

Company no. 03075681  
Charity no. 1060267

**Women's Sports Foundation**  
**Report and Financial Statements**  
**31 March 2007**

## Women's Sports Foundation

### Reference and administrative details

For the year ended 31 March 2007

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<b>Company number</b>	03075681		
<b>Charity number</b>	1060267		
<b>Registered office and operational address</b>	Third Floor Victoria House Bloomsbury Square London WC1B 4SE		
<b>Regional offices</b>	<b>Yorkshire:</b> c/o Sport England 4th Floor Minerva House East Parade Leeds LS1 5PS	<b>North East:</b> c/o Sport England Akyley Heads Durham DH1 1UU	<b>East:</b> MENTER 62-64 Victoria Road Cambridge CB4 3DU
<b>Trustees</b>	Trustees, who are also directors under company law, who served during the year and up to the date of this report were as follows:		
	M Nicholls	Chair	
	S Cullum		
	D Standley		
	R Clifton		
	J Gibbons		
	L Gregory		Resigned 3 June 2006
	H Woodford		
	S Coutinho		Co-opted 3 June 2006
	S Mackenzie		
	E Smith		
	C Murray		Co-opted 26 July 2007
<b>Chief Executive</b>	Kate Laydon		Until September 2006
	Baroness Morgan of Drefelin		Interim until November 2006
	Sue Tibballs		Appointed November 2006
<b>Company Secretary</b>	Wilkins Kennedy		Appointed June 2007
	C W Fellowes Consultancy Limited		Resigned June 2007
<b>Bankers</b>	The Cooperative Bank Plc 46-48 Arundel Street Cambridge CB4 3DU		COIF Charities Deposit Fund 80 Cheapside London EC2V 6DZ
<b>Auditors</b>	Sayer Vincent Chartered accountants and registered auditors 8 Angel Gate City Road London EC1V 2SJ		

## **Women's Sports Foundation**

### **Report of the trustees**

#### **For the year ended 31 March 2007**

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The trustees present their report and the audited financial statements for the year ended 31 March 2007.

Reference and administrative information set out on page 1 forms part of this report. The financial statements comply with current statutory requirements, the memorandum and articles of association and the Statement of Recommended Practice - Accounting and Reporting by Charities (issued in March 2005).

#### **Structure, governance & management**

The organisation is a charitable company limited by guarantee, incorporated on 4 July 1995 and registered as a charity on 21 January 1997

The company was established under a memorandum of association which established the objects and powers of the charitable company and is governed under its articles of association.

#### **Structure**

The Women's Sports Foundation (WSF) is a registered charity and a company limited by guarantee. The Trustees of the charity are also Directors of the company.

#### **Governance**

WSF is governed by a voluntary Board of Trustees who also appoint and manage the Chief Executive. The Memorandum and Articles of Association allow WSF to have up to 15 trustees, of whom one-third are eligible for rotation annually. Trustees to retire by rotation shall be those who have been longest in office since their last election or re-election. Trustees are appointed by members by vote at the AGM. Where there are more prospective Trustees than places then a vote is held. Trustees are also allowed to co-opt members provided that the appointment does not cause the number of Trustees to exceed any number fixed by or in accordance with the Articles as the maximum number of Trustees.

In this year, Trustees agreed to increase their meeting cycle from four times to six times a year, with the addition of an annual strategic planning day. Ad hoc sub-committees are convened to progress particular items of business as necessary. Staff and external experts are invited to attend meetings as appropriate. This year, the Treasurer to the Board worked in an advisory rather than an official capacity. Since then, a new Treasurer has been co-opted to join the Board.

At present there is no formal induction of new Trustees, although for the most recent recruits an office briefing was held for them as an opportunity to better understand the organisation's issues and meet staff. We have the Charity Commission's guidance setting out good practice and recognise that we need to develop our provision in this area.

An Annual General Meeting is held at least every 15 months. Our practice is to hold the AGM each autumn – in 2006 it was held in November and was addressed by Clare Balding, a sports presenter. The AGM attracted an audience of 60 from a wide range of organisations.

WSF also has a membership, the criteria for which are set by the Trustees. Current membership stands at around 65.

## Women's Sports Foundation

### Report of the trustees

**For the year ended 31 March 2007**

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#### Management

WSF is managed by a paid Chief Executive who is responsible for delivering the organisations' goals and for day-to-day management. The Chief Executive presents an annual Business Plan to Trustees for approval, progress against which is monitored at each Board meeting. The annual Strategic Planning Day reviews longer-term goals and re-sets annual objectives and performance targets. This year, WSF's mission, vision and objectives were reviewed as reported below.

In this year, WSF comprised a total staff team of 12.5 made up of the Chief Exec and an Executive Assistant; a Senior Development Manager responsible for Policy, Research and Communications who in turn manages a Communications Officer, Research Manager and a part-time Research Assistant; a Senior Development Manager responsible for Equality, Projects and the Regions who line manages four regional staff; and two employees who administrate the Women into Coaching 1 and 2 projects. Head office staff are employed on permanent contracts while the two Women into Coaching project workers and the four regional staff are on fixed term contracts.

In this financial year, there was a significant staff turnover including the departure of Kate Laydon as Chief Executive and the appointment of Sue Tibballs as her replacement.

The organisation sub-lets from Sport England's offices in Victoria House, Bloomsbury Square.

#### Objectives and activities

##### Objectives

WSF's Articles of Association cite its charitable objects as follows:

*A) The provision or assistance in the provision, in the interests of social welfare, of sport and leisure facilities and opportunities for women and girls and which will improve their conditions of life by promoting their physical, mental and social well-being and B) The promotion and advancement of the education of women in management and sports related job skills.*

In order to pursue these objects, WSF Board and staff worked to the following vision, mission and core activities in 2006/07:

**Vision:** Our vision is 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 are:

**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.

However, a review of WSF's Vision, Mission and Objectives was initiated in early 2007, as further detailed below.

