



Trustees' 2025 Annual Report

Charity Registration No.: 1203808

For the Period 1st January 2025 to 31st December 2025



Statement from the Trustees

We are pleased to present our annual report, covering the period from January 2025 to December 2025. As the first 12-month financial period since setting up the Charity in the summer of 2023, this report will give full appreciation of the breadth of initiatives and activities that we are proud to be a part of.

Our work this year has been focused on expanding the variety of our collaborations ensuring that we were able to continue our aims, whilst raising sufficient support to deliver on our objectives while meeting our forecasted expenditures and reserves goals.

This report covers the period between January 2025 and December 2025, a longer period compared to previous annual reports. The new financial year arrangement introduced last year, has proven to be more aligned to suit our activities and fundraising timings. On this basis, the Charity financial year will remain the same also in the upcoming period between January 2026 and December 2026.

This year, we built on our previous successes and sought to cement partnerships with our long-term sponsors and allies. We have been working with our CIO members IMechE and IFE to continue with our strong partnerships here. Additionally, we welcomed IfSE as our newest Member of the CIO.

We have also expanded our Collaborations with universities including London South Bank University where we hosted our STEM event in June, and the University of Cambridge that have allowed us to run an additional STEM Outreach Day with years 12-13 students.

As in previous years, our main outward facing activities culminated in celebrations for International Women in Engineering Day in June, with a magnificent celebration at British Academy in London. This year's theme "Together We Engineer" gave us the opportunity to reflect on how engineering can improve society and bring communities together.

True to our mission, we have been focused on working to close the gender gap in engineering industries, by showcasing the accomplishments

of female engineers and promoting engineering to students. All of our work takes place in a context of raising awareness around issues relating to Diversity, Equity & Inclusion (DE&I), and we seek to support and collaborate with organizations and individuals who share our values.

Despite growing fundraising challenges, 2025 has been a strong year for SheCanEngineer, and we are proud of the work we are presenting in this report. We plan to continue with this work and are excited to see the impact we are able to provide in the coming years.

~Martina Capecchi, Treasurer





Statement from the Committee Co-chair

I couldn't be more proud to be part of SheCanEngineer and everything that has been achieved over the past year! It's been incredibly rewarding to see the charity continue to grow, creating more opportunities to connect, share experiences, and champion women in engineering.

The best word to describe SheCanEngineer's 2025 is Collaboration. We've had the chance to attend and deliver a range of new events, which have allowed us to engage with new audiences, and collaborate with other initiatives working towards the same goal. These moments have also helped us build deeper, more meaningful relationships with our sponsors and members.

STEM outreach has remained close to the heart of what we do. With more outreach days this year, we've been able to spend more time speaking directly to young people, helping to challenge perceptions of engineering and open up new possibilities. Those conversations — often simple but powerful — are a constant reminder of why this work matters and the difference we can make.

None of this would be possible without our volunteers. We've worked hard to strengthen our community and create more space for people to get involved and take ownership of what we do. It's been really inspiring to see volunteers step up, bring forward ideas, lead initiatives, and support each other along the way.

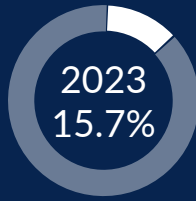
Looking ahead, we're excited to keep building on this momentum, strengthening our community, and continuing to create spaces where women in engineering feel seen, supported, and inspired.

~Natalia Adamson, Co-chair of Committee





The SheCanEngineer Vision: Gender Parity in Engineering



*Statistics from [EngineeringUK Women In Engineering & Technology May 2025 Update Report](#): female representation in engineering.

Organisational Values



I Inclusion

An accessible initiative that is open-to-all. Bringing all genders to the table, and showcasing intersectionality.



C Connection

A network of collaborators, professional engineering institutions, academic institutions, corporations, volunteers and the public.



E Engagement

Expanding the stakeholders in engineering. From corporations (engineers, management, leadership), to schools (students, teachers, parents), and universities (students, staff).



A Advancement

Extending the narrative of the business case for diversity in engineering from one of "the right thing to do" to one of profitability and innovation.

Charitable Objects

- The promotion of equality and diversity for the public benefit by providing initiatives designed to address the underrepresentation of women in the engineering industry.
- The advancement of education across the UK in the subject of engineering.



Activities in furtherance to the Charitable Objects and Values

DE&I Conversations

Unique Approach
Utilising, evaluating and articulating the lived-experience of engineers within the SheCanEngineer committee.

DE&I Presentations & Workshops
Curating and delivering interactive content tailored to the audience – engineers, managers, leadership, HR.

University Events
Opportunities for undergraduates to engage with engineers in industry.

Conference Exhibitions
Increasing public engagement/exposure.

Press
Strategic partnerships with publications, conference organisers and institutions; sharing content, and increasing exposure of the charity.

Podcasts
A series of conversations with engineers, DE&I experts and collaborators.

Social Media
A consistent presence and following on LinkedIn and Instagram platforms.

Celebration Events

Raise Awareness
Public & private events designed to engage guests around inspiring themes, often guided by the Women’s Engineering Society.

Male Presence
Representation of “majority” groups – as guests and contributors; promoting allyship and engagement.

Networking
Opportunities for guests and contributors to connect.

Accessible
Free to attend and open to all.

STEM Outreach

Unique Approach
Free-of-charge STEM activities that focus on the *Engineering* education and showcasing women’s roles in the field.

Raise Awareness
Promoting the range of engineering disciplines and careers, technical skills, and softer skills – among school students, teachers and parents.

Live Events
In-person team workshops, debates and speed-networking.

Webinars
Live-streams and retrospective recordings of female-led panel debates on engineering topics.

Competitions
An effective approach to deepen engagement among participants, and widen the reach.

Exhibitions
Collaborations with other initiatives, broadening the connections.



