned and performed my audit so as to obtain all the information and explanations which I considered necessary in order to provide me with sufficient evidence to give reasonable assurance that the financial statements are free from material misstatements, whether caused by fraud or other irregularity or error. In forming my opinion I also evaluated the overall adequacy of the presentation of information in the financial statements.

OPINION

In my opinion, the financial statements give a true and fair view of the state of the charity's affairs at 31st March 2003 and of its incoming resources and application of resources, including its income and expenditure for the year then ended and has been properly prepared in accordance with the Companies Act 1985.

Susan Field
Chartered Accountant
Registered Auditor

Date: _____

WOMENS SPORTS FOUNDATION

Balance Sheet
at
31st March 2003

	<u>2003</u>	<u>2002</u>
Fixed Assets		
Tangible (Note 2)	5023	6697
Current Assets		
Stock	5650	5406
Cash at bank and in hand	<u>40157</u>	<u>23688</u>
	45807	29094
Less: Creditors: Amounts falling due within one year (Note 3)	<u>17194</u>	<u>9500</u>
Net Current Assets	<u>28613</u>	<u>19594</u>
NET ASSETS	<u>£33636</u>	<u>£26291</u>
Financed by:		
Restricted Funds (Note 8)	10108	9590
Unrestricted Funds	<u>23528</u>	<u>16701</u>
	<u>£33636</u>	<u>£26291</u>

These financial statements, which have been prepared in accordance with the special provisions of part V11 of the Companies Act 1985 applicable to small companies were approved by the Board of Trustees on 25th November 2003 and signed on its behalf.

Trustee

Trustee

WOMENS SPORTS FOUNDATION

Income and Expenditure Account and Statement of Financial Activities For the year ended 31st March 2003

	<u>Restricted Funds</u>	<u>Unrestricted Funds</u>	<u>Total 2003</u>	<u>Total 2002</u>
<u>INCOMING RESOURCES</u> (Note 4)				
Grants and Donations Receivable	16340	150645	166985	133946
Income from operating activities in furtherance of charity's objects	5007	19176	24183	18577
Bank Interest Receivable	<u>4</u>	<u>1694</u>	<u>1698</u>	<u>301</u>
Total Incoming Resources	<u>21351</u>	<u>171515</u>	<u>192866</u>	<u>152824</u>
<u>RESOURCES EXPENDED</u> (Notes 5 to 7)				
Charitable Expenditure:				
- Cost of activities in furtherance of the charity's objects	18365	155422	173787	119522
- Managing & Administering the charity	<u>3105</u>	<u>8629</u>	<u>11734</u>	<u>7686</u>
Total Resources Expended	<u>21470</u>	<u>164051</u>	<u>185521</u>	<u>127208</u>
Surplus / (Deficit) for the Year	(119)	7464	7345	25616
Inter Group Transactions	<u>637</u>	<u>(637)</u>	<u>-</u>	<u>-</u>
	518	6827	7345	25616
Fund Balance Brought Forward	<u>9590</u>	<u>16701</u>	<u>26291</u>	<u>675</u>
Fund Balances Carried Forward	<u>£10108</u>	<u>£23528</u>	<u>£33636</u>	<u>£26291</u>

All activities are continuing.

There were no recognised gains or losses other than those shown above.

The notes on pages 16 to 21 form part of these financial statements.

WOMENS SPORTS FOUNDATION

Notes to the Accounts
For the year ended
31st March 2003

1. Accounting Policies

- a) The accounts are prepared on the historical cost convention and in accordance with the Statement of Recommended Practice for Charity Accounts, published by the Charity Commission.
- b) Income is credited and expenditure debited to the Income and Expenditure Account in the period to which it relates.

Voluntary Income

Voluntary income is received by way of membership fees, donations and reimbursements of salary costs.

Other Income

Other income consists of resource sales and other income received in respect of trading activity.

Grants Received

Grants are received from Sport England and other grant making bodies are accounted for on the accruals concept, whereby income is allocated to the year to which it related.

- c) Tangible fixed assets are stated at cost less depreciation.

Depreciation is provided at rates calculated to write off the cost or valuation of fixed assets, less their estimated residual value, over their expected useful lives on the following basis:

25% straight-line on all fixed assets

- d) The Company has taken advantage of the exemption in Financial Reporting Standard No 1 from producing a cash flow statement on the grounds that it is a small company.

