

REGISTERED COMPANY NUMBER: 02901456 (England and Wales)
REGISTERED CHARITY NUMBER: 1084466

**REPORT OF THE TRUSTEES AND
FINANCIAL STATEMENTS FOR THE YEAR ENDED
31 MARCH 2019
FOR
FAIR PLAY (WORKFORCE) LIMITED**

Bevan Buckland LLP
Chartered Accountants
And Statutory Auditors
Langdon House
Langdon Road
SA1 Swansea Waterfront
Swansea
SA1 8QY

**FAIR PLAY (WORKFORCE) LIMITED
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FOR THE YEAR ENDED 31 MARCH 2019**

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**FAIR PLAY (WORKFORCE) LIMITED
REFERENCE AND ADMINISTRATIVE DETAILS
FOR THE YEAR ENDED 31 MARCH 2019**

Registered Company Number
02901456 (England and Wales)

Registered Charity Number
1084466

Members of the Board

Susan Margaret Sandy (Chair - Resigned 21 June 2019)
Carol Bogue-Lloyd (Resigned 30 November 2018)
Wyn Prichard
Alison Thorne (Chair - appointed 21 June 2019)
Anita Shaw
Catherine Thomas
Christopher Warner
Rachael Cunningham (Treasurer)
Shashikala Mansfield (appointed 22 June 2018)
Joanne Hicks (appointed 22 June 2018)
Sharon Williams (appointed 22 June 2018)

Co-opted Members of the Board

Nicola Olsen (Appointed 22 June 2018)
Robert Lamb (Appointed 22 June 2018)
Neale Thomas (Resigned June 2018)

Company Secretary

Rachael Cunningham

Finance and Resources Committee

Rachael Cunningham (Chair)
Alison Thorne
Anita Shaw
Nicola Olsen (Co-opted)

People and Organisational Development Committee

(Established by Board resolution on 22 June 2018, First meeting 4 October 2018)

Catherine Thomas (Chair) (Appointed 22 June 2018)
Susan Margaret Sandy (Appointed 22 June 2018 - Resigned 21 June 2019)
Sharon Williams (Appointed 22 June 2018)
Shashikala Mansfield (Appointed 22 June 2018)
Joanne Hicks (Appointed 22 June 2018)

Executive Officers

Cerys Furlong (Chief Executive)
Hayley Dunne (Strategic Lead)
Helen Antoniazzi (Strategic Lead - Policy and Communications)
Liz Wilson (Strategic Lead Finance & Operations)

Registered office

Anchor Court
Keen Road, Cardiff
CF24 5JW

Bankers

National Westminster Bank
1 Taff Street, Pontypridd
CF37 4UL

Auditors

Bevan Buckland LLP, Langdon House
Langdon Road, Swansea
SA1 8QY

**FAIR PLAY (WORKFORCE) LIMITED
REPORT OF THE TRUSTEES
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The Board of Trustees of Fairplay (Workforce) Limited, trading as Chwarae Teg, are pleased to present their annual trustee's report along with the financial statements for the year ended 31 March 2019 which are also prepared to meet the requirements for a directors' report and accounts for Companies Act purposes.

The financial statements have been prepared in accordance with Note 1 to the accounts and comply with the Charities Act 2011, Companies Act 2006, the Memorandum and Articles of Association and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015).

This trustees' report has been prepared in accordance with the provisions applicable to small companies entitled to the small companies' exemption.

REFERENCE AND ADMINISTRATIVE DETAILS

Fairplay (Workforce) Limited, trading as Chwarae Teg, is a company limited by guarantee (company registration number 02901456) and became a registered charity (number 1084466) on 12 January 2001. Its registered office is as shown on page 1.

The directors of the company are also its charitable trustees, which applies where the trustees are referred to in the following text. The details of trustees who have served during the financial year and up until the date of signing the financial statements, unless otherwise stated, are shown on page 1.

OBJECTIVES AND ACTIVITIES

The charity's declared object is to expand the role of women in the Welsh economy and in the Welsh workforce by all appropriate means including:

- raising the awareness of the barriers facing women in fulfilling their potential in the labour and economic market;
- identifying and publicising the existence of good practices implemented by employers and agencies involved in economic development which encourage and assist women to fulfil their economic potential;
- providing guidance, information, advice and assistance to employers to enable and assist them to implement changes in working practices;
- providing guidance, information, advice and assistance to other agencies involved in economic development to enable and assist them to implement change to their practices which will assist women to fulfil their economic potential; and
- providing a forum to enable all agencies and organisations involved in the economic development of Wales to work together towards the objective of increasing the role of women in the economic development of Wales.

The charitable trust was constituted with the following aims and objectives:

- to promote the equality of opportunity in the workplace by the provision of education and training and by the provision of other facilities to enable there to be equality and opportunity in the workplace;
- to conduct research into the equality of opportunity and to publish the useful results; and
- the relief of unemployment.

The charity continues to deliver under these themes through sound research and policy advice and practical delivery in the fields of employment, education and skills, and enterprise.

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OBJECTIVES AND ACTIVITIES

PUBLIC BENEFIT

The trustees confirm that they have complied with their duty to have due regard to the guidance on public benefit published by the Charity Commission in exercising their powers and duties. They have referred to the guidance when reviewing the charity's aims and objectives and in planning future activities. In particular the trustees consider how planned activities will contribute to the charity's aims and the objectives they have set.

How Chwarae Teg's activities deliver public benefit

The charity's declared object is to expand the role of women in the Welsh economy and in the Welsh workforce by all appropriate means, with the aims and objectives as stated above.

The charity's main activities, achievements and beneficiaries are described below. All the charitable activities focus on women's economic development in Wales. These are delivered by working with individual women, on projects and activities as described below, and also by providing advice and assistance to government, educators and employers to enable them to develop an economic environment in which women can achieve their full potential for the public benefit.

The charity's activities deliver outcomes which contribute to education, the community and economic development, providing benefits which are clear, identifiable and related to the aims of the charity.

ACHIEVEMENT AND PERFORMANCE

This has been another busy and successful year for Chwarae Teg as we cement our position as Wales' leading gender equality charity. We have seen significant successes across the organisation as we: grow the breadth of businesses and employers we work with; help and support a diverse group of women; develop strong partnerships with our stakeholders and collaborators; and make a greater impact with our policy and research work. In this report we outline some of the highlights from the year, and our objectives to build on these successes in future years so we continue to: Inspire, Lead and Deliver

1. Vision, Mission and Purpose

Our vision is for a fairer Wales where women achieve and prosper

Our mission is to expand the role of women in the Welsh economy and Welsh workforce. We developed three strategic objectives to focus our work-

- Women in Economy: Women achieve and prosper across all sectors and at all levels of the economy
- Women at Risk: Women are empowered to achieve their potential, regardless of background, social status or geographic location
- Women Represented: Women are visible and influential across all sectors of the economy, society and in public life.

2. Celebrating women's success

A key part of our work is celebrating women's successes, developing and highlighting role models for others to see, and creating opportunities for women to progress and develop. We do these in a number of ways including direct deliver such as in Agile Nation, but also through creative campaigns and events.

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Women in the economy:

Fairplay Employer - The current lack of certainty around the UK's membership of the EU and future funding streams, means that, as a charity, we needed to take action to future proof and commercialise some of our income streams. We launched the Fairplay Employer service in December 2017 as a key element of this. Now in its second year, Fairplay Employer gives businesses and organisations the support they need to identify areas of gender inequality in their workplaces and take action to tackle them, thus enabling them to tackle the gender pay gap and become an employer of choice. The service benchmarks employers in terms of gender equality with bronze, silver, gold and platinum awards available. We work with clients across the private, public and third sectors on a subscription basis including: Torfaen Leisure trust, Pembrokeshire Coastal Forum, Deryn, Ford Bridgend, Bridgend College, Open University, Zodiac Seting, IBO, Dr Organic, NPT council, General Dynamic, Wales Audit Office, IPO, ONS, DTCC, Motonovo, DVLA, Development Bank of Wales, Companies House, Coleg y Cymoedd, National Assembly, Barclays Finance and Welsh Government.

Our ambition is to grow these subscriptions, and renew them so that Fairplay Employer becomes a sustainable income for Chwarae Teg, but more importantly enables us to work with more, and different, organisations to help them to deliver the changes we know are needed to achieve gender equality in workplaces across Wales. Employers report that work to tackle the gender gap and increase equality leads to reduced sickness absence, increased staff retention and improved employee wellbeing which in turn all lead to a boost in productivity.