Achievements & Performance

SheCanEngineer has continued to meet the charity's obligations to public benefit and partners, through continued impactful delivery.

The CIO's activities are still run entirely by volunteers, who dedicate their spare time to the charity's work. Since the presentation of the last Annual Report, the charity has successfully expanded the volunteer-base, formalising more positions that enable the day-to-day activities to be run separately from governance.

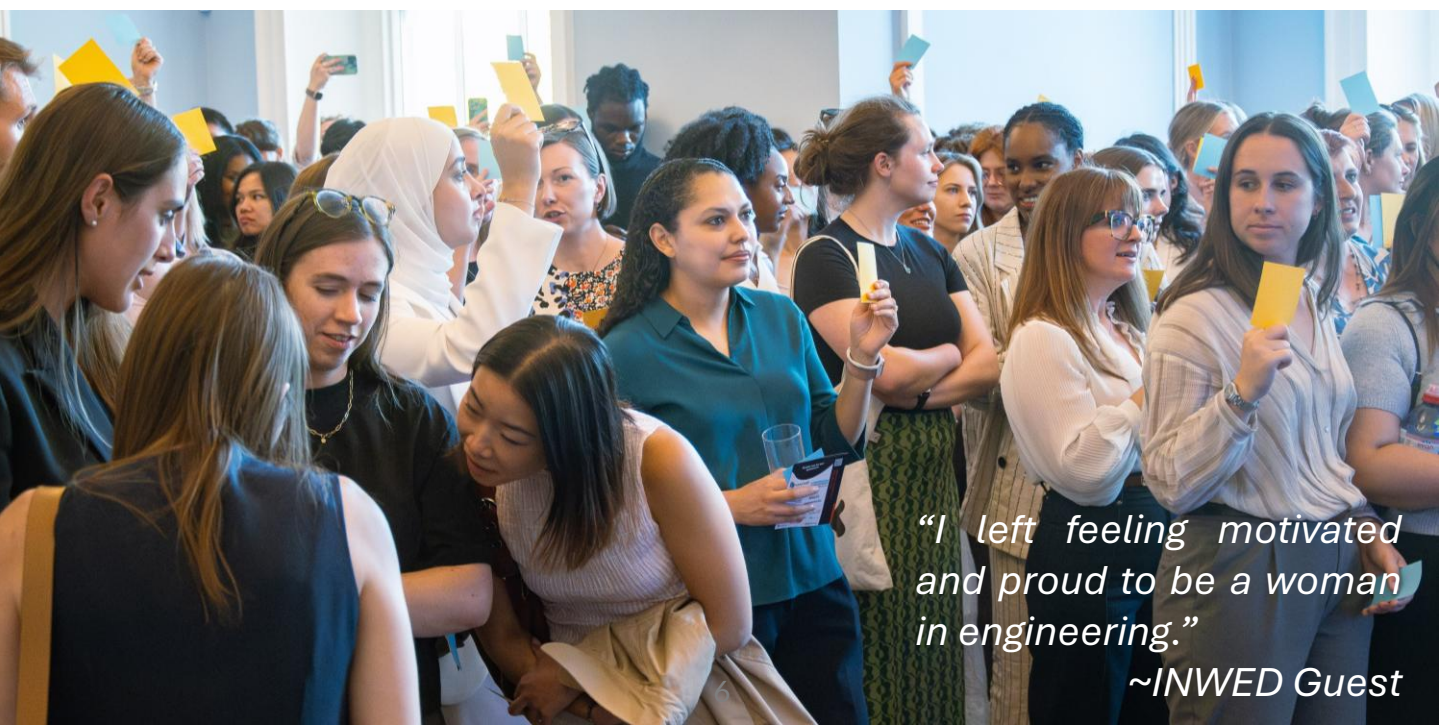
This annual report presents the highlights of 2025, measures of impact, policy updates, the organisational structure, and the charity's finances.

The charity will start 2026 with 16 Sponsors (14 corporations and 2 Engineering Institutions), 2 Platinum sponsors, and £19,686 in reserves.

Celebratory Events - INWED

The charity's annual International Women in Engineering Day (INWED) celebration was held at the British Academy in London. SheCanEngineer hosted an evening of inspiring talks and networking on the theme of "Engineering in Society". Dr Alice Bunn gave a rousing introduction on the role that engineers play in building our society, and the audience heard viewpoints from engineers of different backgrounds and specialties: Kirsty Pinnell on the importance of allyship, Dr Sarah Junaid on how engineers can impact social change, and Marie Williams on the importance of thinking playfully. Attendees were then encouraged to get involved in the discussions with an interactive workshop on "Adding a Personal Touch to the ED&I Picture". SheCanEngineer's own Maira Bana and frequent SheCanEngineer collaborator Hasani Jess posed some questions around the current DE&I climate to the audience, and promoted some important discussions around how to create a more inclusive and equitable society, and some ideas on what to do when we get it wrong. The session was a valuable moment to share experiences and knowledge, in a non-judgemental setting.

The talks were followed by a classic SheCanEngineer networking session, allowing attendees to continue discussions in a sociable setting, and meet with some of the charity's sponsors. The team is very proud of the events they throw each year to celebrate INWED, and their 2025 event delivered again – SheCanEngineer looks forward to more celebrations in 2026!



"I left feeling motivated and proud to be a woman in engineering."