## **Women's Sports Foundation**

### **Report of the trustees**

**For the year ended 31 March 2007**

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#### **Sports Equity Alliance**

Sport England undertook a review of the delivery of equity during the period 05/06. As a result of this process, it was agreed that WSF would work more collaboratively with the English Federation of Disability Sport and Sporting Equals to deliver cross-cutting work. This resulted in the formation of the Sports Equity Alliance (SEA), a joint equality body intended to oversee a shared work programme.

However, in March 2007 it was agreed by Sport England and the equality partners that the SEA should be reviewed. A six month review process was initiated and led by Tim Cattle-Jones, Chair of the North East Sports Board. During the review period, joint working was suspended asides from the support being given by all three organisations to the roll out of the Equality Standard. The review is due to report its recommendations in September 2007.

#### **Activities**

##### **Organisational Development**

**Strategy:** In the latter half of the year, the new CEO initiated a comprehensive review of WSF's context, opportunity, role and objectives. The aim of the review was to consider WSF's role in the light of broad policy shifts at public and policy level (notably increased concern about obesity, health, and well-being) and to changes in the sports sector (notably the clarification of roles between major sports quangos). The review also aimed to streamline WSF's activities and outputs, making it clearer what the organisation hopes to achieve and how this should be measured.

The review concluded at the end of 2006/07, and recommendations to change the organisation's core vision, mission and objectives were taken to the April 2007 Board.

**New Mission:** To increase the health, fitness and well-being of women and girls by making physical activity an integral part of their lives (where physical activity is defined as sport *and* exercise)

**New Vision:** A society which encourages, enables and celebrates active and healthy women and girls

**New Objectives:**

- Make sport equally appealing to women and girls
- Make regular exercise compelling to women and girls
- Make fit and healthy women and girls social and cultural role models

A new 2007/08 Business Plan was agreed at the July '07 Board structured around four new business units: Organisational Development; Insight & Innovation; Marketing and Communications and Consultancy.

In line with the change in WSF's core vision and mission, the Board also agreed to review the name and brand of the organisation in early 2007. Subject to approval by members, WSF is due to be re-launched as the Women's Sport and Fitness Foundation in November 2007.

**Internal Delivery:** Following the changes in the organisation's mission, vision and objectives, internal capacity to deliver is being audited and reviewed both within the Board and in the staff team. This process will be completed in early Autumn 2007.

## **Women's Sports Foundation**

### **Report of the trustees**

#### **For the year ended 31 March 2007**

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**Financial Management:** Towards the end of this year, it was agreed that WSF would change its financial suppliers – both accountancy and audit. Working with the support of a consultant, we developed a detailed process for reviewing needs, identifying possible new suppliers and recruitment. In the early summer of 2007, it was agreed that Sayer Vincent would provide audit services, taking over from Susan Field. Wilkins Kennedy were appointed to provide book-keeping, payroll and management accounting services taking over from CW Fellowes.

**Investment:** In this year, an uplift in our 2007/08 core grant from Sport England was achieved, as well as an additional award for our work on the Gender Duty. No other new trust or statutory awards were made. In this same period WSF lost the support of its two corporate sponsors, Pentland and SAQ. A significant new corporate investment deal was negotiated for the period 2007 – 2008 with a new partner, Scottish Widows, who are sponsoring the Inspire project.

**Relationship Management:** As a new Chief Executive, Sue Tibballs spent much of her first few months in office meeting key stakeholders.

#### **Policy, Research and Communication**

##### **Policy**

London 2012 continued to be an important area of work. WSF submitted a written contribution to the Draft Delivery Plan for Olympic Programme Objective 4.4 - To maximise the increase in UK participation - this objective is led by WSF and various Olympic stakeholder meetings at the Department of Local Communities were attended. The Olympic Board has set 4 strategic objectives for the games, to be delivered by various bodies (HM government, LOCOG, ODA and the Mayor's office). The government (under the umbrella of Dept for Communities and Local gov't) has been tasked with taking the lead on Objective number 3: To maximise the economic, social, health and environmental benefits for the games. The meetings fed into the draft delivery plan to make sure that there is proper consideration of the gender aspects when the Government is deciding what to ask of those charged with delivering the Games.

The new Gender Equality Duty could be important in solving some of the remaining gender discrimination in sport. WSF conducted a series of presentations to National Governing Bodies (hosted by CCPR) and 'The Line of Duty' – a brief guide to the Gender Equality Duty and its implications for sport, was published in early 2007. The brochure has been distributed to those public authorities affected in Sport England's delivery system (including CSPs and governing bodies), but will also be available for regional and national staff to use on an ad-hoc basis.

In February, The All England Lawn Tennis Club (AELTC) decided to award equal prize money to women and men at the Wimbledon Championships. Earlier in the year, WSF had written to committee members explaining our position and asking that the AELTC amend their policy. After the decision was made, it was acknowledged that our work had contributed to the change of policy.

Throughout the period, WSF maintained its contacts with key parliamentarians, special advisors and civil servants to enhance our ability to influence and lobby.

## **Women's Sports Foundation**

### **Report of the trustees**

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International Women's Day in March created a lot of demand for our expertise. We prepared a number of briefings for both Lords and MPs for debates during the day. Our work was warmly received and both Baroness Billingham and Lord Addington thanked WSF during the debate. We have also responded to a recent Olympic Delivery Authority consultation with regard to their equality strategy and met with Stephen Duckworth, their Board member leading equality.