Step to Non Exec- is an exciting opportunity provided by Chwarae Teg which is aimed at encouraging more young women (aged 21-30) into Non-Executive Director roles, providing a programme of one to one mentoring, shadowing opportunities and skills training that takes place over 12 months. The programme is designed to give young women practical experience and training of governance and the role of a Non-Executive Director. The second round of the 'Step to Non Exec' completed this year. Step to Non Exec is an opportunity for young women to shadow established board members across different organisations in order to gain valuable experience and with a view to becoming board members themselves. Three out of four of this year's participants have already secured board positions. Two of these have secured board positions with the organisations they have were shadowing - Pobl Group and Bron Afon. The third participant secured a board position Street Wise. The programme provides participants with valuable experience which gives them the confidence to apply for board positions themselves:

"Throughout the scheme I came to learn not just about the role of a Non Exec Director, and the kind of NED I would like be, but also a lot about Pobl as an organisation and the sectors the Group is a leading force within. This process of learning about an organisation from the position of a NED, through site visits and at a strategic level, is one of the key takeaways I will have from taking part in this scheme. Taking part in this scheme has been an overwhelming affirming experience that I feel have place me in a good position to confidently apply for board positions".

- Umulkhayr Mohamed, Step to Non Exec participant 2018

Not Just for Boys! - Our Research report Bright! explored young women's career aspirations, 87% of the survey participants felt that gender stereotypes continued to affect young women's careers. Women are still favouring traditionally female dominated sectors, despite the need for more women in sectors such as manufacturing which can offer higher salaries.

Our 'Not Just for Boys' project gives girls an opportunity to find out more about different career options across a variety of industries and sectors before they set about choosing their GCSE subjects. The girls get a chance to meet role models from the different sectors and to try their hands at engineering, digital and other skills that they might never have tried before. Current surveys indicate that only 11% of the UK's engineering workforce is female and that the UK has the lowest percentage of female engineering professionals in Europe.

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Over the past year we have delivered 'Not Just for Boys' events in partnership with Toyota in Deeside and Zimmer Biomet in Bridgend. The Deeside event showcased over 15 employers from across the STEM industry, featured female role models and a tour of Toyota's plant detailing a day in a life of an engineer at Toyota. Four schools attended during a 4 hour event with 60 girls participating. Positive feedback received from the schools and girls in attendance describing the day an exciting, thought provoking and inspiring.

Two events were held at Zimmer Biomet in Bridgend in partnership with Bridgend College promoting a variety of STEM careers, an opportunity for attendees to meet female role models and try their hands at try-a-trade activities such as engineering, digital and other skills that they might not have considered before. The first event was open to Year 7 to year 10 girls from local schools in Bridgend; Coleg Cymunedol Y Dderwen, Brynteg Comprehensive School and Bryntirion Comprehensive School. 30 girls were in attendance. Feedback from event was very positive: "Thank you very much to Chwarae Teg for hosting a very informative and fun few hours for our Year 9 and 10 girls. The tour of Zimmer Biomet enabled the girls to relate possible jobs and careers to where they are now. The careers fair was extremely motivating and the girls feel like it's opened many doors and given them a variety of paths to think about for the future, without confusing them." Coleg Cymunedol Y Dderwen

The second was event open to women aged 16+ as a pilot to test the effectiveness of targeting young women at risk of disengaging from education, training, NEETS, Unemployed, FE/E students, women considering change of career. There were 30 women in attendance who had an opportunity to meet with the different employers and learn more about the career options open to them.

Policy and research

This year we have further strengthened our research activity to ensure we are producing well-evidenced advice and recommendations to advance gender equality policy. We have prepared and launched a range of reports and briefings and have increased our engagement with the research community in Wales. We have also undertaken substantial work to disseminate the findings and recommendations of our research engaging with stakeholders and policy makers.

We published a number of research reports over the year:

i] State of the Nation - Chwarae Teg published our first annual 'State of the Nation' briefing report in January 2019 at an event in Butetown, Cardiff. Welsh Government has publicly asserted its ambition for Wales to become a world leader for gender equality. Chwarae Teg has been working to review the Government's current policies and practices to outline how this vision can be made a reality. An important part of becoming a world leader for gender equality is being honest about how we are currently performing as a nation and looking at how equal Wales is. This State of the Nation briefing seeks to answer this question, outlining how Wales performs in relation to key indicators for gender equality. These indicators are grouped under three main themes, which are the key strategic focus for Chwarae Teg's work:

1. Women in the Economy: a fairer Wales where women achieve and prosper across all sectors and at all levels of the economy
2. Women Represented: a fairer Wales where women are visible and influential across all sectors of the economy, society and in public life
3. Women at Risk : a fairer Wales where women are empowered to achieve their potential, regardless of their background, social status or geographic location

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The indicators used were chosen based on a number of factors including the robustness of the data and whether the data is refreshed on a regular basis. They were also selected with the aim of providing a broad, top-line assessment of gender equality in Wales. There will be limitations to what the data in this briefing can demonstrate but it's hoped that it can provide an important contribution to the discussion of equality in Wales. Each year we will revisit these key indicators at our State of the Nation report and event to assess progress towards a fairer Wales where women achieve and prosper. The inaugural State of the Nation event at Butetown Community Centre in Cardiff, at which the report was launched, attracted over 60 people, and maintained a focus on the experiences of BAME women in Wales. The event received significant media coverage. Delegates heard from a diverse mix of speakers including Cerys Furlong, Faiza Saheen (Director CLASS), Uzo Iwobi (CEO Race Council Cymru) and Dr Hade Turkmen (Chwarae Teg). Delegates also participated in roundtable discussions, which have further informed the production of our research into BAME women in the Welsh economy. The event was also attended by Jane Hutt AM - the Deputy Minister with responsibility for Equalities, Suzy Davies AM and Leanne Wood AM. It provided a platform to discuss issues of gender and racial equality and further strengthened relationships between Chwarae Teg and organisations working with BAME women in Wales.

ii] The Economic Value of Gender Equality - In order to evidence the argument that gender equality is an economic imperative we commissioned research from the Centre for Economics and Business research (CEBR). This research demonstrated that achieving gender equality would mean a significant boost of £13.6billion to the Welsh economy by 2028. The research study examined how increasing female participation in the labour force could boost Wales' productive capacity, by considering four scenarios, which assumed varying degrees of convergence in male and female employment rates, hours worked, and productivity. The forecast GVA for each scenario is compared with CEBR's baseline forecast for GVA in Wales over the next ten years, in order to quantify the boost that could be delivered by the narrowing of gender imbalances in the labour market. To our knowledge this was the first time that such a study was conducted at a Welsh level and will therefore be significant in informing the making of economic policy going forwards.

iii] Bright - Young Women's Career Aspirations - Since Chwarae Teg was established in 1992, much progress has been made in the field of gender equality. Despite these efforts, gender inequality remains an issue in work and public life. Women are still underrepresented in STEM industries; women still earn less than men, and at current rates of progress, it will take 62 years to close the gender pay gap. Our own recent research into Men's Perceptions of Gender Equality shows that women are still seen as the primary carers, and women predominate in the available part-time and low-paid jobs.

Wales cannot afford this inequality. Research has suggested that gender equality can drive economic growth. Tackling the barriers that women face and ensuring that young women are supported to enter and progress in successful careers must therefore be made a priority by government, educators and business.

The nature of work and the skills required from the workforce are evolving, and many sectors forecast to grow are already reporting skills gaps. Many of these sectors also report an under-representation of women within their workforces. Public policy must react to this shift and prepare for the needs of the future, ensuring that young people are equipped with the knowledge, skills and experience to thrive.

This research aims to look into these expectations and ideas held by young people, and provides a snapshot of how young women in Wales are approaching their career development. It outlines young women's priorities for work and preferred sectors, it highlights their concerns about the challenges they may face in achieving their goals and it raises questions about the support currently available to young women to help shape and guide their career choices. It also identifies a number of actions that will be required to overcome the challenges young women are facing to ensure that they can go on to thrive in the rewarding careers they aspire to.

This is an important piece of work which will enable policy makers to look at the work that needs to be done in order to tackle the emergence of a gender gap in the future workforce.

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iv] Men's Perceptions of Gender Equality - Progress has been made towards the goal of gender equality in the workplace. However, this progress is patchy and significant barriers continue to negatively affect women's access to and employment conditions within the labour market.

To effectively tackle inequality in the workplace we need to change the gendered nature of workplace cultures. To do so, men have an important role to play, particularly in sectors where they make up the majority of the workforce.

Research into men's perception of gender equality is limited. Our report seeks to address this gap by looking for the first time at how men working in four key sectors of the Welsh economy - ICT, construction, energy and environment and advanced materials and manufacturing - perceive gender equality and experience working with women.

This report marks the start of an important conversation and considers three key themes:

1. Attitudes and opinions regarding gender equality in the workplace
2. Experience of gender and gender equality in the workplace
3. Overcoming gender inequality in the workplace

It's clear from those we spoke to that men's attitudes towards and opinions on gender equality are complex and it was only through more detailed conversations in our focus groups that we were really able to unpick some of the more nuanced views.