~INWED Guest



SheCanEngineer 2025 Activities

Celebratory Events – Newcastle Seminar

In November, SheCanEngineer hosted the charity's first event in Newcastle, a collaboration with STEMAZING. Teaming up with STEMAZING to make the most of the shared experience, the team put together a day-long event at The Catalyst in Newcastle, on the theme "Addressing Inclusion in Engineering". The team hosted a wide-ranging audience, including professionals, academics and students, to hear a superb line up of speakers. Zoë Hingston and Charlie Charlton gave inspiring speeches on their experience of leading inclusion initiatives from the front, and they were followed by some structured networking to get attendees talking. Angela Tait and Amina Razak both gave talks on the importance of networks and support, and Lee Ellis of DNV gave a great case study on how this can work on site. The agenda also included a panel on inclusivity can be incorporated into corporate cultures (with speakers from Vantage DC), a workshop on how to engage students with STEM (hosted by Alex Knight of STEMAZING), and an inside look on how inclusivity is put into practice in everyday life by Maria Rossini. The jam-packed day of great talks was closed out with a speech from Chi Onwurah, MP for Newcastle upon Tyne Central and West, who shared her experience as an engineer and how this has shaped her political career and opportunities. The day was a great success, and it was exciting to bring SheCanEngineer to a new location and to meet and hear from so many passionate people in industry.



"The collaboration between different organisations who work to achieve the same goals was to be applauded."
~Event Delegate



STEM Outreach & Awareness

SheCanEngineer held two STEM events in 2025: a collaboration with CUWES (Cambridge University Women in Engineering Society) at Cambridge University; and the annual INWED STEM Day, held at London South Bank University.

CUWES Collaboration

The SheCanEngineer x CUWES event welcomed 80 students in years 12 and 13, aged 16-18 from six different schools around the Cambridge area to Cambridge University on Friday 21st March 2025.

The day began with a workshop curated and run by SheCanEngineer on designing a Stadium. It focused on teamwork, negotiation and providing understanding of different engineering roles required to design on a city-scale.

Following the workshops, the students attended a mini lecture by Clara Pecci Terroba, a PhD student, and Dr Sakthy Selvakumaran, a Research Fellow. The talk focused on their journeys into engineering.

A speed networking event was also facilitated as part of the day with the help of volunteers from across the SheCanEngineer community and Cambridge University, allowing the students to engage with many different types of engineers and learn about their jobs.

Students also had the opportunity to tour Cambridge University to see the labs, lecture theatres and engineering rooms.

INWED STEM

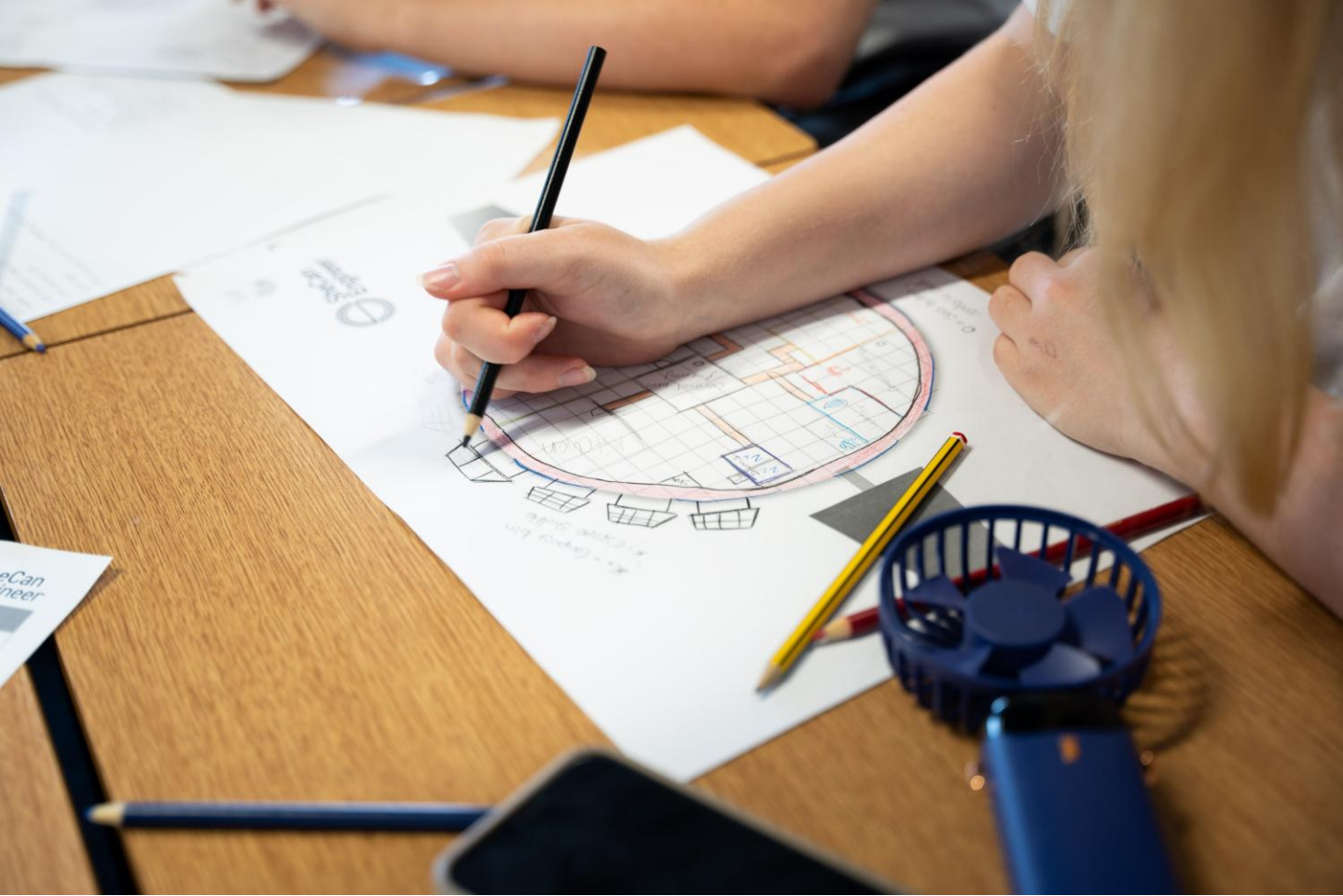
SheCanEngineer held their annual STEM event for International Women Engineering Day on 19th June 2025, at London South Bank University. Nearly 100 students aged 11-14 from 12 different schools attended the event, making it a full day of hands-on learning, creative teamwork, and engagement with different engineering professionals.