In March 2006, WSF were offered the opportunity to host a reception at 10 Downing Street. Cherie Blair QC hosted the event, and spoke on behalf of the organisation. All of our key stakeholders were in attendance, including Tessa Jowell, key media contacts and potential sponsors. Potentially fruitful relationships were forged, in particular with Scottish Widows, Nike and Marie Claire.

We also continue to develop relationships across sport and have held meetings with the FA, Football Foundation, England Netball and V - the new government commission aimed at getting 2 million more young people into Volunteering.

In early April, WSF attended the first FA Taskforce meeting to consider the future for Women's Football. The taskforce, convened by the FA as a result of the Select Committee enquiry, has a wide range of representatives including Football League, Sport England, DfES, DCMS and the Football Foundation.

#### **Research**

WSF produced quarterly reports for UK Sport on the latest research and policy on women in sport. This included carrying out primary research into the demographic profile of board members of governing bodies, as well as demographic profile of coaches at the 2006 Commonwealth Games.

WSF presented two posters of our research into older women and young mothers at the 2006 World Conference on Women and Sport, Kumamoto, Japan.

In early March 2007, we launched the Women in Sport Report 2006 (with UK Sport) - a broad look at women in sport across participation, leadership and the media. The report was launched at the Women into Leadership launch event, where the CEO spoke and introduced the main findings.

We also published new international research - comparing women's involvement in sport across several different nations. The most striking fact to emerge was that 30% of over women over 55 are active in Australia, compared to just 7% here. The full report has been published on the website.

In 2006-07 we updated a number of WSF factfiles on the website:

- Women and coaching
- Women in leadership
- Women's participation
- Women and the Olympics
- Women, sport and media
- Levels of participation
- Health benefits
- Careers in sport
- Muslim women in sport – the most popular factfile on site

## **Women's Sports Foundation**

### **Report of the trustees**

#### **For the year ended 31 March 2007**

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#### **Communications**

##### **Media Coverage**

It was another good year for raising WSF's profile in the press. We've been featured more than once in every quality national newspaper (and on various topics – from Wimbledon to Golf clubs) and have developed strong links with The Guardian, the Sunday Times and The Observer in particular.

In October 2006, Mike Newell (a prominent lower league Manager) stated that women should not be allowed to officiate men's football. In the next few days we issued several press releases rejecting his comments and WSF's CEO was interviewed by IRN (Independent Radio News which is syndicated nationally). WSF were quoted in two separate articles in the Guardian on the same day. Reuters also picked up our press release and sent it out across their wires. Sue Tibballs was also interviewed on News 24 and made an appearance on The Championship (ITVs Sunday morning highlights package).

Later in the year, our continuing relationship with the Observer resulted in our views being reflected across their special Women's Sport Monthly.

The increased coverage positively impacted on awareness of the organisation. On average we get about 6000 hits per day on our website. The Bank Holiday Monday, the day after the Observer Sport Monthly was published; we received 17,900 hits and another 9522 hits the following day.

Regionally, we have secured coverage as a result of the North Yorkshire Good Practice awards.

##### **Magazine**

Over the year, we have published four issues of our Women in Sport magazine, which is received by around 2000 subscribers. Features have included an interview with Amy Rayner (professional lineswoman), a player perspective of the women's 6 nations tournament, an interview with Marie Partner, who has risen from working in the ticket office to being the Chief Executive of Colchester United. Other articles include an interesting comparison piece looking at the rugby experiences of Maggie Alphonsi versus a young up and coming player and a feature on Brunel Hurricanes - a Netball Superleague team.

##### **The WSF Website**

In early 2007, the WSF website was re-launched. The new design gives importance and room for News items and the Regions pages will be much more accessible. A WSF 'blog' was also launched. Importantly, we now also have a new 'content management system' (CMS). All staff now have access to the CMS, which will mean they can upload news and content for the website directly from their desks. We do, however, have one administrator in place to proofread all content before it goes onto the site, but the system should provide us with greater flexibility than ever before. The website went live in March and has proved very successful in increasing the number of visitors to our site.

What Works for Women (WW4W), our Good Practice website, continues to be updated, with new case studies being added as they come in. The factfiles are also now nearly complete and up to date, including a number with a regional focus. These gather regional stats from Active People, and give a unique perspective on girls and women's participation rates across our regions.

## **Women's Sports Foundation**

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#### **Projects**

##### **Pedal in the Park - June 11th 2006,**

Pedal in the Park was organised by Women's Sports Foundation and took place to raise money for children's charity WellChild. The 10-mile women only fun cycle ride, which saw hundreds of women get on their bikes, was supported by Jenny Jones, the Mayor's chief adviser on the environment, Karen Andrew, England Rugby Union team member, Jenny Copnall the UK's leading mountain biker and Jenn O'Connor 24 hour mountain bike solo champion.

##### **Y-touring – football drama**

Y-touring has received the go-ahead from the Football Foundation for a bid they put in for a touring play exploring young girls' attitude to football. WSF will be involved in an advisory role and will be responsible for monitoring and evaluating the project and producing the evaluation report. Workshop stages and play development took place in the spring and summer with the first round of touring due in late 2007.

##### **The Energy Project**

In 2006, the research team were involved in project managing the Energy project. By the end of 2006/07, the primary research had been completed in the schools and the draft research report from Sheffield Hallam University had been written and circulated. In 2007/08, the final research report has been finished and from this, a draft 'top tips' has been produced, which is to be reviewed by the Association of PE teachers and Association of Head Teachers. The final report and 'top-tips' for schools will be available in November 2007. A film has also been produced.

