



**gendered**

**intelligence**

increasing understandings  
of gender diversity

**Annual Report**  
**2015-16**

We are a Community Interest Company that is committed to the idea that everyone can be more intelligent about gender. Our mission is to increase understandings of gender diversity and to improve the quality of life of trans people, and young trans people in particular.

## HISTORY

Our work began in 2006, with a Wellcome Trust grant to run a performing and visual arts project called *Sci:identity - What's the science of sex and gender?*. The project worked with a group of young trans and gender questioning people from across the UK, to explore their understandings of the relationships between sex, gender and science. Gendered Intelligence was established in 2008 and, whilst our work still includes strong links to the arts, it is much broader now. Our vision is of a world where people are not constrained by narrow perceptions of gender and where diverse gender expressions are visible and valued.

## AIMS

Gendered Intelligence aims to:

1. Increase the quality of trans people's life experiences, especially those of young trans people
2. Increase the visibility of trans people's lives and raise awareness of trans people's needs, especially those of young trans people, across the UK and beyond
3. Contribute to the creation of community cohesion across the whole of the trans community and the wider LGBTQI (Lesbian Gay Bisexual Queer and Intersex) community throughout the UK
4. Engage the wider community in understanding the diversity and complexity of gender

## ACTIVITIES

We work with the trans community and those who impact on trans lives, including parents, teachers, policymakers, employers, services and other organisations. Our activities are structured around four Service Areas:

- Trans Youth Work
- Work in Education
- Professional Services
- Public Events

And then, because we are passionate about linking with the wider community, and find it hard to resist great ideas for new activities, we also work on a wide range of Special Projects. In addition, over recent years we have engaged closely with policymakers and government departments for the purpose of achieving our aims.

## ETHOS

We are a trans-led organisation with a small core of paid staff, supported by skilled, trained and experienced freelancers, and a diverse and vibrant body of volunteers. We are all committed to being professional, positive and passionate about our work. We want to play a substantial part in encouraging the cultural shift needed to gain understandings of trans and gender variant lives. We place trans people at the heart of our organisation and we believe that a key way to improve the quality of trans people's lives is to educate the people around them about gender diversity.



2015-16 has been another great year for Gendered Intelligence, and I'm pleased to be able to share the highlights with you. I'm going to start with a big thank you to all the people who have made this year so impressive: our dedicated team of freelance staff and volunteers; our committed Board of Trustees; the participants - young people but also parents and carers; the professionals, who work so hard to ensure their services are trans inclusive; and the funders, both organisations and individual donors, without whom we could not continue our essential work.

Gendered Intelligence operates in a complex landscape and we know that if we want to fulfil our mission then we need to work at all levels: from supporting young trans people to increase their confidence and reducing their sense of isolation; via improvements in our learning, social and work environments; to influencing government policy. I'm delighted to report that this year we have had success in all of these areas - and engaged with a myriad of individuals, organisations and contexts along the way.

We work hard to ensure that activities within our four Service Areas are closely interlinked: we can see how using information gained in one area strengthens and improves the services we deliver elsewhere. This is reflected in the positive feedback we continue to receive, from young people, families, carers, and professionals, but we know that our work benefits the wider community as well as our direct users. Building on Gendered Intelligence's core work, our Special Projects are a joyful mix of creative, academic and community activities. We are immensely proud of the diverse nature of our partnerships and the outcomes they achieve.

It's not all plain sailing however, as a glance over recent UK media coverage will reveal. We continue to punch well above our weight for such a small organisation, with a high media profile and strong connections to well-placed journalists who can help influence public opinion. However, while we see an increasing number of balanced, informative articles reaching wide readerships, there are still a substantial number of polemic and negative pieces appearing, in print and on the internet. It is for this reason that we are committed to influencing policy, ensuring that the framework in which we work reflects best practice, and uses information and opinions from the trans community to benefit the trans community.

It's therefore significant that this year we employed Jamie Pallas, who joined as Gendered Intelligence's Communications and Project Officer. He has helped to improve both our internal and external communications, but also freed up my time as CEO to ensure that critical and strategic issues are given the attention they deserve. I've made the most of opportunities to speak in the Houses of Parliament, learn from other CEOs and founders on the School for Social Entrepreneurs' *Scale Up* programme, and provide independent advice to the Ministry of Justice on the care of transgender offenders. In every instance, I've been pleased to meet people who are keen to support Gendered Intelligence and work with us to achieve our aims. Between us, we can make everyone more intelligent about gender!