The day began with a mini lecture and Q&A on acoustic engineering from one of the university lecturers. This was an interesting and exciting topic investigating how sound waves and vibration need to be thought about as part of the design of venues.

The students participated in an engaging SheCanEngineer workshop, designing a space station. This workshop gave students an insight into the various roles within an engineering design team and the skills required to deliver a project. Although based on a space station there were many similarities to designing a building and students could relate from what they need in a home or school to what is also needed on a space station. Teachers took on the roles of the client during the activity, ensuring the students allowed for some social and research places as well as the essential rooms. This involvement added an additional layer of realism to the exercise, helping students appreciate the complexities of designing solutions for real-world problems with some clients changing the requirements half-way through the task too.

The remainder of day was used to meet different types of engineers and find out about their work through speed networking. With 20 different volunteers over the afternoon talking about their work the students used their curiosity to quiz the engineers on how they became engineers as well as what they do day to day.


Overall, the event was a fantastic success, with students and teachers providing positive feedback. Prizes were awarded to recognise outstanding participation and teamwork and all students went home with a certificate. The SheCanEngineer event effectively combined learning, fun, and career exploration, leaving students with a greater understanding and enthusiasm for the possibilities within engineering careers.



“The speed networking tables were amazing. After talking to them it definitely swayed my opinion in choosing a job in the engineering field.”

~14 yr-old student

Q5: Please share any additional comments or suggestions.

I loved this sooo much! Thank YOU!!! 
kuyka

THANK YOU!





SheCanEngineer 2025 External Collaborations

SheCanEngineer is all about collaboration, and the charity has been welcomed into many spaces over 2025. Whether to exhibit, run workshops, or contribute to Awards Shows, the team has maximised opportunities to work with other initiatives across engineering industries and beyond.

Workshops, Presentations & Exhibitions

Engineering Design Show: The second year for SheCanEngineer attending the Engineering Design Show (hosted by Mark Allen Group) was once again, highly impactful.

The team ran an interactive workshop on “The Business Case for Diversity”. The well-received session brought in voices from a range of industries and career-stages.

Thanks to the support of Mark Allen Group, SheCanEngineer exhibited over the 2-day conference. More-so than the previous year, the demographic of the attendees was typically around the university/apprenticeship age, and the SheCanEngineer team were able to offer careers advice, CV writing guidance and conversations around the engineering workplace and DE&I.

University of Portsmouth: SheCanEngineer Trustee, Maira Bana, delivered a lecture to the students of University of Portsmouth, London. As a guest Industry Educator, she presented on “Reframing Engineering Management in Industry – A DE&I Perspective”, promoting relevant and impactful discussion from the perspective of DE&I, gender parity, social impact, self awareness and management.



Essential Management Skills Conference: This annual 3-day conference, is hosted by the IMechE, for engineers, by engineers. The delegates have been identified as future leaders and managers that are keen to learn what it takes to enter management positions. SheCanEngineer delivered plenary keynote and a workshop on ‘Realising Value in Diverse Engineering Teams’, which saw 30 delegates, across 2 sessions, take part in activities that allowed them to think about what makes a good manager, understand the value of diverse teams, how bias propagates in the hiring process and what it takes to understand someone’s experience of being ‘the only one’.

The delegates had positive feedback on the sessions, with some mentioning how the activity allowed them to feel heard, how important that felt, and how they plan on carrying that understanding with them on their management journey.





SheCanEngineer 2025 External Collaborations

Exhibitions

IfSE ASEC: In November, The Institute for Systems Engineers invited SheCanEngineer to their Annual Systems Engineering Conference (ASEC), held in Kent. The charity exhibited alongside other organisations with similar aims, promoting engineering to under-represented groups. The conference allowed the team to discuss the importance of diversity in systems engineering, and to deepen the relationship with IfSE, who had recently joined as a Member of the charity.



IMechE Engineering is for Everyone: The IMechE's flagship DE&I event welcomed members and DE&I partners for an evening exploring the steps organisations can, and should, take to make engineering spaces accessible to all. The lecture and panel discussion provided insights on driving cultural change and embedding inclusion into organisations. The networking session, during which SheCanEngineer was invited to exhibit, provide opportunities for the team to engage guests in the charity's work.

CHAIN: CHAIN events are a global series of collaborative engineering focused events, connecting young engineers and early career professionals with their local engineering community. These are a collaboration between regional PEI hubs. In 2025, SheCanEngineer exhibited at the Manchester CHAIN event, alongside the IMechE, CIBSE, ICE, and IChemE. This presented the opportunity to showcase the charity's work to local students, young professionals, and engineers. In previous years SheCanEngineer have exhibited at the London CHAIN instances, which were not on the calendar in 2025.

Voice at the Table Leadership Conference: This cross-sector leadership conference targeted at senior leaders provided a unique exhibition opportunity for SheCanEngineer, as a Charity Partner of Voice at the Table. SheCanEngineer usually brings a DE&I perspective to engineering spaces, but this event allowed the team to bring an engineering-perspective to DE&I. The panel discussions and keynotes were phenomenal; where experts could share their knowledge and experiences of inclusion and the impact it can have on businesses. The hands-on workshops provided a chance to try out new techniques; and the networking sessions allowed the audience to bring brilliant discussions to the charity's stand.

Supporting Industry Awards

Voice at the Table Inclusion Leader Awards: In addition to exhibiting at the Voice at the Table's Leadership Conference, SheCanEngineer was asked to join the judging panel for their annual Awards, celebrating the very best of inclusive workplaces and leaders.