#### **Equality, Projects and Regions**

##### **Equality Standard**

In addition to achieving the Foundation Level of the Equality Standard for Sport in April, WSF have over the past 12 months provided substantial support for organisations working towards the Foundation and Preliminary levels of the Equality Standard for Sport. The Equality Standard is a framework to guide sport and community organisations towards achieving equality and is assessed via the provision of a portfolio of evidence.

WSF have run seminars and workshops for County Sports Partnerships (CSP's) and National Governing Bodies (NGB's) and also provided one to one support through site visits, phone and e-mail to 29 organisations as they have worked towards attainment. Between April 2006 and March 2007 we have undertaken 30 portfolio pre assessments and also been involved in numerous consultation exercises linked to the development of CSP and NGB Equality Policies and Action

The Equality Standard has also provided us with an opportunity to better engage with the work undertaken by NGBs and CSPs. Staff training around the Standard took place in November 2006 and WSF's regional staff have all attended training specific to assessment.

##### **Clubmark**

WSF have been working with Sport England on the review of the equality training criteria within Clubmark and the development of alternative mechanisms to embed equality within the culture of sports clubs.

## **Women's Sports Foundation**

### **Report of the trustees**

**For the year ended 31 March 2007**

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#### **Consultations and steering groups**

We have been involved with Sport England West Midlands regional equality consultation and also the development of Sport England Pan London Equality Action plan. Regionally we continue to engage with NGBs, London 2012, equality specific and CSP led forums, offering expertise, advice and guidance around women and girls.

#### **Projects – Women into Coaching 1 and 2**

31 December 2006 marked a key date for WSF – the end of Women into Coaching 1 - an innovative London based project to encourage more women to become involved in the coaching of sport, funded up to £231,000 by the European Social Fund over 2 years. During the project over 100 women attended Level 1 and 2 coaching courses across 4 sports; Rugby Union, Football, Swimming and Gymnastics. There were also opportunities for the women to attend the Get Set Go workshops and undertake sports leader qualifications. 70 women successfully completed the awards offered by the project partners and 15% of these are now employed as coaches.

Our involvement in projects aimed at supporting female coaches did not end with Women into Coaching 1 as version 2 has been underway since 1 August 2006. Again ESF funded for a 2 year period, many of the partners from WIC1 remained involved and more were added; Rugby League, Badminton, Basketball, Rowing and Cricket and the new Certificate in Community Sports Coaching is also offered. The focus for WIC2 has shifted to include Level 3 qualification and the project funding and targets have also been raised. Over 210 women in London are expected to benefit.

#### **Regions**

2006 – 7 saw a shift from regional funding through the old Active Communities Development Fund to the new Communities Investment Fund for two of our posts – the North East and Yorkshire and 3 year funding agreements have been awarded.

##### **North East**

Ruth Lewis moved on from the Regional Development Managers post and has been replaced by Katy Storie, an England Rugby international who had previously worked for us in Yorkshire. Much of the work in the region has been support for the development of the new Community Sports Networks and for CSPs doing the Equality Standard. Katy has also been establishing strong media links in the region and pressing to raise the coverage given to women's sport in both participatory and performance terms.

Katy sits on NGB and London 2012 steering groups regionally and chairs the Sport England Regional Sports Equality Network,

##### **Yorkshire**

Work continued on the development of the Yorkshire Good Practice Guide and the collation of case studies for this. This is supported by the establishment of a regional award for good practice relating to women and girls initiatives at Jan's instigation. The inaugural presentation of this was at the March 2007 Sport England Regional Sports Awards presentation.

## **Women's Sports Foundation**

### **Report of the trustees**

#### **For the year ended 31 March 2007**

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As with other regions, Jan, through involvement with regional forums, has been providing support and expertise to NGBs and CSPs and has been working closely with the former on the development of proactive programmes and initiatives to encourage female volunteers to take on leadership roles within this environment.

#### **East**

Aruna continues her cross cutting equality role in the region, with a remit for BME and women and girls.

During 2006 – 7, in conjunction with Sport England and her regional equity partners, Aruna has pulled together an equality toolkit for use by key partners and stakeholders in the region. Aruna has also supported a number of key projects in the region and a big lottery funding application for an Asian Women in sport programme in Hertfordshire.

Aruna has also been arranging numerous events and training opportunities for regional WSF volunteers and supporters and was involved in a multicultural festival that took place during the summer of 2006.

#### **North West**

Sarah has been integral to the success of a funding application to the ESF for a Women into Higher Level Coaching project. She has been working hard to ensure that delivery partners are on board and involved in the recruitment of a project manager for the project.

She has also been working with the Leadership Trust to establish a research-based project focusing on women in sports leadership roles.

Further work is also being done to investigate the impact of women's sports events on raising profile of the activity and acting as a stimulus to development.

#### **Statement of responsibilities of the trustees**

The trustees are required to prepare financial statements for each financial year, which give a true and fair view of the state of affairs of the group and charity and the incoming resources and application of resources, including the net income or expenditure, of the group for the 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;
- state whether applicable accounting standards and statements of recommended practice have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

## **Women's Sports Foundation**

### **Report of the trustees**

#### **For the year ended 31 March 2007**

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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 group and charity and which enable them to ensure that the financial statements comply with the Companies Act 1985. The trustees are also responsible for safeguarding the assets of the group and charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Each of the trustees confirms that to the best of her/his knowledge there is no information relevant to the audit of which the auditors are unaware. Each of the trustees also confirm that they have taken all necessary steps to ensure that they themselves are aware of all relevant audit information and that this information has been communicated to the auditors.

Members of the charity guarantee to contribute an amount not exceeding £1 to the assets of the charity in the event of winding up. The total number of such guarantees at 31 March 2007 was 6 (2006 - 5). Each of the trustees are members of the charity but this entitles them only to voting rights. Each of the trustees have no beneficial interest in the charity.

