

FEISTY WOMEN SCIO

Scottish Charity No – SC049016

Trustee Report and Financial Statements

For the period

01 January 2020 to 15 June 2021

Trustees' Report

The Trustees of Feisty Women present their report and financial statement for the period from 1 January 2020 to 15 June 2021.

Registered SCIO Name: Feisty Women

SCIO registration Number: SC049016

Principal Office: c/o Community Regeneration Team, Arthurstone Library, Arthurstone Terrace, Dundee DD4 6RT

The Trustees

██████████ (Chair)	(Appointed 12 March 2019)
██████████ (Vice Chair)	(Appointed 12 March 2019)
██████████ (Vice Chair)	(Resigned 20 February 2020)
██████████	(Resigned 19 February 2020)
██████████	(Appointed 12 March 2019)
██████████	(Appointed 12 March 2019)
██████████	(Appointed 12 March 2019)

Structure and Governance

In March 2019, Feisty Women became a Scottish Charitable Incorporated Organisation, accountable to OSCR, the Scottish Charity Regulator. The SCIO is governed by a voluntary Board of Trustees who have a diverse range of skills and competences. Governance arrangements are set out in Feisty Women's Constitution. Day to day activity is carried out by volunteers and Trustees. Feisty Women also adheres to the standards set out by the Fundraising Regulator.

Recruitment and Appointment of Trustees

Trustees are recruited from the membership in line with the conditions set out in Feisty Women's Constitution. Trustees do not receive any remuneration.

Feisty Women's Purpose

Feisty Women started life as a pension campaigning group in response to unfair changes to state pension age for fifties-born women. These changes meant that 8,288 women in Dundee and almost 300,000 women across Scotland lost on average £45,000 each.

Women born in the 1950s were the first generation to experience what economists call the 'double burden'. Many of us went out to work on a larger scale than ever before but we also shouldered a disproportionate share of domestic work and unpaid caring responsibilities. We were pioneering in our attempts to combine motherhood and a fulfilling working life. 85% of fifties-born women had children. To this day, we are both providers and care-givers. This has resulted in fragmented working lives, poorer paid jobs, part-time jobs, little opportunity to pay into occupational pension schemes, long hours detrimental to the health of many and

discrimination in the workplace. The true value of our unpaid labour has never counted in any UK government economic analysis.

Very quickly, Feisty Women's founding members came to understand that unfair changes to state pension age for women are a symptom of a much deeper problem. The problem is the failure of policy deciders to enforce the requirements of the 2010 Equality Act. The principle of 'substantive equality' is often overlooked in law and in social policy. This states that for there to be equality of outcomes, the starting points of individuals must be taken into account. In order to achieve full equality in practice, disadvantaged groups may require different treatment. The different starting point and the 'double burden' of fifties-born women is seldom taken into account by people with power.

The objectives of Feisty Women are as follows:

To relieve the needs of women aged 60 plus who experience financial disadvantage through age and sex discrimination and ensure these women have equal access to resources;

The promotion of equality and diversity for women aged 60 plus who experience financial disadvantage through age and sex discrimination by:

Raising awareness of the particular economic and social discrimination faced by women aged 60 plus;

Advocating on behalf of women aged 60 plus and giving them a voice in the public arena;

Influencing social and economic policy that affects women aged 60 plus at local and national levels.

To undertake such other similar charitable activities that may be helpful to achieve equality of treatment and opportunity for women aged 60 plus.

Feisty Women achieves its objectives through legal analysis, social policy research, dissemination of briefing documents to policy deciders, the publication of bulletins and blogs, events, communication through social media and campaigning.

Achievements

In February 2020 Feisty Women held its annual conference, Women Making Waves. The conference was attended by over 150 participants who addressed the question, 'What does equality mean to you?' ██████████, the Minister for Older People and Equalities, and ██████████, the Leader of Dundee City Council, were the key note speakers.

Unfortunately, in March 2020 the Covid-19 pandemic struck and Feisty Women Trustees decided to pause the charity's activities. At a meeting held on 8 September 2020, Feisty Women Trustees decided to dissolve the charity because it had fulfilled its original purpose. A final AGM will be held in July 2021 and a decision made about any remaining funds.