C2I (Collaborate to Innovate) Awards: This was SheCanEngineer's first year as The Engineer UK's Charity Partner for their Collaborate to Innovate (C2I) awards. It was particularly special as it is The Engineer's 170th anniversary as well as their 10th year running these awards. It was a brilliant event celebrating industry-wide achievements.

SDE Awards: SheCanEngineer was delighted to support the Society of Digital Engineering at their inaugural awards, as the Charity Sponsor for their Best Software Developer Award. The event was a fantastic opportunity to celebrate innovation in digital engineering, connect with others across the industry, and reflect on how inclusion and recognition go hand in hand.





SheCanEngineer 2025 External Collaborations

The Greatest Gathering, Alstom

With 2025 being the 200th anniversary of the birth of the modern railway, Railway 200 celebrated the past, present and future of rail with thousands of events and activities across the UK.

In August, SheCanEngineer was welcomed to Alstom's The Greatest Gathering - a once-in-a-generation Railway 200 3-day weekend festival at Litchurch Lane Works, Derby.

The charity attended with a STEM engagement focus, reaching over 250 students (mostly primary school aged) with a hands-on creative activity: building and testing balloon-powered trains, using card and recycled materials. The activity was a springboard to link fun, creative design to engineering concepts: exploring forces & motion, energy transfer,

friction & stability, and a lot of real-world problem-solving! There was curiosity and engagement from students of all ages, and vitally, from their parents and teachers too.



The SheCanEngineer volunteers over the 3 days were rushed off their feet, in conversations with the engineers of the future, and it was a pleasure to be invited to exhibit at such a unique event.





“Just brilliant and exactly the sort of positive legacy impact [we] were hoping for when we had the original conceptual ideas for what became #GreatestGathering.”

~Jonathan Dunster



Formula Student, IMechE

In July 2025, SheCanEngineer broke into the realms of motorsport, and braved the weather of Silverstone, exhibiting at Formula Student across two days of the IMechE's prestigious global competition.

The exhibition saw the charity engage with a wide spectrum of engineering-stakeholders:

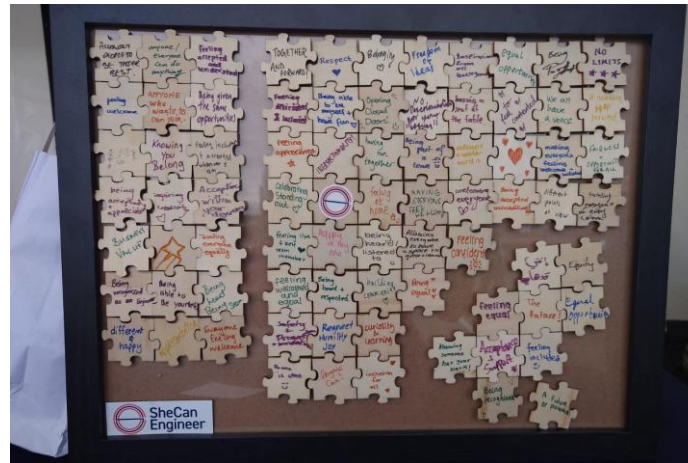
- Children aged 5 upwards.
- Parents.
- University students.
- Working professionals.
- Employers.

With the youngsters, conversation revolved around the balloon-powered car activity – allowing them to explore their creativity and troubleshooting skills. Reaching nearly 200 children of primary and secondary school ages, the activity presented the team with the opportunity to engage students around the persistence and resilience that make up an engineer's skillset!



The team was given a relatively unique chance (usually only faced at weekend events) to interact with parents – sharing career pathways and breaking stereotypes.

For the university students, working engineers and employers attending, activities centred around the “jigsaw puzzle” and polls, engaging people in conversations around DE&I.



The day offered attendees the chance to connect with the SheCanEngineer team and approach them as individuals, for guidance and careers advice.

The charity produced ample social media coverage in the lead-up and during the event – with a lasting engagement and impact.

Formula Student will hopefully be a consistent item on the SheCanEngineer calendar going forward.





*“I liked making my balloon car.
And I was very happy being dry
under your tent.”*

~7-yr old student



The Digital Media team has had a re-organisation, and there are now leads in place for each of the streams of digital media:

- Social Media
- Website
- Graphics
- Podcast

The re-organisation has brought about a better, cohesive approach for managing all aspects of the charity's digital media.

Social Media

The Social Media strategy focuses on:

- Raising awareness of SheCanEngineer, its values and purposes to the appropriate audience.
- Leveraging engagement on the platforms on which the charity is active, to grow reach.
- Monitoring and measurement of performance and engagement rate, in order to assess impact.
- Creating a range of content styles in line with content pillars that reflect the organisational values.
- An active content calendar overseen by the Social Media Lead that lends an organised approach to publishing.



Website

The main focus for the website this year has been to tidy it up, in order to make it easier to use, and also easier to maintain. There is still an ongoing goal to move away from using Wix to host the website, and to use another, more user-friendly hosting site.

Graphics

The Graphics team have been focussing on creating material for social media, the website, as well as the materials for events and exhibitions. There is an ongoing activity to generate templates for announcements and campaigns in order to maintain consistency.



Podcast

The podcast has again proved challenging this year, in keeping the momentum up on the editing and publishing of podcast episodes. Sponsors are becoming more interested in 'sponsored podcasts' and the charity has published the first one of these this year.

Upcoming Crisis Management Plan

A key activity for the coming year for the team is to develop a Crisis management plan, which will entail a communications plan and response protocols to deal with negative sentiment, PR issues etc., in order to uphold trust with audiences, and team training to facilitate crisis management, community safeguarding and the flagging of inappropriate content. This will be developed in collaboration with the trustees.



Data has been presented for the SheCanEngineer calendar: 1st January to 31st December 2025.