## Jay Stewart

Chief Executive, Gendered Intelligence

## Trans Youth Work

Youth work has always been at the heart of Gendered Intelligence's work, and we are pleased that it has continued to expand at a great rate.

We involved over 400 young people in our sessions in 2015-16, a more than 50% increase compared to the previous year. Following the expansion of services in 2014-15, we are now providing four regular groups in London (for under-16s trans youth;

13-25 year old trans youth; Black Asian and Minority Ethnic (BAME) trans youth; and also a community day welcoming all young people, family and carers) and one each in Bristol and Leeds (both aimed at 13-25 trans youth).

This year saw us focus on consolidating those groups and continuing to offer a positive and informative experience to the young people, family and friends who access the sessions. We moved away from one-off events towards a programme that offered opportunities for regular engagement; although we still arranged some 'extra-curricular' activities, such as the Cheese and Wine event at Hackney Attic for parents and carers in January, organised by our volunteers. Over 20 family and friends of our trans youth enjoyed a relaxed evening and a raffle, which saw donations from Abel & Cole organic box distributors and the Franco Manca restaurant chain.

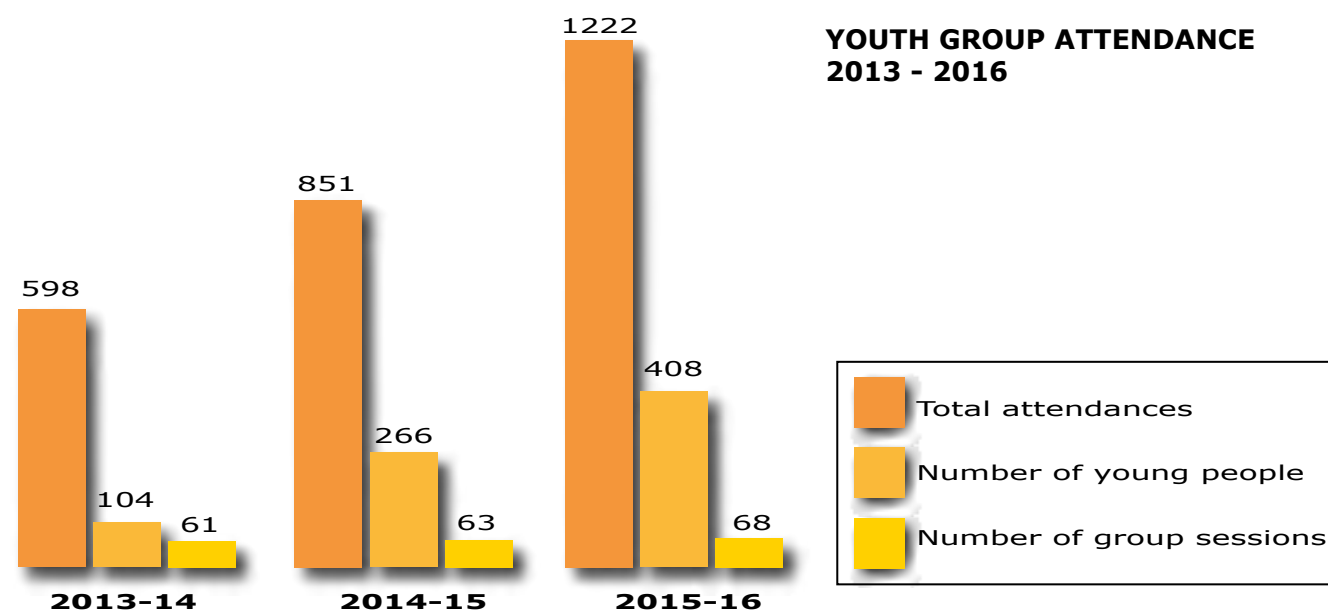


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Topics for discussion - decided in dialogue with the young people - have included Consent (how to negotiate it in relationships, and respond when it is breached); Presenting in Public (how our gender is perceived and how we can challenge norms); and Politics (what changes would you make if you ran the country). We are also keen to provide opportunities for young trans people to explore their environment and try new activities in safe groups, so the programme also supported local social trips such as swimming, bowling, and visiting the Christmas market at Tate Modern as well as our regular attendance at London Pride and Trans Pride in Brighton.