WOMENS SPORTS FOUNDATION

Notes to the Accounts
For the year ended
31st March 2003

2. Fixed Assets

	<u>Fixtures & Fittings</u>	<u>Total</u>
<u>Cost</u>		
Balance at 01.04.02	9708	9708
Additions	680	680
Disposals	<u>(121)</u>	<u>(121)</u>
Balance at 31.03.03	<u>10267</u>	<u>10267</u>
<u>Depreciation</u>		
Balance at 01.04.02	3011	3011
Charge for the year	2354	2354
Eliminated on Disposal	<u>(121)</u>	<u>(121)</u>
Balance at 31.03.03	<u>5244</u>	<u>5244</u>
<u>Net Book Value</u>		
As at 31.03.03	<u>£5023</u>	<u>£5023</u>

3. Creditors: Amounts Falling Due Within One Year

	<u>2003</u>	<u>2002</u>
Other Creditors	11082	3373
Social Security and Other Taxes	2695	2543
Accruals	<u>3417</u>	<u>3584</u>
	<u>£17194</u>	<u>£9500</u>

WOMENS SPORTS FOUNDATION

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For the year ended
31st March 2003

4. Incoming Resources

	<u>2003</u>	<u>2002</u>
Grants and Donations Receivable:		
Sport England	155000	130000
Learning Skills Council	4420	-
CAF - Business Plan	3000	-
Sprito	1233	-
Capital Quality Ltd	1777	-
Other Grants	910	1135
Other Donations	645	637
Get Set Go Training	-	2174
	<u>£166985</u>	<u>£133946</u>

	<u>2003</u>	<u>2002</u>
Income from Operating Activities:		
Membership fees	12343	11848
Conference fees	530	2360
Resource Sales	3750	285
Equity Workshop	326	-
National Action Plan	1145	4
Young Elite	-	820
New Syllabus Guide	1612	1904
Other income	-	1356
Regional Groups Income	4477	-
	<u>£24183</u>	<u>£18577</u>

WOMENS SPORTS FOUNDATION

Notes to the Accounts
For the year ended
31st March 2003

5. Resources Expended

	<u>2003</u>	<u>2002</u>
Cost of activities in furtherance of the charity's objects:		
Salaries (Note 6)	116795	83456
Travel	4759	2742
Postage, Stationery & Photocopying	4227	6450
Telephone	1539	2674
Insurance	1881	1339
Computer expenses	1355	276
Volunteer & management costs	474	1039
Young Elite	-	958
Training trainers	-	334
Get Set Go	1804	3150
Committee expenses	-	339
Donations & Grants	-	82
Training	4761	479
Books and publications	63	104
Subscriptions	231	59
Newsletter	4218	3474
Regional subscriptions	-	356
Dissertation Award	-	156
AGM expenses	200	778
Coach mentoring	-	1927
Sundry expenses	695	1386
Recruitment	3642	3986
Marketing & Promotions	8649	384
Depreciation	2354	1017
EFS Program	5000	-
Conference Expenditure	3270	-
Women and Sport posters	-	31
Women and Sport information pack	-	141
New Syllabus Guide	-	718
Website/Internet	2266	901
Design Costs	1175	-
WIHPC	486	-
Subsistence	305	-
Repairs & Servicing	-	786
Cost of Sales	3638	-
	<u>£173787</u>	<u>£119522</u>

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Notes to the Accounts
For the period ended
31st March 2003

5. Resources Expended (Continued)

	<u>2003</u>	<u>2002</u>
Managing and administering the charity:		
Membership services	-	1003
Premises	996	996
Legal	73	15
Professional	1464	-
Audit	1410	1410
Bookkeeping	4576	3432
Bank charges	215	741
Business Plan	3000	-
Sundry Expenses	-	89
	<u>£11734</u>	<u>£7686</u>

6. Staff Costs

	<u>2003</u>	<u>2002</u>
Salaries	105053	71406
Social Security Costs	<u>11742</u>	<u>6563</u>
	<u>£116795</u>	<u>£77969</u>

The average number of employees during the year was four.
No employee earned more than £50,000 during the year.

7. Resources Expended includes

	<u>2003</u>	<u>2002</u>
Depreciation	£2354	£1017
Audit & Accountancy Fees	£1410	£1410

WOMENS SPORTS FOUNDATION

Notes to the Accounts
For the period ended
31st March 2003

8. Restricted Funds

	<u>Balance at 1.4.2002</u>	<u>Incoming Resources</u>	<u>Inter Group Transactions</u>	<u>Resources Expended</u>	<u>Balance at 31.3.2003</u>
Office					
Equipment Fund	9590	-	-	1731	7859
Sports England	-	5000	-	5000	-
Get Set Go	-	3653	-	3653	-
Training	-	3027	-	3027	-
Business Plan	-	3000	-	3000	-
Learning					
Skills Council	-	1000	-	1000	-
Advertising	-	660	-	660	-
Regional					
Groups	-	5011	637	3399	2249
	<u>£9590</u>	<u>£21351</u>	<u>£637</u>	<u>£21470</u>	<u>£10108</u>

9. Analysis of Net Assets Between Funds

	<u>Fixed Assets</u>	<u>Current Assets</u>	<u>Current Liabilities</u>	<u>Net Assets</u>
Office Equipment	4781	3078	-	7859
Get Set Go	-	-	-	-
Regional Groups	-	3249	(1000)	2249
	<u>4781</u>	<u>6327</u>	<u>(1000)</u>	<u>10108</u>
Unrestricted	242	39480	(16194)	23528
	<u>£5023</u>	<u>£45807</u>	<u>£(17194)</u>	<u>£33636</u>

- 10.** No Management Committee Member / Director received any remuneration or reimbursement of expenses from the company during the year (2002 - NIL).