Celebratory Events



2 celebratory events targeted & delivered; maintaining previous years' output

80 attendees at Newcastle Seminar
Targeted 100

14 T-level students in attendance at Newcastle Seminar

175 attendees at INWED Event
Targeted 160



27% male attendance at INWED
~30% male attendance at Newcastle Seminar
Targeting 25-35% of guests & contributors

35% people attending INWED on behalf of **17 Sponsors**

80% turnout rate at Newcastle Seminar
85% turnout rate at INWED
Targeting >75% of registrants

Digital Media

618 new LinkedIn followers

1659 unique website views



573 podcast plays (total)

podcast listeners in **27** countries

80 new website subscriptions

70% (f) / 28% (m) gender split on podcast plays



2689 LinkedIn, **2294** Instagram followers

STEM Outreach



2 STEM events targeted & delivered; doubling previous years' output

80 students at Cambridge Event
98 students at INWED STEM
Targeted 100 at each

38 Speed-networking volunteers across internal events

21 engineering disciplines showcased at speed-networking

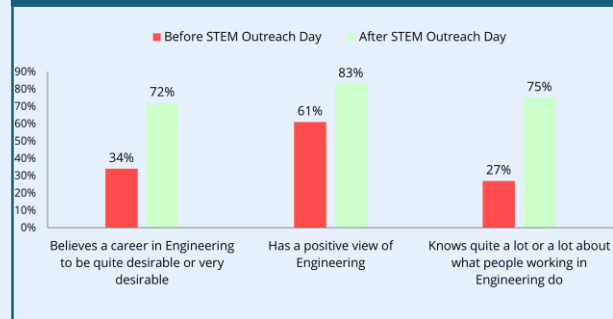
55 students wanting to work in engineering after INWED STEM event

97% (f) / 3% (m) gender split across internal events

450+ primary & secondary students and their parents reached through The Greatest Gathering and Formula Student

age-range reached across internal events: **11-17 year olds**

An effective awareness campaign



Partnerships

18 Sponsors

3 PEI Members

4 Official Collaborators

External Collaborations



Representation at **4** webinars & interviews hosted by external collaborators



1 university lecture

7 exhibitions



4 articles published by external collaborators

Workshops



5 workshops & presentations delivered for **1** university, **2** corporations & **2** conferences

~63% male attendance at workshops & presentations
Targeting 40-60% of attendees



The charity's policies can be provided on request.

Policies/Guidelines

The following policies have been published:

1. Data Protection Policy: SheCanEngineer needs to collect and use certain types of information, including personal information. The Data Protection Policy outlines how this personal information must be collected and dealt with appropriately – whether on paper, in a computer, or recorded on other material - and there are safeguards to ensure this under the UK General Data Protection Regulation (GDPR).
2. Privacy Policy: SheCanEngineer collects and processes personal identifiers and contact details of volunteers and subscribers. This policy outlines individuals' data protection rights, storage of data, and the complaints procedure relating to Privacy breaches.
3. Risk Management Policy: This framework provides guidance on the management of risk to SheCanEngineer in supporting its charitable objects, safeguarding the charity's assets, ensuring financial stability, and protecting volunteers.
4. Conflict of Interest Policy: The charity's trustees will make decisions in the interest of the charity. This policy outlines financial and loyalty conflicts, procedures for managing and recording conflicts of interest, and the procedure for dealing with a failure to declare a conflict of interest. This policy has now been updated to include guidance for use of SheCanEngineer Intellectual Property, and includes guidance for instances where individuals are asked to be involved in activities on behalf of SheCanEngineer, such as speaking at events.
5. Bullying and Harassment Policy: The charity is committed to providing an environment free of harassment and bullying, where everyone is treated, and treats others, with respect. The charity will not permit or condone any form of bullying or harassment. This policy covers bullying or harassment of or by anyone engaged in any SheCanEngineer activities (such as events, meetings and workshops), including third parties.
6. Disciplinary Procedure: SheCanEngineer aims to help and encourage its trustees, volunteers and contractors to achieve and maintain standards of conduct throughout their time with the charity. This procedure applies to all individuals working for or on behalf of the charity, and sets out the actions to be taken when rules or procedures have been breached.
7. Complaints and Grievances Procedure: SheCanEngineer believes that complaints offer an opportunity to listen, learn and act on the feedback provided so that the charity can run more effectively. This policy and procedure sets out how SheCanEngineer will approach and manage any complaints or grievances, including the rights to appeal, and confidentiality clauses.
8. Financial Controls Policy: SheCanEngineer financial controls cover the accounting, banking and access practices of the charity, as well as goals around reserves, wages, liability and expenses. This policy also includes the financial reserves and investing funds policy, and has been updated to reflect changes in order to provide further clarity on accountability, fundraising, and expenses.
9. Expenses Policy: SheCanEngineer volunteers (as well as individuals carrying out activities on behalf of the charity) have the right to reimbursement for certain expenses. This policy details the procedure and qualification to claim back expenses. This policy has been updated to include guidance regarding expenses incurred by speakers for SheCanEngineer events.
10. Safeguarding: As part of SheCanEngineer's charitable educational objects, the charity holds events for primary and secondary school students, as well as providing an online presence promoting education for all in engineering. The purpose of this policy statement is to protect those children and young people who receive SheCanEngineer's services from harm, and to provide trustees and volunteers, as well as children and young people and their families, with the overarching principles that guide the charity's approach to child protection. This policy applies to anyone undertaking work for or on behalf of SheCanEngineer including volunteers, trustees, committee members, beneficiaries and contractors.



Structure & Management Updates

In order to better entrust the day-to-day activities of SheCanEngineer to the volunteering committee, the trustees have aimed to divorce the roles of trustees and the roles of volunteers. Trustees as individuals can still take on roles within the volunteering committee,.

The intention is for trustees to define the vision, objects and values of the charity, and set the financial budget. The volunteering committee is to implement this vision by defining the strategy, prioritising activities, and managing the budget.