Stereotypical ideas clearly persist and shape men's perceptions of women in the workplace, most notably, the common view of motherhood as being a major factor in shaping women's careers.

Men also appear less aware of the extent to which gender continues to shape women's careers, and attribute the gender imbalance in their sector or in senior positions to women's choices rather than structural issues or discrimination.

It is clear that there is still much work to be done to convey the wider benefits of gender equality - to businesses and the wider economy - to both men and women.

Our report makes a number of recommendations to overcome these challenges. But it is clear to see that in order to make the case to employers about the need for gender equality, we need men on side too.

Outcomes and further activities around our Policy and research work over the year included:

- Exhibiting at the WISERD Annual Conference with a focus on our Men's Perceptions of Gender Equality report
- Launched Bright: Young Women's Career Aspirations with an event in Cardiff and further dissemination activities including presentation at the Learning and Work Institute conference and at the Career Development Institute Wales Forum
- Analysis of the 2018 ASHE release to produce updated gender pay gap figures for Wales
- 2 reports on childcare mapping childcare provision in Wales and an exploration of international practice
- Research to explore Barriers to BAME Women's Participation in the Welsh Economy
- State of the Nation Report and Event to benchmark Wales' performance on gender equality
- Report on the Economic Benefits of Gender Equality, demonstrating that £13.6bn could be added to Wales' GVA by 2028 through achieving gender equality

This year Chwarae Teg has provided written responses to a range of consultations and inquiries and we have provided oral evidence to National Assembly for Wales committees. Our evidence is often heavily quoted in subsequent committee reports and many of our evidence-based recommendations are taken on board.

Responses have included:

- ELGC Committee Inquiry on Pregnancy and Maternity (written and Oral)
- Finance Committee Inquiry Post-Brexit Funding (Written)
- CYPE Committee scrutiny of the Childcare Funding (Wales) Bill (Written and oral)
- Assembly Commission consultation on Assembly Reform (Written)

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- Research interview with Arad as part of the evaluation of the childcare offer
- ELGC Committee inquiry into Diversity in Local Government (Written and Oral)

We have also been invited to speak at a number of high profile events this year:

- Royal Statistical Society Annual Conference
- British Council Welsh launch of #WomenPowerPolitics report
- WCVA Gofod3 conference on Leadership in 3rd sector
- CIPD conference
- TedTalks Welsh Government Leadership development conference
- Welsh Government Women's Network
- Welsh Water International Women's Day event
- Norfolk & Suffolk police constabularies
- Eversheds Sutherland
- Superwoman network
- Bevan Foundation- The Feminine Organisation thought leader talk
- Abergwaun Theatre, Fishguard International Women's day event

Programme delivery: Agile Nation 2

This year we have continued to deliver our flagship programme Agile Nation2. Working with business to identify and break down barriers to recruitment, retention & progression of women in the workforce, and working with individual women to deliver a Career Development Programme. Highlights this financial year include:

- 143 businesses in total, which was on par with the previous year's figures (148). There has been a continued reluctance to commit to engage on new programmes due to business uncertainty and lack of confidence
- 123 Equality and Diversity Strategies completed. This is a decrease over the previous year (172) as 2017/18 was impacted by changes in project processes that improved efficiency and capitalised on historic strategies awaiting sign off.
- Awarded 32 businesses with our Exemplar Employer status, which is the highest award and showcases businesses which exhibit best practice and commitment towards creating equitable and flexible workplaces. This was slightly down on the previous year (41) as we increased the minimum standard to qualify for the award to reflect continuous improvement and business expectations.
- This year we have seen a significant increase in request for implementation support which demonstrates commitment by business to improving equality & diversity in their organisations, it has also resulted in a dramatic drop in clients disengaging from the programme.

Testimonials from businesses participating in the programme continue to be helpful in recruiting new clients:

"Thank you for all your work that carried out for Thomson Scaffolding. You had a huge task on your hands and provided us with new practices, policies and procedures which have had a lasting positive result on our business by improving the running of the company and its workforce.

"The flexible working policy that you helped us to introduce has been used by two employees with young children. They have been able to attend school events and sports days whilst working the time back when it is convenient for them.

Just wanted to thank you and say that since your intervention from Chwarae Teg we now do things differently, but for the better!"

Kate Thomson, Office Manager for Thomson Scaffolding Ltd

"Avia Sports Cars Ltd has gained a great deal from engagement with the Agile Nation 2 Project. With the support of Chwarae Teg we have developed our skills in critical analysis of our own processes and found ways in which to improve upon them.

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Gillian Owens has been incredibly supportive, particularly in her ability to safely navigate us through the project whilst continuing to expand the business and even fitting in the maternity leave of a key worker of the project.

As a direct result of the program Avia has developed into an entirely new area of business of industry consultancy whilst continuing with the core aspect of the company. This exciting new area has enabled truly flexible working practices, improved the efficiency of the company, added a revenue stream and enabled the growth of the business to sustain a new member of staff."

Hayley Pells, Director for Avia Sports Cars Ltd

Institute of Leadership and Management qualifications

A key part of our Agile Nation 2 programme is the Institute of Leadership and Management qualifications. The number of women registered for their qualification with our awarding body, The Institute of Leadership & Management (ILM), during this financial year was 637. The number of women on programme who achieved their qualification during this period was 588, representing 92% of those registered as learners on programme gaining their qualification which is a key outcome of the operation.

'This has definitely helped hugely with my confidence within my role and has giving me a better knowledge and also discovered what my skills are. This has not just with my role but with me with my learning. Before this I would never consider doing an assignment or I never thought I could do them, but from this I'm defiantly going to consider further learning. Thank you '

According to feedback from women via the end of programme evaluation 95% felt the programme fully/mostly met their expectation (60 % said it fully met their expectations). 99% indicated that they would recommend the programme to others.

'I think that this course is a brilliant opportunity for women in Wales to gain confidence in their own abilities and skills and encourages and supports them to take a leap of faith with their careers and lives. It is so positive and I'm so glad I've done it. Thank you!'

I have already recommended this programme to several people. Our tutor was excellent. She made the learning fun, she kept it relevant and I felt I could trust her. She was encouraging and supportive. She challenged some of my thinking and I am grateful for that. I felt accepted, valued and welcomed in her classes. I needed the environment provided by Chwarae Teg to finally find my voice'

In April 2018, online learning was added as part of the programme, to enable women to complement to delivery model and to increase flexibility for learners to be in control of their learning, setting the pace and time that suits them best, along with improving communications with use of personalised calendar, discussion groups with tutor and fellow learners.

Evaluation feedback indicated that 70% of learners found the e-learning elements to be extremely or very helpful. Some comments from learners on what they found helpful:

"Being able to do the e-learning whenever suits me. Having the tests - proved where I needed to have more understanding. The essential reading documents are great".

"The refresher modules really helped me whilst writing my reviews all the information was there and easy to navigate".

Agile Nation 2 outcomes

During this financial year 110 women entered into further learning within 6 months of completing the programme. A slight decrease on the previous financial year but still equating to steady progress in this area.

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Ultimately the Project exists to support women to gain an improved labour market position which has significant and sustainable benefits for them as an individual and the economy of Wales.

261 women who fully completed the programme during this financial year reported the an improved labour market position as a direct result of our intervention (19% increase on previous year):

Women who reported a pay increase as a result of having additional responsibilities or a promotion within this financial year, stated total salary increases of £789,300 (14% increase on the previous year).

Women at Risk

Women at risk is a new strategic priority for Chwarae Teg, and as with all our strategic priorities it runs through everything we do- to analysing the programmes we deliver to ensure they are accessible to as wide a group of women as possible, to the way we design our marketing and engagement campaigns. In addition we look for opportunities to pilot or develop new approaches or programmes, for example:

Adult Learners' Week activity - During Adult Learners' week, with funding from the Learning and Work Institute, we partnered with Race Equality First to deliver training to BAME women living in the south east of Wales. The training, entitled "Building Skills, Building Networks and Building Confidence", was developed and delivered by our Learning Development Partner Kathryn Foot. Nine women attended, all of different ages and from different backgrounds, with very different experiences, however they shared one commonality - significant barriers to employment. One participant had recently been made redundant after 14 years and was seeking new employment, another had an interview lined up, two had only been in the UK for 9 months and were adjusting to their new home and way of life and others had been here for several years, and although they had held skilled jobs as lecturers or educators in their home country, had not worked since moving here.