The biggest event in the Youth Work calendar is our annual camping trip. In summer 2015 48 people - young trans people and trans identified GI youth workers - went to Gilwell Scout Park, Chingford. The four day trip provided the opportunity to relax, make new friends, enjoy bonfires and barbeques, and team build - work together building tents, encouraging each other and cooking/ cleaning errands. There was also the chance to try new sports: this year people participated in archery, kayaking, climbing, raft building, and most importantly, two swimming sessions in which the young people wore what they wanted in the pool and had extended sessions where they could splash about in the pool in a trans safe and exclusive space. This year we made up the GI swim stroke - a combo of hopping on one leg, holding the other one up in front of you, and breast-stroke arms!

We are committed to keeping our trans youth group sessions free-to-access for the young people and their families, and were able to do this due to support from Children in Need, the Evening Standard Dispossessed Fund and West Yorkshire Police, as well as funding from individual donors.



"I already look forward to the next session the minute this one finishes!"

"[Consent] was a really important topic to discuss because it's not something that schools deal with."





## Work in Education

Gendered Intelligence wants young people who come out as trans or who are questioning their gender identity to feel fully supported within their educational setting. Our Work in Education supports this by providing information and assistance for schools, colleges, Universities and other organisations, as well as working one-to-one with trans and gender-questioning students.

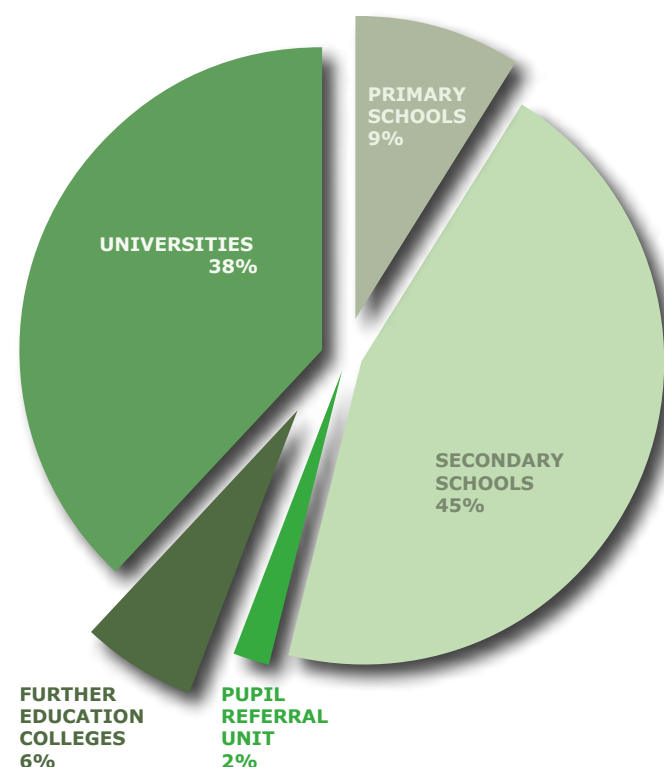
We ensure that organisations are aware of their legal obligations but more importantly we work with them to improve the services they offer and to help all staff create a positive, welcoming educational environment for all their learners, regardless of gender identity and/or gender expression.

During 2015-16 we worked with 64 educational institutes. In addition to the staff training, policy development and consultation, we also worked from Key Stage 1 right through to Higher Education Institutes, delivering workshops, lessons, lectures and assemblies for almost 1000 students. This year, as in previous years, we delivered these mainly in secondary schools, then universities, but the interest from Primary Schools is growing. As a core element of Gendered Intelligence work, we are keen to grow our capacity in this area so that we can deliver our services more widely.

In addition, we delivered mentoring to 12 young people who were trans or gender-questioning. The mentoring is delivered primarily via one-to-one meetings which offer practical support and a chance to explore feelings and needs around the young person's gender identity. Our trans-identified trained mentors also spend time with key staff members to work towards making the educational environment a safe, inclusive and a vibrant place to learn.

Our Work in Education is funded by direct payments from client organisations and subsidised through individual donations and fundraising activities.