Full details of the roles, responsibilities and governance can be found in the SheCanEngineer Rules & Guidelines Document, available upon request.

Trustee Roles

All trustees of SheCanEngineer are expected to be Ambassadors for the charity, and to develop partnerships with sponsors and collaborators.

The five roles identified for the trustees are:

- a. Chair: responsible for the calling of the Annual General Meeting, chairing of Trustee Meetings and AGM, the deciding vote when voting, and access to the bank account.
- b. Secretary: responsible for issuing minutes of Trustee Meetings and AGM, preparation of the Annual Report, management of correspondence with the Charity Commission.
- c. Treasurer: responsible for preparation of Accounts, preparation of budget, financial management of the charity, and access to the bank account.
- d. Volunteer Support: responsible for implementation and oversight of volunteer policies, management of Associate Memberships.
- e. Membership Management: responsible for communication with members, and the development and actioning of strategies for increasing membership

Volunteer Roles

The associated organogram can be found in the Appendix of this report.

The following committee roles will need to be established at SheCanEngineer meetings and will be voted on by simple majority.

- a. Chair/Co-chairs: A recommended tenure of two years. The role is to provide strategic leadership to SheCanEngineer, in order to achieve the charity's objectives. This role must be held by Associate Members.
- b. Treasurer: A recommended minimum term of two years. The role is to effectively manage the charity's finances. This role must be held by a trustee.
- c. Internal Communications Lead: The role is to support the committee in their administration and issue communications among volunteers.
- d. External Communications Lead: The role is to provide leadership to the External Communications sub-departments, which include:
 - Partner Liaisons / Account Managers for sponsors, universities and other collaborators.
 - Marketing and merchandise.
 - Conferences and workshops.
- e. Education Outreach Officer: The role is to co-ordinate all education activities of the charity, chair the outreach team, provide support to the leads of individual STEM events, and build working relationships with STEM organisations. This role must be held by a registered STEM Ambassador.
- f. Digital Media Lead: The role is to co-ordinate all digital media platforms on the charity. This includes social media, website and podcast.
- g. Celebratory Events Lead: The role is to co-ordinate the organisation of all celebratory events.



Data has been presented for the charity’s financial year: 1st January 2025 to 31st December 2025. The appendix includes the Accounts for the same period.

The Trustees keep income and expenditure under close review. SheCanEngineer operated within its income for the year up to December 2025 and they expect to do so for 2026.

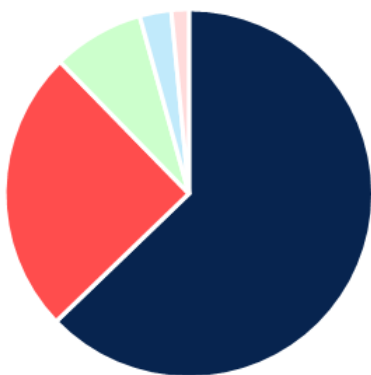
Financial Results

The charity registered a total income for the analysed period of **£33,350**, largely driven by corporate sponsorship. This is broadly in line with previous years, and aligned with the estimates from the previous Annual Report. Total expenses in the analysed period amounted to **£24,948.97**, with the largest expenditures being the Celebratory Events (£15,668.87) followed by STEM outreach (£6,208.16). Running costs were again kept very low (£382.68).

Independent Examination

For the first time, the charity’s financial records were required to undergo an independent examination as the yearly income was above £25,000. The charity obtained several quotes and was able to secure a qualified independent review for a low fee.

Expenses 2025



- CC01 - Celebratory Events (63%)
- CC02 - STEM Outreach (25%)
- CC03 - Marketing and External Communications (8%)
- CC04 - Digital Media (3%)
- CC05 - Running Costs (1.5%)

Expense Policy

SheCanEngineer has no employees and is completely run by unpaid volunteers, who can claim back some of their expenses in accordance with a strict Expense Policy.

Reserves and Reserve Policy

The Reserve Policy remains to build up reserves over the next few years, to reach around 80% of the expected running yearly costs in a best case scenario. Thanks primarily to prudent management of expenses, ~£10k were added to the total assets value, which now sits at **£19,686.61**. The aim remains to add a value equal to approximately 15% of the income to reserves, every year. The trustees consider current reserves and relative policy to be in line with the overall financial plan.

Restricted and Unrestricted Funds

The charity currently does not hold any restricted funds, and currently does not plan to maintain any.

Guaranteed Income

Deferred Income for 2026 amounts to £13,350.

Investment Strategy

A 6-month fixed-rate bond was taken out in 2025, in order to efficiently utilise the charity’s reserves. The charity’s policy remains to invest part of the reserves into safe, fixed-income instruments to supplement the charity’s main sources of income.

Going Concern

The trustees considered all available information as presented, and are satisfied with the financial performance of SheCanEngineer. The sponsorship income remained stable and in line with the most likely scenario as outlined in last year’s report. Focus remains on building up reserves in line with the financial policy, while ensuring that a similar standard of events and overall deliverables can be guaranteed.



Treasury

Funding & Budget

SheCanEngineer is driven entirely by the funds raised through sponsorship, membership and donation. As the charity grows in recognition, the trustees understand the need to ensure a stable income to the charity, in order to maintain a consistent offering to stakeholders. The annual highlights continue to be the INWED-related events, which carry the largest expenses in the year; other events are carried out in line with SheCanEngineer’s charitable objectives. The trustees expect the funding model to remain broadly unchanged, with corporate sponsors being the main source of income for the future. Similar to previous years, limited uptake for institutional membership has also been observed, and it remains a growth target. The CIO is still targeting reserves amounting to 80% of typical annual expenditure, as per last year’s Annual Report. The trustees also recognise the continued impact on DE&I initiatives due to the geopolitical situation and remain committed to retaining existing sponsors by ensuring consistent delivery.