Chwarae Teg was able to develop bespoke training that enabled the participants to consider their current skills, discover their passions and look at ways in which they could develop their network and skills through volunteering, employment and further learning. The group reviewed skills, talents, strengths, interests, past experiences and discussed the significant barriers faced. An important aspect of the day was considering avenues to building networks and furthering their learning, in order gain skills and confidence. The group shared ideas, and a few even offered to volunteer for Race Equality First - a significant step as this was something they would never have considered. Kath, who delivered the training, said: "It was a really humbling day for me. Being able to motivate and inspire women who want to develop, but have no idea how, was a hugely rewarding experience."

Feedback from the participants was that they all left feeling more confident and more self-aware. They enjoyed being with like-minded people, making friends and spending time thinking about themselves.

It was a great opportunity for Chwarae Teg and enabled us to show the different aspects of our work. We are working towards a Wales where women of all backgrounds, cultures and ages can prosper, and this opportunity enabled us to reach participants who can really benefit from what we offer.

Women Represented

Our third strategic priority is around women represented, which again runs through our work. Ensuring women are able to be represented and participate in all sectors and parts of society is essential to a truly equal Wales. Examples of our work during this year include:

LeadHerShip - Following the success of the inaugural LeadHership scheme in March 2018, this year we aimed to grow the scheme to also offer opportunities with council leaders and business leaders. Across the 3 schemes we received over 100 applications and provided shadowing opportunities to 39 young women aged between 16 and 25.

Feedback from participants has been overwhelmingly positive, with the majority of participants stating they would recommend the scheme to others. Among the feedback was:

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ACHIEVEMENT AND PERFORMANCE

"The day of shadowing Michelle was great and very beneficial. I had an opportunity to work with her on how to use social media as a great tool for marketing and we made some videos and took pictures as well as having a team meeting on launching some competitions for Valentine's day. I learnt that it is important to develop the story to improve sales. It was great to see how she's developed her products over the last few years and how she has managed to grow the business and establish a successful international client base. I also had the opportunity to go into the work shop to see how it the products were assembled and got my hands dirty by doing some upholstery!" Martha - private sector LeadHership participant

"It was a pleasure to shadow the Leader of the Council Ellen ap Gwynn on the 22nd of January 2019. To begin, we were invited to the Councillors office to introduce ourselves and learn some more about Ellen. We were then invited to a cabinet meeting to listen in. It was interesting to hear the logistics and reasoning behind appointing her cabinet and her colleagues had nothing but admiration and respect towards her. We shared lunch with other female councillors which made the experience even better as we learnt about their roles in the community. It was a pleasure to see such a strong, passionate woman at work, leading the way with other females by her side, and the experience has inspired me to be confident in my opinions and views." Ceri - Council Leader LeadHership participant

"The shadowing day went fabulously! I learned a lot from Linda and her team and sat in on an induction process for new staff, had a tour of the facilities, sat in on meetings etc which truly helped me to understand the typical day in the life of a HR director at Welsh Water" Hannah - Private sector LeadHership participant

"It was great thanks! Sarah was very helpful, she gave me a lot of advice and I had plenty of opportunities to learn about each section of the business which was great. I spent time in the different areas of the business including marketing and production, as well as shadowing Sarah and attending a meeting with the Asda Director for Wales. I tend to over analyse everything, but by speaking to Sarah, the advice she gave me helped me take the leap to become self employed. " Sarah - Private sector LeadHership participant

The second Senedd LeadHerShip shadowing scheme was held at the National Assembly for Wales on Tuesday 26th March, with 21 women from across Wales taking part.

In total, 58 applications were received for the programme. The successful applicants were placed with 21 AMs to experience a day of shadowing, discussion and debate and to learn more about politics in Wales. This year, participants who took part were aged between 16-22 - we felt that concentrating the age range to those likely to still be in education or the early years of their careers would allow us to make the content of the day more relevant for all participants.

There was a lot of interest in the programme, from young women, politicians and media. The participants were welcomed on arrival to the Senedd, and then spent an hour and a half with their allocated Assembly Member and their team, where they could shadow, learn about the AM's role and responsibilities. They then went on a tour of the Senedd, and were given a brief talk by the Deputy Presiding Officer about her role. There was a lunchtime Q&A with women AMs from different parties; Leanne Wood AM (who sponsored the event), Suzy Davies AM and Dawn Bowden AM. They took part in a short panel and answered questions from participants about their experiences in politics; this event was held in an informal style to make it as inclusive as possible, and give participants the opportunity to ask their questions.

Participants then took part in a session with the Assembly Outreach Team on the Assembly set up and ways they can engage with the institution, before leading a debate in Siambr Hywel on the importance of International Women's Day in 2019. The debate was incredibly thoughtful with all participants making passionate arguments on a range of issues from the gender pay gap, women in sport, representation of BAME women, women's mental health and media.

The scheme received a substantial volume of media coverage, including being featured on evening news (TV) and morning and evening news (Radio), this added to the experience of the day, giving participants insight into how AMs work with media, and valuable experience of doing media interviews themselves.

The scheme received positive feedback from participants:

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ACHIEVEMENT AND PERFORMANCE

"I really enjoyed meeting other young women with similar interests to myself and getting to speak to them and the female AMs about their experiences. The panel discussion was a particular highlight for me because we got to see a side of the Assembly Members that we don't usually see and hear about their personal experiences."

"The most enjoyable part of the day was when I got to shadow an AM - Julie James. This was because I got to see the reality of a fast-paced environment within politics. I was really worried about shadowing a politician because I had a somewhat daunting expectation of politics. However, it was really eye-opening and thought provoking to see the complex system of politics. It was especially interesting to view the Senedd hall on the inside and watch the FMQs."

"I have learned a lot about politics in Wales, and I feel a lot more confident now. The day helped to develop my understanding of how politics works in Wales and the impact that decisions made in the Assembly has on Wales"

"The whole experience, especially listening to AMs, has inspired me to not be put off future careers just because it may be traditionally male dominated. It has also inspired me to stand up more against things I don't think are right, especially against negative attitudes towards women in politics.

"I have been inspired to not be worried about being a female minority in a male-dominated field. I now want to know pursue a career in public affairs, make a difference and be that change I want to see in the world."

"More events like this need to occur, across Britain and across the world. It is so important that from a young age, girls know that it is okay to aim high. I'll definitely use any platform I have available to encourage this, and to tell people I know in and outside school about this experience and the things I learnt from the panel talk with the female AMs."

Womenspire - We held our third annual Womenspire event in 2018 which attracted around 400 women to the Wales Millennium Centre to celebrate the remarkable achievements of 'ordinary extraordinary' women from all walks of life in Wales. ITV Wales were the official media partners for the event which was also supported by a number of corporate sponsors including Open University, ABPI and MotoNovo Finance. The First Minister at the time, Carwyn Jones AM, addressed the event which recognised the achievements of a variety of women, from those working in the creative and STEM sectors, community activists, adult learners, and businesses and business leaders who are making an impact in making the economy more gender equal. One of our winners, a business owner from Denbighshire reported that winning her award has opened up new business opportunities and platforms for her, while our overall winner for the year, an endometriosis and women's health campaigner, said that winning the award led to a boost in her profile and networks. (just waiting for confirmation from Debbie that she's happy for me to say this)

Wonderful Welsh Women - This campaign showcases female role models from history and the modern day across our social media platforms. This year's Wonderful Welsh Women were: Chisomo Phiri - NUS Wales's women's officer and a campaigner against period poverty and stigma; Lesley Kirkpatrick - CEO of Techniquist and STEM champion; Iris De Freitas - a former student of Aberystwyth University and the Caribbean's first ever female prosecutor; Kathryn Llywelyn - CEO of the international Development Charity, 'United Purpose'; and Hilary Brown - owner of Virgo consultancy and anti-racism activist who works to support asylum seekers and refugees. A 'People's Choice' social media vote will decide the winner of this year's Wonderful Welsh Women campaign and will be awarded at Womenspire 2019. The 2018 winner was firefighter Beci Newton from Caerphilly.

Purple Plaques - Chwarae Teg supports the ongoing Purple Plaques campaign with funding from Welsh Government. Purple Plaques was launched on International Women's Day 2017, by a group of volunteers who wished to commemorate Former Labour AM, Val Feld. The campaign aims to improve the recognition of remarkable women in Wales, and award them with a Purple Plaque to commemorate their achievements and cement their legacy in Welsh history. In partnership with Chwarae Teg, Purple Plaques showcase and honour women across Wales who have had a long lasting impact on their communities and have previously gone uncelebrated or missed out from the history books altogether.

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There are currently an estimated 250 mainly blue plaques commemorating notable figures in Wales, the overwhelming majority highlighting men's achievements, with only around a dozen female exceptions. Purple Plaques aims to address this inequality and give women a prominent place in history. It is hoped that people all over Wales will see this as an opportunity to remember and honour our remarkable Women across the nation and members of the public are invited to submit names for consideration for future plaques.