#### **Auditors**

Sayer Vincent were appointed as the charitable company's auditors during the year and have expressed their willingness to continue in that capacity.

Approved by the trustees on 29 September 2007 and signed on their behalf by

M Nicholls - Chair

## **Independent auditors' report**

### **To the members of**

### **Women's Sports Foundation**

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We have audited the financial statements of Women's Sports Foundation for the year ended 31 March 2007 which comprise the statement of financial activities, balance sheet and related notes. These financial statements have been prepared in accordance with the accounting policies set out therein.

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

#### **Respective responsibilities of the trustees and auditors**

The responsibilities of the trustees (who are also the trustees of Women's Sports Foundation for the purposes of charity law) for preparing the annual report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), are set out in the statement of responsibilities of the trustees.

Our responsibility is to audit the financial statements in accordance with relevant legal and regulatory requirements and International Standards on Auditing (UK and Ireland).

We report to you our opinion as to whether the financial statements give a true and fair view and are properly prepared in accordance with the Companies Act 1985. We also report to you whether the information given in the annual report of the trustees is consistent with the financial statements. In addition, we report to you if, in our opinion, the charitable company has not kept proper accounting records, if we have not received all the information and explanations we require for our audit, or if information specified by law regarding the trustees' remuneration and other transactions is not disclosed.

We read other information contained in the annual report, and consider whether it is consistent with the audited financial statements. This other information comprises only the report of the trustees, the chair and Chief Executive Officer's report. We consider the implications for our report if we become aware of any apparent misstatements or material inconsistencies with the financial statements. Our responsibilities do not extend to any other information.

#### **Basis of opinion**

We conducted our audit in accordance with International Standards on Auditing (UK and Ireland) 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 charitable company's circumstances, consistently applied and adequately disclosed.

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

**Independent auditors' report**

**To the members of**

**Women's Sports Foundation**

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**Opinion**

In our opinion:

- the financial statements give a true and fair view, in accordance with United Kingdom Generally Accepted Accounting Practice of the charitable company's state of affairs as at 31 March 2007 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended; and
- the financial statements have been properly prepared in accordance with the Companies Act 1985; and
- the information given in the report of the trustees is consistent with the financial statements.

**SAYER VINCENT**

Chartered accountants & registered auditors  
London

## Women's Sports Foundation

### Statement of financial activities (incorporating an income and expenditure account)

#### For the year ended 31 March 2007

	Note	Restricted £	Unrestricted £	2007 Total £	2006 Total £
<b>Incoming resources</b>					
<i>Incoming resources from generated funds</i>					
Voluntary income	2	64,800	415,986	<b>480,786</b>	284,137
Investment income		208	9,234	<b>9,442</b>	4,217
<i>Incoming resources from charitable activities</i>					
Sports development	3	130,667	-	<b>130,667</b>	130,938
Research & education		5,749	6,656	<b>12,405</b>	58,341
Regional development		<u>127,583</u>	<u>-</u>	<b><u>127,583</u></b>	<u>25,990</u>
<b>Total incoming resources</b>		<u>329,007</u>	<u>431,876</u>	<b><u>760,883</u></b>	<u>503,623</u>
<b>Resources expended</b>					
<i>Costs of generating funds:</i>					
Costs of generating voluntary income		-	6,261	<b>6,261</b>	11,855
<i>Charitable activities</i>					
Sports development		129,961	104,665	<b>234,626</b>	177,220
Research & education		58,944	23,766	<b>82,710</b>	62,473
Regional development		112,380	169,846	<b>282,226</b>	213,174
<i>Governance costs</i>		<u>-</u>	<u>6,748</u>	<b><u>6,748</u></b>	<u>4,404</u>
<b>Total resources expended</b>		<u>301,285</u>	<u>311,286</u>	<b><u>612,571</u></b>	<u>469,126</u>
<b>Net incoming resources before transfers</b>	5	27,722	120,590	<b>148,312</b>	34,497
Gross transfers between funds		<u>(4,665)</u>	<u>4,665</u>	<u>-</u>	<u>-</u>
<b>Net movement in funds</b>		23,057	125,255	<b>148,312</b>	34,497
<b>Reconciliation of funds</b>					
Total funds brought forward		<u>106,770</u>	<u>49,327</u>	<b><u>156,097</u></b>	<u>121,600</u>
<b>Total funds carried forward</b>		<u><b>129,827</b></u>	<u><b>174,582</b></u>	<b><u>304,409</u></b>	<u>156,097</u>

All of the above results are derived from continuing activities. There were no other recognised gains or losses other than those stated above. Movements in funds are disclosed in Note 12 to the financial statements.

## Women's Sports Foundation

### Balance sheet

31 March 2007

	Note	£	2007 £	2006 £
<b>Fixed assets</b>				
Tangible fixed assets	8		<b>1,074</b>	6,279
<b>Current assets</b>				
Debtors	9	<b>101,602</b>		29,483
Cash at bank and in hand		<b>236,001</b>		181,541
		<b>337,603</b>		211,024
<b>Liabilities</b>				
Creditors: amounts due within one year	10	<b>34,268</b>		61,206
<b>Net current assets</b>			<b>303,335</b>	149,818
<b>Net assets</b>	11		<b>304,409</b>	156,097
<b>Funds</b>	12			
Restricted funds				
In surplus			<b>134,725</b>	106,770
In deficit			<b>(4,898)</b>	-
			<b>129,827</b>	106,770
Unrestricted funds				
General funds			<b>174,582</b>	49,327
<b>Total charity funds</b>			<b>304,409</b>	156,097

Approved by the trustees on 29 September 2007 and signed on their behalf by

M Nicholls - Chair

## Women's Sports Foundation

### Notes to the financial statements

For the year ended 31 March 2007

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#### 1. Accounting policies

- a) The financial statements have been prepared under the historical cost convention and in accordance with applicable accounting standards and the Companies Act 1985. They follow the recommendations in the Statement of Recommended Practice, Accounting and Reporting by Charities (issued in March 2005).
- b) Voluntary income is received by way of donations and gifts and is included in full in the statement of financial activities when receivable.
- c) Revenue grants are credited to the statement of financial activities when received or receivable whichever is earlier.