**WHO WE WORKED WITH IN 2015-16**



### PRIMARY SCHOOL

In February 2016, a primary school approached us when a Year 3 student told them they are a different gender to the one assigned at birth. Working with the school, Gendered Intelligence provided consultancy, staff development and mentoring as well as delivering a school assembly to the Year 3 and 4 students.

The school appreciated our non-judgmental, open and transparent service. Teachers can be nervous around talking about trans identities and gender diversity in primary school settings so we worked closely with senior leadership in order that they had full confidence in the services we provided. When working with students in primary schools' settings we have consistently found that, when presented sensitively and appropriately, children of this age are very open to talking about gender diversity and gender stereotypes, as well as being introduced to trans identities. Children are keen to engage with different viewpoints and have a strong commitment to fairness and learning about kindness.

### SECONDARY SCHOOL

Gendered Intelligence were asked to provide support and guidance to a single sex girls school, when a young person in Year 9 came out as a trans boy. The school already had gender neutral uniform options, but changed the student's name on the register and appointed a lead contact to support them, and deal with queries from staff and students. As well as on-going mentoring support for the trans student, we carried out Year group assemblies to all students in the school. We also delivered all staff trans awareness training which offered staff an opportunity to get support, increase their confidence and to ask questions. Simple changes had a large impact: we encouraged staff to use the correct pronoun and to replace collective gendered language with neutral terms – for instance using 'okay then everyone - gather round' instead of 'gather round girls'.

### UNIVERSITY

As part of LGBT History Month, Gendered Intelligence delivered a workshop to 60 trainee teachers and 20 university staff at Bishop Grosseteste University, Lincoln. Following the sessions, trainee teachers said:

**"I feel confident to discuss transgender issues with my pupils."**

**"I know how to recognise incidents of transphobia in school and make an appropriate professional response."**



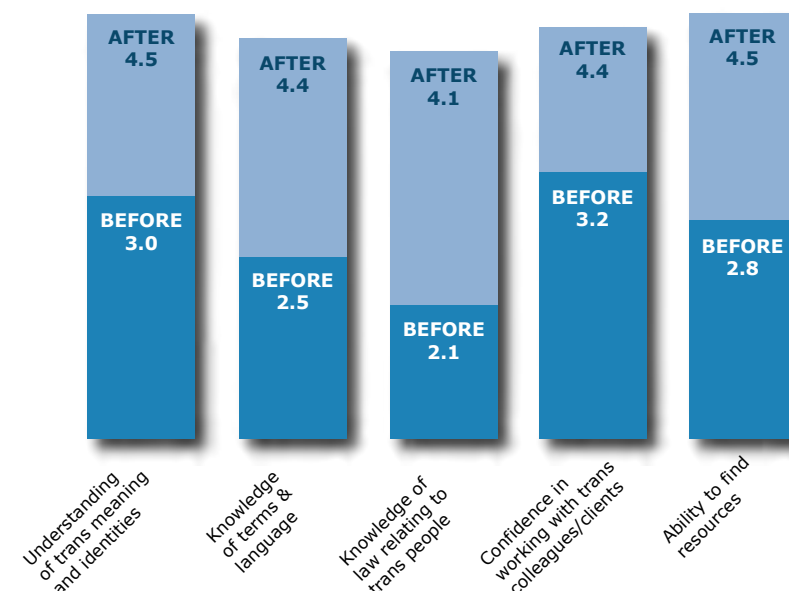
## Professional Services

2015-16 saw an incredible growth in the training and consultancy that Gendered Intelligence delivered: more than double the previous year. This was made possible by our increasing profile and positive reputation: clients found us both via the internet and through word-of-mouth. Our training team also grew from three to five, enabling us to reach a much wider audience. We provided support via a range of flexible options, from 1 hour consultancy sessions to 1 day workshops, with content tailored to client needs.