In partnership with Chwarae Teg and Merthyr Tydfil Leisure Trust, 'Plaques for Women' unveiled the second Purple Plaque at Merthyr Central library on International Women's Day 2019. The plaque commemorates Merthyr born feminist historian, Ursula Masson who achieved outstanding results in promoting the role of women in Wales, both currently and historically.

The unveiling event in Merthyr on 8th March 2019 was attended by over 100 people and included speeches from Jane Hutt AM, Julie Morgan AM and local Assembly Member Dawn Bowden AM.

The plaque was unveiled by Helen Molyneux, Niece of Ursula Masson and member of the Monumental Welsh Women group.

In addition to our programmes and schemes, during this year we also worked on ourselves. We know that we have to 'walk the talk' when it comes to ensuring equal representation for all women. Therefore we have embarked on a major **repositioning of Chwarae Teg as a more diverse and inclusive organisation** - Chwarae Teg is committed to our vision of a fairer Wales where all women can achieve and prosper. In order to achieve this it is important that women from all the diverse communities of Wales are able to access our services and projects. We have conducted a review of all materials, events and digital presence to ensure that they are representative of women from all communities of Wales and reflect the diversity of the nation. This year, two of our flagship events - our State of the Nation launch and our International Women's Day (IWD) celebrations had a focus on women from BAME communities and their experiences. Our IWD event took place in Ty Pawb in Wrexham and was delivered in partnership with the local Polish and Portuguese diaspora communities. Our State of the Nation event took place at Butetown community centre and featured a diverse mix of speakers. We have also undertaken work to review and improve our marketing materials in order to ensure that they better reflect the diversity of Wales and enable women from all backgrounds to feel that they are represented by Chwarae Teg.

Other

In addition to all the activity outlines above this year we have had a significant focus on all our internal operations and creating a new 'business as usual'. This has included a significant focus on developing our leaders and managers across the organisation, and devolving responsibility to staff for decision making and delivery of our work. We have also introduced Leadership Development Days, a Staff Engagement survey, annual staff engagement days, strengthening our Employee Forum. In addition, we have created a People and Organisational Development Committee which is a sub group of our Board, to give Trustees even greater oversight of our People Strategy.

Organisational rebrand - During the past year we have reviewed and refreshed Chwarae Teg's visual identity and brand architecture. The key objective of this was to clearly communicate Chwarae Teg as the overarching brand with a range of sub-brands, events, projects and networks working together to achieve our strategic objectives. Within this it was important to ensure that each activity targets specific objectives and audiences and that flexibility for product development & expansion was enabled. We also wanted to improve awareness of the breadth of our work and create opportunities for cross selling.

As part of this work we refreshed our corporate logo, identified our sub-brands, networks, events, projects and services and applied a visual brand framework that links our work back to our core identity and is practical for use across different media, platforms and formats. The rebranding exercise ensured that creative campaigns will provide each project or event with its own identity and positioning within the target market.

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The outcome of the rebranding exercise has been a much clearer and more consistent visual identity across our brands, projects, services and events.

Chwarae Teg web presence - A new website - chwaraeteg.com - was developed for Chwarae Teg Diversity, with a view to future proof and improve accessibility, make it easier to navigate, and to access our services and our research. Our aim in redeveloping was to create an easy to navigate website for Chwarae Teg to showcase us as the charity leading, inspiring and delivering gender equality in Wales.

The former website - Cteg.org.uk was built on WordPress and had become outdated. The two navigation panels, the way it had grown organically over the years and the sheer amount of information it held, made the site difficult to navigate for users. Furthermore the old site was unclear in communicating Chwarae Teg's mission and purpose, it failed to engage potential audiences and lacked a clear customer journey. A decision was taken to move the site from cteg.org.uk to chwaraeteg.com.

The main objective for the new site, which was built by Cardiff based company, Blue Stag, is for us to clearly showcase Chwarae Teg and what we do and to facilitate the user journey and make it easier for users to find related content. Another important focus of the new website is diversity, and an ongoing aim to ensure that the imagery and language used on the site represents Wales's diverse communities.

Developing a high performance organisation

In line with our key strategic objectives and re-emphasised vision and mission, it has been a key focus this year to continue to develop the Chwarae Teg culture to ensure we live our values, remain at the forefront of best practice and put ourselves in the best position to meet our ambitious targets. This year we have focussed particularly on developing our leaders and managers, developing a commercial mind-set, a continued focus on employee wellbeing including implementation of Wellbeing Wednesdays.

We continue to develop, review and roll out of policies and processes to ensure we stay abreast of changes and at the forefront of best practice when it comes to agile and flexible working.

This year we followed up on the Employee Engagement Survey, ensuring implementation of actions to address key development areas including: Team work between departments (with the introduction of shadowing, buddying and mentoring); internal communication; staff training and development; and consistency of performance and conduct management (coaching managers to improve consistency).

We continue with our approach to empower our line managers through developing their confidence and resilience and a focus on career development across the organisation including: introducing discussion about career development in one to one meetings.

As we continue to develop our focus on happy and engaged staff, in 2018/19 we will launch our Action Plan for a High Performing Team; introduce 360 feedback as part of the Achieve process; roll out talent mapping; repeat our Employee Engagement Survey Results and action planning; launch a new People Committee; and develop a Menopause Policy.

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REPORT OF THE TRUSTEES
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FINANCIAL REVIEW

Financial position

During the year the charity raised £3,781,455 (2018: £3,453,578) from a combination of grants, income from training and consultancy and Fair Play Employer subscriptions.

The two principal funding sources for the charity comprise a grant of £351,508 from the Welsh Government to deliver our core charitable objectives £351,508 (2018: £351,508) and a European grant to deliver the Agile Nation 2 project £3,136,885 (2018: £3,023,335).

The charity generated a surplus this year of £93,409 (2018: deficit of £58,025).

Net assets as at 31 March 2019 were £769,297 (2018: £661,378), comprising a general reserve of £114,281 (2018: £73,902), a critical cost reserve of £350,000, (2018: £350,000), Strategic planning reserve £230,000, an IT reserve of £50,000, (2018: £50,000) and restricted reserves of £25,016 (2018: (£28,014)).

To ensure long-term sustainability, Chwarae Teg continues to pursue commercial activity exploring alternate and diverse income streams. This has included the continued promotion of the Fair Play Employer scheme launched December 2017. Organisations receive a benchmark which will support them to deliver gender equality in their business giving those benefits of a truly balanced workforce. As a member organisations can access a gender and diversity survey and a day's worth of tailored consultancy to further progress gender balance in the workplace. Fair Play Employer income amounted to £100,529 in the year to 31 March 2019. Further information on the membership can be found at <https://www.cteg.org.uk/fairplayemployer/>.

During the year we generated income of £5,921 (2018: £3,162) in respect of our community co-working space. Designed to support and encourage female entrepreneurship, co-workers can rent a desk space from as little as £7 per day. Ad-hoc support is available as required on an hourly rate. Support include's bookkeeping, HR, marketing and IT. Further information on the community co-working space can be found at <https://www.cteg.org.uk/about-us/dynamic-workplace>

**FAIR PLAY (WORKFORCE) LIMITED
REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 MARCH 2019**

FINANCIAL REVIEW

Reserves policy

The trustees recognised the importance of an adequate and relevant reserves policy for effective governance and long term financial sustainability. The charity will retain unrestricted reserves, which are the free reserves of the charity, at a level which provides sufficient funds to maintain core management and support functions during periods of low income at a capacity sufficient to ensure its sustainability and in particular to support an income generation function to secure funds to enable the charity to pursue its objectives; and maintain sufficient resources to ensure that the charity operates an appropriate level of corporate governance. The following reserve policy sets out the levels of reserves that the organisation will maintain.

Critical Cost Reserve

The charity maintains £350,000 as a designated critical cost reserve which represents an allocation of core reserves. This fund is intended to meet the costs of winding up the charity if, in the opinion of the trustees, at any time it becomes inappropriate to continue operations. The amount maintained in this reserve is reviewed on a regular basis by the Finance and Resource Committee to ensure that it is sufficient to meet the potential obligations of a closure of the charity.

IT and Equipment Fund (No change from 2018 accounts)

The charity maintains £50,000 as a designated ICT and equipment fund which represents an allocation of core reserves towards the replacement of the ICT system. This reserve is released to match the ICT expenditure to which it relates.

Strategic Planning Reserves

The charity maintains a strategic planning reserve which represents an allocation of core reserves. This fund is intended to meet the cost of the future delivery of its approved strategic plans. The reserve is split into two sections:

Delivering AN2 obligations

The value maintained within the Delivering AN2 obligations reserve represents the potential costs to reserves to ensure the contractual obligations of the Agile Nation 2 project are met. This will cover any expenditure which the charity incurs in the delivery of Agile Nation 2 that is unable to be recovered from the funders of the project.