Statement of Receipts and Payments
for the Period from 01 January 2020 to 15 June 2021

	<u>Period from 01 January 2020 to 15 June 2021</u>			<u>Year to 31 December 2020</u>		
	<u>Unrestricted Funds</u>	<u>Restricted Funds</u>	<u>Total</u>	<u>Unrestricted Funds</u>	<u>Restricted Funds</u>	<u>Total</u>
	£	£	£	£	£	£
Receipts						
Donations	-	-	-	555	-	555
Grants	-	-	-	-	-	-
Conference Income	-	-	-	-	1,049	1,049
Interest	5	-	5	32	-	32
Total Receipts	5	-	5	587	1,049	1,636
Payments						
Cost of Charitable Activities	-	-	-	-	661	661
Conference Costs	-	-	-	-	1,155	1,155
Legal Costs	-	-	-	-	-	-
Total Payments	-	-	-	-	1,816	1,816
Net Receipts / (Payments)	5	-	5	587	(767)	(180)
Transfer to / (from) Funds	-	-	-	(75)	75	-
Surplus / (Deficit)	5	-	5	512	(692)	(180)
Opening Bank Balance	622	-	622	110	692	802
Closing Bank Balance	627	-	627	622	-	622

Notes to the Accounts for Period from 01 January 2020 to 15 June 2021

1. Basis of accounting

These accounts have been prepared on the Receipts and Payments basis in accordance with the Charities and Trustee Investment (Scotland) Act 2005 and the Charities (Scotland) Regulations 2006 (as amended).

2. Nature and purpose of funds

Unrestricted funds are those that may be used at the discretion of the trustees in furtherance of the objects of the charity. The trustees maintain a single unrestricted fund for the day-to-day running of the charity.

Restricted funds were received from The Common Good Fund and are to be used for start-up costs, branding and events.

In 2020 £75 was transferred to finance the net expenditure to date on restricted funds.

3. Related Party transactions

No remuneration was paid to a Trustee or any connected person during the year.

No Trustees claimed any expenses during the year.

4. Donations, etc.	<u>2021</u>	<u>2020 (Total)</u>
<u>Unrestricted Funds</u>	£	£
Donations	-	<u>530</u>

5. Cost of Charitable activities

	<u>Unrestricted</u>	<u>Restricted</u>	<u>2020 (Total)</u>
	£	£	£
Website & IT Costs	-	-	576
Event Costs	-	-	<u>85</u>
	-	-	<u>661</u>

Independent Examiner's Report

For the period from 1 January 2020 to 15 June 2021

Independent Examiner's Report to the Trustees of Feisty Women SCIO

I report on the financial statements of the charity for the period from 1 January 2020 to 15 June 2021.

Respective responsibilities of Trustees and Examiner

The charity's trustees are responsible for the preparation of the accounts in accordance with the terms of the Charities & Trustee Investment (Scotland) Act 2005 ("the 2005 Act") and the Charities Accounts (Scotland) Regulations 2006 (as amended) ("the 2006 Regulations"). The charity's trustees consider that the audit requirement of Regulation 10(1)(d) of the 2006 Regulations does not apply. It is my responsibility to examine the accounts as required under section (44)(1)(c) of the 2005 Act and to state whether matters have come to my attention.

Basis of Independent Examiner's Statement

My examination is carried out in accordance with Regulation 11 of the 2006 Regulations. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts and seeks explanations from the trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit and, consequently, I do not express an audit opinion on the view given by the accounts.

Independent Examiner's Statement

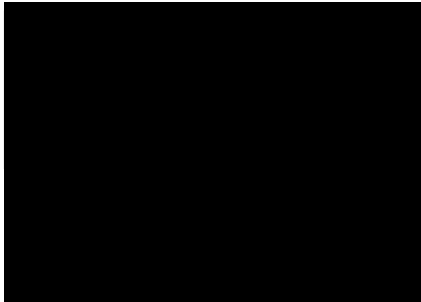
In connection with my examination, no matter has come to my attention: -

1. which gives me reasonable cause to believe that, in any material respect, the requirements

a. to keep accounting records in accordance with section 44(1)(a) of the 2005 Act and Regulation 4 of the 2006 Regulations, and

b. to prepare accounts which accord with the accounting records and comply with Regulation 9 of the 2006 Regulations have not been met, or

2. to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.



5 July 2021