### THE YEAR IN FIGURES

- We delivered 131 training sessions - an average of 2½ every week
- We trained 2,526 individuals - from 71 different organisations
- We raised £60,185 from training - compared to £25,243 in 2014-15

We worked with a wide range of organisations this year across public, private and not-for-profit sectors. These included Tesco, Transport for London, NSPCC, the National Railway Museum, Amnesty International, the Financial Services Compensation Scheme and the Environment Agency. For example, we trained the entire staff of Stonewall across England, Scotland and Wales, in support of their transition from an LGB organisation to becoming trans inclusive, by delivering 11 full day sessions, and continue to support them with additional sessions for new staff. As in previous years, attendees feedback on the training was very positive: rating us 4.8 out of 5 overall. Delegates reported increases in their understanding, knowledge and confidence as shown below:



Our consultancy work is small but growing, with eight clients this year, including the Royal Yachting Association and the Equality Challenge Unit, requesting a variety of services, from input on policy development to support with specific problems.

Professional Services are paid-for by clients and contribute towards important core income for Gendered Intelligence.

### “Insightful and educational”

Therese Procter  
Chief People Officer, Tesco Bank

“Session was VERY informative and excellent ... [The trainer] was fantastic, made everyone feel very relaxed and encouraged us all to ask questions ...without being worried about sounding silly or saying the wrong thing.”

NHS staff member

“Very engaging presentation, interactive, plenty of opportunity for discussion. Excellent.”

Dr Julia Chapman  
Transport for London

“Really informative and useful.”

Policy Officer  
Children’s Commissioner for Wales

## Public Events

In order to increase understandings of gender diversity, Gendered Intelligence runs and participates in a wide variety of public events, open to a range of audiences. These events can engage with debate and discussion about gender identity, be educational about trans experiences and trans inclusion, and/or be for cultural and community purposes for the trans (and wider) community. This year, Gendered Intelligence was involved in 21 events, ranging from presentations in professionals’ settings to engaging panel discussions in some of the UK’s best-loved cultural institutions, reaching an audience of over 1,200 people. Highlights included:

- A screening of Kate Bornstein’s *A Queer and Pleasant Danger*, featuring Kate in conversation, at the Elephant and Castle’s Cinema Museum
- A discussion at the BFI’s Flare LGBT film festival on trans representation in film and media, chaired by Jay Stewart
- Participating in the Girls’ School Association Summer briefing, reaching over a hundred schools’ heads and staff

Gendered Intelligence have assembled a group of trans speakers who draw on their personal experience and passion for gender equality to deliver talks, presentations, workshops, keynote speeches and take part in panel discussions. Our public events have had a brilliant audience response from members of the trans and wider LGBT communities, as well as members of the general public who embrace our values of gender diversity.

As a result of these public events, our speakers are often invited to share their expertise and experience in specific workplaces. For example, this year: Viacom MTV’s LGBT staff network hosted a conversation with Gendered Intelligence speaker Krishna Isha and Young Adults author Juno Dawson to mark LGBT History Month; Addison Barrett presented at Metropolitan Housing Association; and Morgan Potts ran a trans awareness session for the staff of the sexual health services at St. George’s Hospital in Tooting.

We were also delighted to be asked to organise a panel discussion at Lush Oxford Street to celebrate Trans Day of Visibility in March. The discussion was chaired by our volunteer Peter Jordan and was one of the best attended events held at the store.

Public Events are paid for in a variety of ways: either by clients; sometimes as ticketed events; or subsidised through individual donations, fundraising activities or surplus generated from Professional Services.





## Special Projects

Special Projects include a wide range of arts-based programmes and creative workshops for trans and LGBTQI people from across the UK; themed trans community conferences and other events; with outcomes which include booklets, videos, publications and other resources. Since the 2006 *Sci:identity project*, Gendered Intelligence has continued to embrace collaborations with the arts and creative communities as a means to achieving our aims, and our Special Projects are usually undertaken in partnership with other organisations. This year there were three new projects and three ongoing activities, going beyond arts to engage sports, academia and the business community. Special Projects and partnerships help achieve all four of our aims, with a particular focus on improving the quality and visibility of trans people's lives and engaging the wider community in understanding the diversity and complexity of gender.

GI is continually seeking partnerships with organisations or individuals that would enable us to extend the reach of our existing projects and explore the opportunity for new activities.

### NEW PROJECTS

#### QUALITY OF LIFE INDEX

Gendered Intelligence is working with Goldsmiths, University of London to investigate the quality of life for trans and gender nonconforming adults in England via an online survey. The trans community is disproportionately under-researched compared to other minority groups, and past research has focused on the negative, stressful elements of our life experiences. The survey aims to correct this imbalance, providing the opportunity to gain a more rounded understanding of trans people's experiences.