Income diversification

Diversification of income and the move away from high reliance on grant funding is a key strategic priority for the charity. This reserve represents the amount of money that the trustees are willing to commit to income diversification pilots in the coming year. This will be used to explore potential future commercial income streams as set out by the Commercial Innovation Committee. The amount allocated is based upon the pilots that the trustees approve and the amount of undesignated funds available. It is approved by the trustees on an annual basis.

General Reserve

The general reserve represents the remaining reserves of the company that have not been designated for one of the funds as detailed above. The general reserve represents the charity's true spare reserves and is available for the general purposes of the charity as set out in its governing document.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Chwarae Teg is a company limited by guarantee governed by its Memorandum and Articles of Association adopted on 20 January 2015. It is a registered charity with the Charity Commission.

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STRUCTURE, GOVERNANCE AND MANAGEMENT

Appointment of Trustees

Our governing document requires board membership to be between 8 and 14 trustees. New trustees are appointed through election by existing board members. When considering co-opting trustees, the Board has regard to the requirement of any specialist skills required now or as part of succession planning.

Trustee induction and training

New trustees receive a comprehensive induction pack containing information about the charity and its work for effective and informed decision-making. The induction pack also includes information on their legal obligations under charity and company law, a copy of the governing document, our strategic plan and recent financial performance of the charity. Each new trustee is offered an induction session with a member of executive team to go through the induction pack and answer any questions they may have. Trustee training sessions are offered periodically to the whole Board.

The Board delegates the exercise of certain powers in connection with the management and administration of the charity as set out below. This is controlled by requiring regular reporting back to the Board so that all decisions made under delegated powers can be ratified by the full Board in due course.

Finance and Resources Committee

The Finance and Resources Committee ("the F&R") comprises a minimum of four trustees from the Board as well as the Chief Executive, the Strategic Leads of the charity and the Finance Lead. The Committee meets quarterly. It is charged with reviewing the strategy, policy and management of the charity's finance and resources, and advising the Board accordingly. The Committee ensures proper procedures are in place to manage financial resources prudently and efficiently.

People and Organisational Development Committee

The People and Organisational Development Committee (POD) comprises a minimum of four trustees from the Board as well as the Chief Executive and the People Team Lead. It is charged with reviewing Chwarae Teg's People Strategy, performance against People KPIs, Health and safety matters and also to ensure that People policies and procedures are in line with current legislation and good practice. The POD committee also supports the Chwarae Teg Executive team on discharging its statutory and other requirements relating to its responsibilities for equality and diversity;

Chief Executive

The Chief Executive is responsible for the day-to-day management of the charity's affairs and for implementing policies agreed by the Board.

Risk management

It is the Board's responsibility to identify the major risks to which the charity is exposed and to review the systems and internal controls that have been established to mitigate those risks.

The Board identifies any changes to these risks as part of its strategic planning responsibilities and considers the likelihood and potential impact of such risks on a regular basis when reviewing operational performance and progress against strategic aims.

The Board is satisfied that the necessary systems and internal controls are in place together with mechanisms to ensure that they continue to operate satisfactorily.

**FAIR PLAY (WORKFORCE) LIMITED
REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 MARCH 2019**

STRUCTURE, GOVERNANCE AND MANAGEMENT

ORGANISATIONAL POLICIES

Employee engagement

Chwarae Teg recognises the importance of its employees in delivering our strategic aims and invests to assist our staff to achieve and prosper. A staff conference was held on 19th May 2017 which focused on continuous improvement and setting the scene for the organisation we want to be in the future. Flexible training and development options were also provided throughout the year. The Employee Forum continues to be an important mechanism to engage with staff around wellbeing, development and consultation.

Equality and Diversity Policy

Chwarae Teg is committed to a policy of equality of opportunity in its employment practices. It aims to ensure that no potential or actual employee receives more or less favourable treatment on the grounds of age, disability, ethnic or national origin, gender, marital or parental status, nationality, political belief, race, religion or sexual orientation. In particular, we are a Disability Symbol User.

Environmental Policy

Chwarae Teg is committed to continual environmental improvement, carbon reduction and pollution prevention through careful purchasing and minimising the amount of waste generated. Wherever possible, Chwarae Teg re-uses and recycles materials; monitors energy and water consumption; uses public transport, car-sharing and avoids unnecessary journeys. We endeavour to purchase products which have minimal environmental and social impact, and keep staff up-to-date on environmental issues.

Going Concern

After making enquiries, the trustees have a reasonable expectation that the organisation has adequate resources to continue in operational existence for the foreseeable future. Accordingly, they continue to adopt the going concern basis in preparing the financial statements. Further details regarding the adoption of the going concern basis can be found in note 1 of the financial statements.

**FAIR PLAY (WORKFORCE) LIMITED
REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 MARCH 2019**

TRUSTEES RESPONSIBILITY STATEMENT

The trustees (who are also the directors of Fair Play (Workforce) Limited for the purposes of company law) are responsible for preparing the Report of the Trustees and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including Financial Reporting Standard 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland".

Company law requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing those financial statements, the trustees are required to

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charity SORP;
- 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 charitable company will continue in business.

The trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charitable company and to enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

In so far as the trustees are aware:

- there is no relevant audit information of which the charitable company's auditors are unaware; and
- the trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information.

AUDITORS

The auditors for these accounts were, Bevan Buckland LLP.

Approved by order of the board of trustees on 29 November 2019 and signed on its behalf by:

A Thorne - Trustee

REPORT OF THE INDEPENDENT AUDITORS TO THE MEMBERS OF FAIR PLAY (WORKFORCE) LIMITED

Opinion

We have audited the financial statements of Fair Play (Workforce) Limited (the 'charitable company') for the year ended 31 March 2019 which comprise the Statement of Financial Activities, the Balance Sheet, the Cash Flow Statement and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland'.

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2019 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and the Republic of Ireland'; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditors responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

We have nothing to report in respect of the following matters in relation to which the ISAs (UK) require us to report to you where:

- the trustees' use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or
- the trustees have not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the charitable company's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the financial statements are authorised for issue.

Other information

The trustees are responsible for the other information. The other information comprises the information included in the annual report, other than the financial statements and our Report of the Independent Auditors thereon.

Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the Report of the Trustees for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Report of the Trustees has been prepared in accordance with applicable legal requirements.

REPORT OF THE INDEPENDENT AUDITORS TO THE MEMBERS OF FAIR PLAY (WORKFORCE) LIMITED

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the Report of the Trustees.

We have nothing to report in respect of the following matters where the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the trustees were not entitled to take advantage of the small companies exemption from the requirement to prepare a Strategic Report or in preparing the Report of the Trustees.

Responsibilities of trustees

As explained more fully in the Trustees Responsibility Statement, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Our responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue a Report of the Independent Auditors that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at www.frc.org.uk/auditorsresponsibilities. This description forms part of our Report of the Independent Auditors.

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. 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.

Alison Vickers (Senior Statutory Auditor)
for and on behalf of Bevan Buckland LLP
Chartered Accountants
And Statutory Auditors
Langdon House
Langdon Road
SA1 Swansea Waterfront
Swansea
SA1 8QY

29 November 2019

FAIR PLAY (WORKFORCE) LIMITED
STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 MARCH 2019

		Unrestricted funds £	Restricted funds £	2019 Total funds £	2018 Total funds £
	Notes				
INCOME AND ENDOWMENTS FROM					
Charitable activities	2				
Promoting equality of opportunity in the workplace		55,808	3,618,312	3,674,120	3,433,130
Income earned from other activities		5,921	-	5,921	3,162
Investment income		885	-	885	477
Fairplay Employer		100,529	-	100,529	16,809
Total		<u>163,143</u>	<u>3,618,312</u>	<u>3,781,455</u>	<u>3,453,578</u>
EXPENDITURE ON					
Raising funds	3	-	15,835	15,835	15,939
Charitable activities	4				
Promoting equality of opportunity in the workplace		46,023	3,549,447	3,595,470	3,466,763
Fairplay Employer		76,741	-	76,741	28,901
Total		<u>122,764</u>	<u>3,565,282</u>	<u>3,688,046</u>	<u>3,511,603</u>
NET INCOME/(EXPENDITURE)		40,379	53,030	93,409	(58,025)
RECONCILIATION OF FUNDS					
Total funds brought forward		<u>703,902</u>	<u>(28,014)</u>	<u>675,888</u>	<u>733,913</u>
TOTAL FUNDS CARRIED FORWARD		<u>744,281</u>	<u>25,016</u>	<u>769,297</u>	<u>675,888</u>