The 2026 budget has been established using the expenditure from 2025, with appropriate increases to account for rising costs and flexibility.

Cost Centres

SheCanEngineer’s Treasury department has continued the implementation of the charity’s cost centres, to better represent and track the elements of expenditure. Each cost centre is assigned a Budget Lead, who has visibility over the planned activities and expected costs. The Treasury team has assigned appropriate budgets and hosts regular meetings with Budget Leads, during which budgetary updates may be made.

Savings Accounts for Reserves

As anticipated in the previous annual report, the Treasury department chose to invest into appropriate low-risk, short-duration fixed-income instruments, in order to best utilise the funds in Reserves. The suitability and alignment of such instruments to the charity’s policies is continuously reviewed by trustees as advised by Treasury.

Independent Review & VAT Registration

Treasury are aware of the change in law, which moved the threshold for independent examination to £40,000. The charity’s 2026 income is expected to be in that region and therefore the estimates for 2026 still include an independent examination fee. The trustees also do not expect to hit the required income for VAT registration.

Carryover as of 31/12/2025	19,686
Target Income	31,700
CC01 - Celebratory Events - INWED	(14,000)
CC01 - Celebratory Events - Other	(2,300)
CC02 - STEM Outreach	(6,500)
CC03 - Marketing and External Comms	(2,100)
CC04 - Digital Media	(800)
CC05 - Running Costs	(1,000)
Additional Allocation (Co-chairs’ discretion)	(5,000)



Thank you to our 2025 Sponsors!

PLATINUM



GOLD



SILVER



BRONZE



INSTITUTION





Thank you to our 2025 Members & Collaborators!

INSTITUTION MEMBERS



COLLABORATORS

Mark Allen

THE ENGINEER



Empowering Leaders
VOICE AT THE TABLE
to unleash potential



Co-Chairs
Natalie Collcutt & Natalia Adamson

Digital Media
Ruth Tatanga

Trustee on team

Martina
Capecchi

**Podcast
Lead**

Sam Locke

**Social Media
Lead**

Sofia Ayoob

**Graphic Design
Lead**

Kierra Grant

Finance

**Treasurer
(Trustee)**

Maira Bana

**Assistant
Treasurer**

Matteo de
Giovanetti

External Communications

Partnerships Lead (Trustee)

Frances Radford/Laura Hoang

**University
Partnership
Manager**

Sharon Amohah
Mensah

Merchandise

Natalie Collcutt

**Sponsor/Member
Account
Managers**

**Conferences &
Events**

Sara Said

Education
Ola Olabode

Trustee on team

Roshni
Wijsekera

**Education
Team**

Celebratory Events
Rad Sharma

Trustee on team

Laura Hoang

**Celebratory
Team**



Appendix: Accounts

Balance Sheet

Shown at 31.12.25

31-Dec-2025

Intangible assets	0.00
Tangible assets	0.00
Heritage assets	0.00
Investments	0.00
TOTAL FIXED ASSETS	0.00
Stocks	0.00
Debtors	1500.00
Investments	20000.00
Cash at bank and in hand	11536.61
TOTAL CURRENT ASSETS	33036.61
Creditors (< 1 year)	0.00
NET CURRENT ASSETS	33036.61
TOTAL ASSETS LESS LIABILITIES	33036.61
Creditors (> 1 year)	0.00
Provisions for liabilities	13350.00
TOTAL NET ASSETS	19686.61
Of which:	
Endowment funds	0.00
Restricted income funds	0.00
Unrestricted funds	19686.61
Revaluation reserve	0.00
TOTAL FUNDS	19686.61



Appendix: Accounts

Income Statement

Shown at 31.12.25 using the Accrual Method.

31-Dec-2025

Assets from previous period to 31/12/2024	9285.58
<hr/>	
Sponsorships	34350.00
Memberships	1000.00
Donations	0.00
NET INCOME	35350.00
<hr/>	
CC01 - Celebratory Events (INWED)	13423.38
CC01 - Celebratory Events (Other)	2245.49
CC02 - STEM Outreach	6208.16
CC03 - Marketing and External Comms	1998.30
CC04 - Digital Media	690.96
CC05 - Running Costs	382.68
TOTAL EXPENSES	24948.97
<hr/>	
TOTAL ASSETS	19686.61



Independent Financial Examination conducted Sajjad Tejani, of Sabat Accountants Ltd.
Company Registration Number 11863863.

SheCanEngineer

Independent Examiners Report

Independent Examiner's Report to the trustees of SheCanEngineer

I report to the trustees on my examination of the financial statements of SheCanEngineer for the year ended 31 December 2025.

Responsibilities and basis of report

As the charity's trustees you are responsible for the preparation of the financial statements in accordance with the requirements of the Charities Act 2011 ('the Act').

I report in respect of my examination of the charity's financial statements carried out under section 145 of the 2011 Act and in carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

Independent examiner's statement

I have completed my examination. I can confirm that no material matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

- the accounting records were not kept in respect of the charity as required by section 130 of the Act; or
- the financial statements do not accord with those records; or
- the financial statements do not comply with the applicable requirements concerning the form and content of financial statements set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the financial statements give a 'true and fair' view which is not a matter considered as part of an independent examination.

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the financial statements to be reached.

Sajjad Tejani FCCA
Sabat Accountants Ltd t/a Seymour King
Suite G1
Hartsbourne House
Delta Gain
Watford
WD19 5EF
01 April 2026



Declaration of the Trustees

The trustees declare that they have approved the trustees' report.

Frances Radford, Chair
02.04.2026

Maira Bana, Secretary
02.04.2026

Martina Capecchi, Treasurer
02.04.2026

Roshni Wijesekera, Ordinary Member
02.04.2026

Laura Hoang, Ordinary Member
02.04.2026



shecanengineer.com