Where unconditional entitlement to grants receivable is dependent upon fulfilment of conditions within the charity's control, the incoming resources are recognised when there is sufficient evidence that conditions will be met. Where there is uncertainty as to whether the charity can meet such conditions the incoming resource is deferred.

Amounts received during the year relating to specific periods are spread over the periods to which they relate. Income received during the year for future periods is treated as deferred income. Capital grants are treated as restricted funds against which the assets purchased are depreciated over their useful life.

- d) Restricted funds are to be used for specific purposes as laid down by the donor. Expenditure which meets these criteria is charged to the fund.
- e) Unrestricted funds are donations and other incoming resources received or generated for the charitable purposes.
- f) Costs of generating funds relate to the costs incurred by the charitable company in inducing third parties to make voluntary contributions to it, as well as the cost of any activities with a fundraising purpose.

Where information about the aims, objectives and projects of the charity is provided to potential beneficiaries, the costs associated with this publicity are allocated to charitable expenditure.

Where such information about the aims, objectives and projects of the charity is also provided to potential donors, activity costs are apportioned between fundraising and charitable activities on the basis of area of literature for each activity.

- g) Resources expended are recognised in the period in which they are incurred. Resources expended include attributable VAT which cannot be recovered.

Resources expended are allocated to the particular activity where the cost relates directly to that activity. However, the cost of overall direction and administration of each activity, comprising the salary and overhead costs of the central function, is apportioned on the following basis which are an estimate, based on staff time, of the amount attributable to each activity.

Sports Development	38%
Research and Education	4%
Regional Development	58%

Governance costs are the costs associated with the governance arrangements of the charity. These costs are associated with constitutional and statutory requirements and include any costs associated with the strategic management of the charity's activities.

## Women's Sports Foundation

### Notes to the financial statements

For the year ended 31 March 2007

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#### 1. Accounting policies (continued)

- h) The company operates a defined contribution pension scheme for some of its employees. There are no further liabilities other than that already recognised in the SOFA.
- i) The company is registered for VAT and operates a partial exemption scheme. It is therefore not able to reclaim all the input VAT it suffers.
- j) Depreciation is provided at rates calculated to write down the cost of each asset to its estimated residual value over its expected useful life. The depreciation rates in use are as follows:

All fixed assets	4 years
Assets used in a restricted project	Over the life of the funding of the project

Items of equipment are capitalised where the purchase price exceeds £1,000. Depreciation costs are allocated to activities on the basis of the use of the related assets in those activities. Assets are reviewed for impairment if circumstances indicate their carrying value may exceed their net realisable value and value in use.

#### 2. Voluntary income

	Restricted £	Unrestricted £	2007 Total £	2006 Total £
<b>Grants and sponsorship</b>				
Sport England - Programme Funding	50,000	329,354	<b>379,354</b>	226,602
Pentland - Sponsorship	-	-	-	50,000
EFDS (Disability Sports)	-	10,000	<b>10,000</b>	-
Baring	14,800	-	<b>14,800</b>	-
	<u>64,800</u>	<u>339,354</u>	<u><b>404,154</b></u>	<u>276,602</u>
<b>Other:</b>				
Gift in kind - premises	-	70,000	<b>70,000</b>	-
Equity membership fees	-	5,604	<b>5,604</b>	3,852
Other Income	-	1,028	<b>1,028</b>	3,683
	<u>-</u>	<u>76,632</u>	<u><b>76,632</b></u>	<u>7,535</u>
	<u>64,800</u>	<u>415,986</u>	<u><b>480,786</b></u>	<u>284,137</u>

**Women's Sports Foundation**

**Notes to the financial statements**

**For the year ended 31 March 2007**

**3. Incoming resources from charitable activities**

	Restricted £	Unrestricted £	2007 Total £	2006 Total £
<b>Sports development</b>				
Ecotech Research	84,435	-	<b>84,435</b>	57,008
DFES Energy Project	29,200	-	<b>29,200</b>	50,000
Pedal in the Park	17,032	-	<b>17,032</b>	-
Specialised UK Ltd	-	-	-	11,750
Sportsmatch	-	-	-	10,000
LSBU General Grant	-	-	-	2,180
	<u>130,667</u>	<u>-</u>	<u><b>130,667</b></u>	<u>130,938</u>
<b>Research &amp; education</b>				
World Conference Grant	-	-	-	3,205
Media Project	4,000	-	<b>4,000</b>	500
SPA project	-	-	-	17,000
UK Sports Fees	-	6,396	<b>6,396</b>	20,726
Resource sales	811	260	<b>1,071</b>	2,406
Lecture fees	-	-	-	2,716
Conference fees and income	938	-	<b>938</b>	11,788
	<u>5,749</u>	<u>6,656</u>	<u><b>12,405</b></u>	<u>58,341</u>
<b>Regional development</b>				
ESC Lottery Fund	126,798	-	<b>126,798</b>	18,625
NE Good Practice Guide	-	-	-	7,000
Other donations	785	-	<b>785</b>	365
	<u>127,583</u>	<u>-</u>	<u><b>127,583</b></u>	<u>25,990</u>