FAIR PLAY (WORKFORCE) LIMITED
BALANCE SHEET
AT 31 MARCH 2019

	Notes	Unrestricted funds £	Restricted funds £	2019 Total funds £	2018 Total funds £
FIXED ASSETS					
Tangible assets	10	66,177	-	66,177	14,510
CURRENT ASSETS					
Debtors	11	404,897	72,630	477,527	198,979
Cash at bank		<u>405,671</u>	<u>(12,988)</u>	<u>392,683</u>	<u>1,150,234</u>
		810,568	59,642	870,210	1,349,213
CREDITORS					
Amounts falling due within one year	12	(132,464)	(34,626)	(167,090)	(687,835)
NET CURRENT ASSETS		<u>678,104</u>	<u>25,016</u>	<u>703,120</u>	<u>661,378</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		<u>744,281</u>	<u>25,016</u>	<u>769,297</u>	<u>675,888</u>
NET ASSETS		<u>744,281</u>	<u>25,016</u>	<u>769,297</u>	<u>675,888</u>
FUNDS	13				
Unrestricted funds				744,281	703,902
Restricted funds				<u>25,016</u>	<u>(28,014)</u>
TOTAL FUNDS				<u>769,297</u>	<u>675,888</u>

These financial statements have been prepared in accordance with the provisions applicable to charitable companies subject to the small companies regime.

The financial statements were approved by the Board of Trustees on 29 November 2019 and were signed on its behalf by:

A Thorne -Trustee

FAIR PLAY (WORKFORCE) LIMITED
CASH FLOW STATEMENT
FOR THE YEAR ENDED 31 MARCH 2019

	Notes	2019 £	2018 £
Cash flows from operating activities:			
Cash generated from operations	1	<u>(691,440)</u>	<u>403,609</u>
Net cash provided by (used in) operating activities		<u>(691,440)</u>	<u>403,609</u>
Cash flows from investing activities:			
Purchase of tangible fixed assets		<u>(66,111)</u>	<u>(2,878)</u>
Net cash provided by (used in) investing activities		<u>(66,111)</u>	<u>(2,878)</u>
Change in cash and cash equivalents in the reporting period		<u>(757,551)</u>	<u>400,731</u>
Cash and cash equivalents at the beginning of the reporting period		<u>1,150,234</u>	<u>749,503</u>
Cash and cash equivalents at the end of the reporting period		<u><u>392,683</u></u>	<u><u>1,150,234</u></u>

FAIR PLAY (WORKFORCE) LIMITED

**NOTES TO THE CASH FLOW STATEMENT
FOR THE YEAR ENDED 31 MARCH 2019**

1.	RECONCILIATION OF NET INCOME/(EXPENDITURE) TO NET CASH FLOW FROM OPERATING ACTIVITIES	2019 £	2018 £
	Net income/(expenditure) for the reporting period (as per the statement of financial activities)	93,409	(58,025)
	Adjustments for:		
	Depreciation charges	14,443	9,742
	(Increase)/decrease in debtors	(278,547)	44,059
	(Decrease)/increase in creditors	(520,745)	407,833
	Net cash provided by (used in) operating activities	<u>(691,440)</u>	<u>403,609</u>

**FAIR PLAY (WORKFORCE) LIMITED
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2019**

1. ACCOUNTING POLICIES

Basis of preparing the financial statements

The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention.

The trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern.

Reconciliation with previous Generally Accepted Accounting Practice

In preparing the financial statements, the trustees have considered whether in applying the accounting policies required by FRS 102 and the Charities SORP FRS 102 a restatement of comparative items was needed. In accordance with the requirements of FRS 102 a reconciliation of opening balances and net income/(expenditure) for the year is provided with the net income/(expenditure) under previous GAAP adjusted for the presentation of investment gains/ (losses) as a component of reported income.

This is the first year in which the financial statements have been prepared under FRS 102. Refer to note 17 for an explanation of the transition.

Income

All income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds, any performance conditions attached to the item(s) of income have been met, it is probable that the income will be received and the amount can be measured reliably.

Income from government and other grants, is recognised when the charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably and is not deferred.

Income from courses and conferences is recognised when the respective event occurs.

All income received for Fair Play Employer is within the charity objects and complies with primary purpose.

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the charity; this is normally upon notification of the interest paid or payable by the bank.

Expenditure

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities, both costs directly attributable and indirect support costs.

Allocation and apportionment of support costs

Support costs are those functions that assist the work of the charity but do not directly undertake charitable activities. Support costs include office costs, finance, personnel, payroll and governance costs which support the Charity's activities. A note of these costs are detailed in note 7.

FAIR PLAY (WORKFORCE) LIMITED
NOTES TO THE FINANCIAL STATEMENTS - CONTINUED
FOR THE YEAR ENDED 31 MARCH 2019

1. ACCOUNTING POLICIES - continued

Tangible fixed assets

Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life.

Fixtures and fittings	- Over 5 years
Computer equipment	- 33% on cost

All capital assets purchased under AN2 project are expenses on receipt of the asset.

Taxation

The charity is exempt from corporation tax on its charitable activities.

Fund accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Designated funds are unrestricted funds earmarked by the Trustees for particular purposes falling in future time periods.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

Pension costs and other post-retirement benefits

The charitable company operates a defined contribution pension scheme. Contributions payable to the charitable company's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

FAIR PLAY (WORKFORCE) LIMITED
NOTES TO THE FINANCIAL STATEMENTS - CONTINUED
FOR THE YEAR ENDED 31 MARCH 2019

1. ACCOUNTING POLICIES - continued

Deferred income

Deferred income represents income received but not earned as of the year end. Deferred income primarily consists of income for affiliation fees received in advance of the affiliation period and grant income.

Accrued Income

Accrued income represents income not yet received but earned as of the year end. Accrued income primarily consists of income for affiliation fees outstanding of the affiliation period and grant income.

AN2

AN2 grant income is recognised as the amount due from outstanding claims to the Welsh Government at the balance sheet date, where performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably and is not deferred.

Debtors

Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

Cash at bank and in hand

Cash at bank and cash in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

Creditors and provisions

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

Leasing

Rentals paid under operating leases are charged to the profit and loss account on a straight line basis over the period of the lease.

Going concern

The Trustees have assessed whether the use of the going concern assumption is appropriate in preparing these accounts. The Trustees have made this assessment in respect to a period of one year from the date of approval of these accounts.

The Trustees of the Charity have concluded that there are no material uncertainties related to events or conditions that may cast significant doubt on the ability of the Charity to continue as a going concern. The Trustees are of the opinion that the Charity will have sufficient resources to meet its liabilities as they fall due.

FAIR PLAY (WORKFORCE) LIMITED
NOTES TO THE FINANCIAL STATEMENTS - CONTINUED
FOR THE YEAR ENDED 31 MARCH 2019

2. INCOME FROM CHARITABLE ACTIVITIES

	Activity	2019 £	2018 £
Promoting equality of opportunity in the workplace	Promoting equality of opportunity in the workplace	3,674,120	3,430,130
Income earned from other activities	Promoting equality of opportunity in the workplace	-	3,000
Income earned from other activities	Income earned from other activities	5,921	3,162
Investment income	Investment income	885	477
Fairplay Employer income	Fairplay Employer	100,529	16,809
		<u>3,781,455</u>	<u>3,453,578</u>

3. RAISING FUNDS

Raising donations and legacies

	2019 £	2018 £
Fundraising and Publicity	<u>15,835</u>	<u>15,939</u>

4. CHARITABLE ACTIVITIES COSTS

	Direct costs £	Support costs (See note 5) £	Totals £
Promoting equality of opportunity in the workplace	3,451,770	143,700	3,595,470
Fairplay Employer	76,741	-	76,741
	<u>3,528,511</u>	<u>143,700</u>	<u>3,672,211</u>

5. SUPPORT COSTS

Support costs have been included within resources expended on charitable activities. During the year £240,272 (2018: £266,703) was spent on support costs. An analysis of support costs are as follows:

	2019 £	2018 £
Staff costs	174,771	214,984
Auditors' remuneration	8,000	7,500
Support costs	34,326	29,389
Legal costs	23,175	14,830
Total	<u>240,272</u>	<u>266,703</u>

FAIR PLAY (WORKFORCE) LIMITED
NOTES TO THE FINANCIAL STATEMENTS - CONTINUED
FOR THE YEAR ENDED 31 MARCH 2019

6. NET INCOME/(EXPENDITURE)

Net income/(expenditure) is stated after charging/(crediting):

	2019 £	2018 £
Auditors' remuneration	8,000	7,500
Depreciation - owned assets	<u>14,444</u>	<u>9,742</u>

7. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31 March 2019 nor for the year ended 31 March 2018.