**Women's Sports Foundation**

**Notes to the financial statements**

**For the year ended 31 March 2007**

**4. Total resources expended**

	Cost of generating funds £	Sports development £	Research & education £	Regional development £	Governance costs £	Support costs £	<b>2007 Total £</b>	<b>2006 £</b>
Staff costs ( Note 6)	-	56,628	6,081	85,447	-	173,413	<b>321,569</b>	269,125
Travel and accomodation	-	1,042	2,164	9,992	122	5,577	<b>18,897</b>	12,448
Training and recruitment	-	306	9,978	3,025	-	8,687	<b>21,996</b>	7,854
Project costs	-	33,487	-	-	-	-	<b>33,487</b>	27,256
Newsletter costs	-	-	11,656	-	-	-	<b>11,656</b>	13,397
Fund-raising	5,411	-	-	-	-	-	<b>5,411</b>	11,206
Media liason, PR and Awards	-	153	3,370	1,308	-	7,224	<b>12,055</b>	10,500
Conference costs	-	-	40	718	-	1,788	<b>2,546</b>	13,183
Management fees	-	25,957	4,000	7,682	-	3,778	<b>41,417</b>	10,000
Research & development costs	-	-	26,056	-	-	213	<b>26,269</b>	16,604
Office running costs	-	4,283	1,244	3,366	1,176	5,129	<b>15,198</b>	7,245
Premises costs	-	-	165	-	-	72,078	<b>72,243</b>	31,288
Irrecoverable VAT	-	-	-	-	-	10,384	<b>10,384</b>	12,500
Good practice costs	-	-	-	-	-	-	-	9,198
Lecture costs	-	-	-	-	-	-	-	1,605
Legal and consultancy costs	850	-	900	-	-	-	<b>1,750</b>	705
Sundry expenses	-	-	-	267	-	1,196	<b>1,463</b>	4,411
Audit fees	-	-	-	-	5,450	-	<b>5,450</b>	3,000
Accountancy fees	-	-	-	-	-	5,575	<b>5,575</b>	7,189
Depreciation	-	-	4,946	259	-	-	<b>5,205</b>	411
<b>Total resources expended</b>	<b>6,261</b>	<b>121,856</b>	<b>70,600</b>	<b>112,064</b>	<b>6,748</b>	<b>295,042</b>	<b>612,571</b>	<b>469,125</b>
Support costs	-	112,770	12,110	170,162	-	(295,042)	-	-
<b>Total resources expended</b>	<b>6,261</b>	<b>234,626</b>	<b>82,710</b>	<b>282,226</b>	<b>6,748</b>	<b>-</b>	<b>612,571</b>	<b>469,125</b>

## Women's Sports Foundation

### Notes to the financial statements

#### For the year ended 31 March 2007

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##### 5. Net incoming resources for the year

This is stated after charging / crediting:

	2007 £	2006 £
Depreciation	5,205	411
Auditors' remuneration:		
▪ audit	5,450	3,000
▪ other services	2,500	-
Trustees' remuneration	Nil	Nil
Trustees' reimbursed expenses	<u>122</u>	<u>47</u>

Trustees' reimbursed expenses represents the reimbursement of travel and subsistence costs to 1 trustee (2006: 1) relating to attendance at meetings of the trustees.

##### 6. Staff costs and numbers

Staff costs were as follows:

	2007 £	2006 £
Salaries and wages	289,470	236,935
Social security costs	29,715	25,205
Pension contributions	<u>2,384</u>	<u>6,985</u>
	<u>321,569</u>	<u>269,125</u>
Total emoluments paid to staff were:	<u>291,854</u>	<u>243,920</u>

No employee earned more than £60,000 during the year.

The average weekly number of employees (full-time equivalent) during the year was as follows:

	2007 No.	2006 No.
Sports Development	2.0	2.0
Research and Education	1.6	1.6
Regional Development	4.0	4.0
Support	<u>4.0</u>	<u>1.9</u>
	<u>11.6</u>	<u>9.5</u>

## Women's Sports Foundation

### Notes to the financial statements

For the year ended 31 March 2007

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#### 7. Taxation

The charitable company is exempt from corporation tax as all its income is charitable and is applied for charitable purposes.

#### 8. Tangible fixed assets

	Office Equipment £	Programme Equipment £	Total £
<b>Cost</b>			
At the start of the year	<u>2,263</u>	<u>5,420</u>	<u>7,683</u>
At the end of the year	<u>2,263</u>	<u>5,420</u>	<u>7,683</u>
<b>Depreciation</b>			
At the start of the year	1,291	113	<b>1,404</b>
Charge for the year	<u>259</u>	<u>4,946</u>	<u>5,205</u>
At the end of the year	<u>1,550</u>	<u>5,059</u>	<u>6,609</u>
<b>Net book value</b>			
<b>At the end of the year</b>	<u><b>713</b></u>	<u><b>361</b></u>	<u><b>1,074</b></u>
At the start of the year	<u>972</u>	<u>5,307</u>	<u>6,279</u>

#### 9. Debtors

	2007 £	2006 £
Trade debtors	-	480
Other debtors	-	3,167
Accrued income	<b>98,909</b>	25,836
VAT recoverable	<u><b>2,693</b></u>	-
	<u><b>101,602</b></u>	<u>29,483</u>

#### 10. Creditors: amounts due within 1 year

	2007 £	2006 £
Trade creditors	<b>14,163</b>	33,539
Taxation and social security	<b>9,835</b>	8,271
Other creditors	<b>320</b>	12,500
Accruals	<u><b>9,950</b></u>	<u>6,896</u>
	<u><b>34,268</b></u>	<u>61,206</u>

## Women's Sports Foundation

### Notes to the financial statements

For the year ended 31 March 2007

#### 11. Analysis of net assets between funds

	Restricted funds £	General funds £	Total funds £
Tangible fixed assets	-	1,074	1,074
Net current assets	129,827	173,508	303,335
<b>Net assets at the end of the year</b>	<b>129,827</b>	<b>174,582</b>	<b>304,409</b>

#### 12. Movements in funds

	At the start of the year £	Incoming resources £	Outgoing resources £	Transfers £	At the end of the year £
<b>Restricted funds:</b>					
Pedal in the Park	11,715	17,032	(23,290)	(5,457)	-
Energy Project - Phase 1	48,187	-	(48,187)	-	-
Energy Project - Phase 2	-	29,200	(6,524)	-	22,676
World Conference London South Bank University	1,708	-	(1,616)	(92)	-
University	864	-	(3,155)	2,291	-
Women into Coaching 1	9,233	71,844	(65,110)	(15,967)	-
Women into Coaching 2	-	12,591	(33,456)	15,967	(4,898)
Women's Get Set Go	1,596	-	-	(1,596)	-
Vienna EWS conference	-	458	(647)	189	-
Media project	-	4,000	(1,970)	-	2,030
IT Strategy and Development	-	14,800	(4,950)	-	9,850
Sports Equity Alliance (SEA)	-	50,000	-	-	50,000
Regional Groups					
North East	10,820	32,899	(33,038)	-	10,681
Yorkshire	8,464	56,854	(38,234)	-	27,084
East	7,053	38,502	(37,175)	-	8,380
East Midlands	1,645	-	(1,645)	-	-
London	405	47	-	-	452
North West	4,416	780	(2,288)	-	2,908
West Midlands	664	-	-	-	664
<b>Total restricted funds</b>	<b>106,770</b>	<b>329,007</b>	<b>(301,285)</b>	<b>(4,665)</b>	<b>129,827</b>
<b>General funds</b>	<b>49,327</b>	<b>431,876</b>	<b>(311,286)</b>	<b>4,665</b>	<b>174,582</b>
<b>Total funds</b>	<b>156,097</b>	<b>760,883</b>	<b>(612,571)</b>	<b>-</b>	<b>304,409</b>

## Women's Sports Foundation

### Notes to the financial statements

#### For the year ended 31 March 2007

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#### 12. Movements in funds (continued)

##### Purposes of restricted funds

Pedal in the Park	This was a one off cycle event to raise funds for the work of WSF, promote the organisation and to give women the opportunity to take part in activity in a safe, friendly organised way. It took place in June 2006 in the Lee Valley, London. The event was funded by grants and sponsorship raised by the participants, which has been released into general reserves.
Energy Project	This is a pilot research project that is working to understand and influence the activity levels of girls in three schools in South London. Phase 1 of the project was funded by DfES, phase 2 is funded by Creative Partnerships. The publication has been postponed until November 2007.
World Conference	Two staff members went to Kumamoto, Japan in May 2006 to take part in the International Working Group on Women in Sport. The income for this came from UK Sport and another Japanese organisation.
London South Bank University	This income arose from work done under the Community Sports Coach Scheme, in which WSF and WiC partnered with sports companies and agencies to bid for funding to employ female sports coaches to manage female teams.
Women into Coaching	<p>This funding is from the European Social Fund. The 1st phase ran from 2004 to December 2006. The second phase started in August 2006 and will run until July 2008.</p> <p>The funds unspent from phase 1 have been used to fund the start up of phase 2, which will draw down more funds in 2007/08 to cover the deficit carried forward and future activities.</p> <p>The total number of beneficiaries whose courses were funded as part of these programmes were 120; 110 for WiC1 (course costs £16,006) and 10 for WiC2 (course costs £3,096).</p>
Women's Get Set Go	Women's Get Set Go was a training course developed by WSF with the support of Sport England and Sports Leaders UK. This personal development programme provided a springboard for women throughout the UK into sports leadership activities. The courses were delivered through Sports Leaders UK and a percentage of income from this was retained by WSF in recognition of our contribution to its development. This income had been restricted but is now released to general funds so it can be used to fund other activities.
Vienna EWS conference	WSF contributed to the development of women's sport at the European Women in Sport Conference, held in Vienna. WSF shared best practice with partners throughout Europe.

## Women's Sports Foundation

### Notes to the financial statements

For the year ended 31 March 2007

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#### 12. Movements in funds (continued)

##### Purposes of restricted funds (continued)

Media project	Research carried out on women's sports coverage within the media in the UK. Highlighting the fact that a lack of exposure is evident both at a national and a regional level.
IT Strategy and Development	The Women's Sports Foundation appointed a consultant to develop an ICT strategy that supported the current business plan and marketing and communications strategy. The strategy was seen as a crucial part in achieving WSF's mission and core objectives.
Sports Equity Alliance (SEA)	The SEA is the umbrella organisation which represents the 3 leading sports Equity Partners; Women's Sports Foundation, English Federation for Disability in Sport and Sporting Equals in promoting equality within sport.
Regional Groups	Activity has been most productive in those regions where there has been a member of staff; the North East, Yorkshire and the East. The East Midlands region was disbanded in the year. London and West Midlands have been dormant although they have not formally closed.

#### 13. Related party transactions

Sam Coutinho was co-opted as a trustee in June 2006. She is a partner in Horwarth Clark Whitehall, who in August were commissioned with reviewing our VAT accounting and preparing a voluntary disclosure to HMRC. The fees paid to HCW for this work were £3,095 plus VAT. Sam Coutinho was not directly involved in the work done.