Trustees' expenses

Trustees expenses for the year ended 31 March 2019 totalled £357 (2018: £Nil).

8. STAFF COSTS

	2019 £	2018 £
Wages and salaries	2,373,930	2,293,772
Social security costs	217,653	225,478
Other pension costs	<u>154,313</u>	<u>165,939</u>
	<u>2,745,896</u>	<u>2,685,189</u>

The average monthly number of employees during the year was as follows:

	2019	2018
Delivery of services	72	70
Management and administration	<u>3</u>	<u>3</u>
	<u>75</u>	<u>73</u>

The number of employees whose employee benefits (excluding employer pension costs) exceeded £60,000 was:

	2019	2018
£60,001 - £70,000	2	2
£70,001 - £80,000	<u>1</u>	<u>-</u>
	<u>3</u>	<u>2</u>

Company pension contributions in respect of the above employee to defined contribution schemes amounted to £12,723 in the year (2018 - £8,775).

During the year the total employee benefits received by key management personnel amounted to £150,345 (2018: £102,376).

FAIR PLAY (WORKFORCE) LIMITED
NOTES TO THE FINANCIAL STATEMENTS - CONTINUED
FOR THE YEAR ENDED 31 MARCH 2019

9. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted funds £	Restricted funds £	Total funds £
INCOME AND ENDOWMENTS FROM			
Charitable activities			
Promoting equality of opportunity in the workplace	53,287	3,379,843	3,433,130
Income earned from other activities	3,162	-	3,162
Investment income	477	-	477
Fairplay Employer	16,809	-	16,809
Total	<u>73,735</u>	<u>3,379,843</u>	<u>3,453,578</u>
EXPENDITURE ON			
Raising funds	15,939	-	15,939
Charitable activities			
Promoting equality of opportunity in the workplace	58,906	3,407,857	3,466,763
Fairplay Employer	28,901	-	28,901
Total	<u>103,746</u>	<u>3,407,857</u>	<u>3,511,603</u>
NET INCOME/(EXPENDITURE)	<u>(30,011)</u>	<u>(28,014)</u>	<u>(58,025)</u>
RECONCILIATION OF FUNDS			
Total funds brought forward	<u>733,913</u>	<u>-</u>	<u>733,913</u>
TOTAL FUNDS CARRIED FORWARD	<u><u>703,902</u></u>	<u><u>(28,014)</u></u>	<u><u>675,888</u></u>

FAIR PLAY (WORKFORCE) LIMITED
NOTES TO THE FINANCIAL STATEMENTS - CONTINUED
FOR THE YEAR ENDED 31 MARCH 2019

10. TANGIBLE FIXED ASSETS

	Fixtures and fittings £	Computer equipment £	Totals £
COST			
At 1 April 2018	101,572	-	101,572
Additions	66,111	-	66,111
Reclassification	(149,766)	149,766	-
At 31 March 2019	<u>17,917</u>	<u>149,766</u>	<u>167,683</u>
DEPRECIATION			
At 1 April 2018	87,062	-	87,062
Charge for year	14,444	-	14,444
Reclassification/transfer	(85,504)	85,504	-
At 31 March 2019	<u>16,002</u>	<u>85,504</u>	<u>101,506</u>
NET BOOK VALUE			
At 31 March 2019	<u>1,915</u>	<u>64,262</u>	<u>66,177</u>
At 31 March 2018	<u>14,510</u>	<u>-</u>	<u>14,510</u>

11. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2019 £	2018 £
Trade debtors	193,231	152,803
Other debtors	172	-
Accrued income	233,759	10,230
Prepayments	50,365	35,946
	<u>477,527</u>	<u>198,979</u>

12. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2019 £	2018 £
Trade creditors	15,677	30,514
VAT	17,074	14,741
Other creditors	1,072	1,634
Deferred income	82,667	602,745
Accrued expenses	50,600	38,201
	<u>167,090</u>	<u>687,835</u>

FAIR PLAY (WORKFORCE) LIMITED
NOTES TO THE FINANCIAL STATEMENTS - CONTINUED
FOR THE YEAR ENDED 31 MARCH 2019

13. MOVEMENT IN FUNDS

	At 1.4.18 £	Net movement in funds £	At 31.3.19 £
Unrestricted funds			
General fund	73,902	40,379	114,281
Critical costs reserve	350,000	-	350,000
IT and equipment fund	50,000	-	50,000
Strategic planning reserve	<u>230,000</u>	<u>-</u>	<u>230,000</u>
	<u>703,902</u>	<u>40,379</u>	<u>744,281</u>
Restricted funds			
Agile Nation 2	(28,014)	42,022	14,008
Welsh Government Grant	-	9,091	9,091
Rapid Review	-	2,530	2,530
Purple Plaques	<u>-</u>	<u>(613)</u>	<u>(613)</u>
	<u>(28,014)</u>	<u>53,030</u>	<u>25,016</u>
TOTAL FUNDS	<u>675,888</u>	<u>93,409</u>	<u>769,297</u>

Net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	163,143	(122,764)	40,379
Restricted funds			
Agile Nation 2	3,136,885	(3,094,863)	42,022
Welsh Government Grant	351,508	(342,417)	9,091
Rapid Review	125,454	(122,924)	2,530
Purple Plaques	<u>4,465</u>	<u>(5,078)</u>	<u>(613)</u>
	<u>3,618,312</u>	<u>(3,565,282)</u>	<u>53,030</u>
TOTAL FUNDS	<u>3,781,455</u>	<u>(3,688,046)</u>	<u>93,409</u>

FAIR PLAY (WORKFORCE) LIMITED
NOTES TO THE FINANCIAL STATEMENTS - CONTINUED
FOR THE YEAR ENDED 31 MARCH 2019

13. MOVEMENT IN FUNDS - continued

Comparatives for movement in funds

	At 1.4.17 £	Net movement in funds £	At 31.3.18 £
Unrestricted Funds			
General fund	103,913	(30,011)	73,902
Critical costs reserve	350,000	-	350,000
IT and equipment fund	50,000	-	50,000
Strategic planning reserve	<u>230,000</u>	<u>-</u>	<u>230,000</u>
	733,913	(30,011)	703,902
Restricted Funds			
Agile Nation 2	-	(28,014)	(28,014)
TOTAL FUNDS	<u>733,913</u>	<u>(58,025)</u>	<u>675,888</u>

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	73,735	(103,746)	(30,011)
Restricted funds			
Agile Nation 2	3,023,335	(3,051,349)	(28,014)
Big Lottery	5,000	(5,000)	-
Welsh Government Grant	<u>351,508</u>	<u>(351,508)</u>	<u>-</u>
	3,379,843	(3,407,857)	(28,014)
TOTAL FUNDS	<u>3,453,578</u>	<u>(3,511,603)</u>	<u>(58,025)</u>

FAIR PLAY (WORKFORCE) LIMITED
NOTES TO THE FINANCIAL STATEMENTS - CONTINUED
FOR THE YEAR ENDED 31 MARCH 2019

13. MOVEMENT IN FUNDS - continued

A current year 12 months and prior year 12 months combined position is as follows:

	At 1.4.17 £	Net movement in funds £	At 31.3.19 £
Unrestricted funds			
General fund	103,913	10,368	114,281
Critical costs reserve	350,000	-	350,000
IT and equipment fund	50,000	-	50,000
Strategic planning reserve	230,000	-	230,000
Restricted funds			
Agile Nation 2	-	14,008	14,008
Welsh Government Grant	-	9,091	9,091
Rapid Review	-	2,530	2,530
Purple Plaques	-	(613)	(613)
	-	25,016	25,016
TOTAL FUNDS	<u>733,913</u>	<u>35,384</u>	<u>769,297</u>

A current year 12 months and prior year 12 months combined net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	236,878	(226,510)	10,368
Restricted funds			
Agile Nation 2	6,160,220	(6,146,212)	14,008
Big Lottery	5,000	(5,000)	-
Welsh Government Grant	703,016	(693,925)	9,091
Rapid Review	125,454	(122,924)	2,530
Purple Plaques	4,465	(5,078)	(613)
	<u>6,998,155</u>	<u>(6,973,139)</u>	<u>25,016</u>
TOTAL FUNDS	<u>7,235,033</u>	<u>(7,199,649)</u>	<u>35,384</u>
Designated AN2 fund			

The funds have been designated to cover potential ineligible spend under the Agile Nation 2 project for the coming two years.

14. RELATED PARTY DISCLOSURES

There were no related party transactions for the year ended 31 March 2019.

This document was delivered using electronic communications and authenticated in accordance with the registrar's rules relating to electronic form, authentication and manner of delivery under section 1072 of the Companies Act 2006.