Building on a connection made at the Transology seminar in 2014, Gendered Intelligence worked with Dr Jo Lloyd, a researcher based at the Institute of Management Studies, Goldsmiths, to decide the focus of the research and create the survey questions. The survey will be publicised via Gendered Intelligence's website and social media, with the aim of attracting 1000 participants by the end of 2016. We hope to follow up individual respondents on an annual basis for at least the next three years: by asking them to complete the same survey we can gather data about changes in their lives over time. This exciting and ambitious project will create a valuable source of information for the trans community and those interested in supporting it.

The Quality of Life Index is funded by surplus generated by sale of Gendered Intelligence services, and supported by Goldsmiths.

#### THE CORPSE PROJECT

The Corpse Project is a UK-wide exploration of how our bodies are treated after death, and whether some practices are better than others, for us as humans, and for the earth. Gendered Intelligence worked with The Corpse Project to consider specifically how the trans or gender variant body is treated. Over four days, participants explored different ways of laying the body to rest and looked at how rituals are created to honour and remember the dead in different cultures round the world. They considered gendered practices and made their own 'rituals for the trans soul'.

The outcome of Phase 1 of the project was the creation of a Transfesto, outlining actions to improve the services, legal situation and information available. Further activity is expected in Phase 2, during 2016-17.

The Corpse Project is funded by a Seed Award from the Wellcome Trust.

#### TRANSACTING

The TransActing project provides performer training for people who identify as trans and/or non-binary. Here, participants learn performance and creative skills in safe environments, as well as engaging in debate about the context in which trans characters are appearing and trans performers/writers are working.

The project kicked off with a five-day pilot which ran in London between August and October 2015, and was followed by three one-day TransActing workshops, in London, Glasgow and Leeds. In addition, there was a one-day Writing Workshop held in London led by Jon Brittain, whose 2015 play *Rotterdam* revolved around a trans character. Sixty people attended the TransActing workshops, and a further 100 came to Transform, a related panel event run as part of Flare, the BFI's London LGBT Film Festival. It brought together casting agents, film/TV makers and actors for a discussion about trans representation on screen, with a lively discussion around visible changes since the previous BFI/Gendered Intelligence discussions in 2008 and 2012.



As a result of attending TransActing individual participants have used the experience to improve exam presentations, take an evening class or try amateur dramatics; but also to develop professionally, appearing on mainstream TV, such as BBC One's *Casualty*, and performing at large theatres including the National Theatre of Scotland and London's Royal Court theatre.

TransActing is co-ordinated by Dr Catherine McNamara, one of GI's Directors, with support from Royal Central School of Speech and Drama (RCSSD), Outbox Theatre Company, West Yorkshire Playhouse, Scottish Transgender Alliance and the BFI. Financial support has enabled Gendered Intelligence to charge participants fees on a sliding scale to make activities accessible to as many trans and non-binary people as possible.

“I would never have had the courage to try this on a course that wasn't aimed at trans or non-binary people. I had a brilliant time. The teachers were extremely helpful, patient and kind. They made the concepts and ideas clear and understandable. Now I will be looking for other course/classes that I can join, just for the sheer pleasure of it (not necessary with the trans/non-binary safety blanket).”

“Learning alongside other trans people, all fears about passing and outing had disappeared, and I felt really able to just go with the flow and focus on learning.”

## Special Projects

### ONGOING ACTIVITIES

#### THE FOOTBALL ASSOCIATION (FA)

Following last year's workshops with members of the trans community in London and Leeds, this year saw the publication of *A Guide to Including Trans People in Football*, commissioned by the FA and developed by Gendered Intelligence in support of the FA's updated *Policy on Trans People in Football*. Launched at Wembley Stadium in LGBT History month, the document aims to help anyone working or volunteering in a league or club to develop inclusive practices which will enable them to involve trans people as valued players, coaches, referees and fans. Gendered Intelligence also created a supporting video for the FA around trans inclusion.



This is an important partnership for us as football, like many other sports, has a significant history of gendered practices which will take time to change. We are committed to working long-term with equally committed partners like our key contacts at the FA to challenge gender stereotypes and make ongoing positive changes towards inclusion for all.

#### IMAGINING OUR FUTURES

Since 2012, Gendered Intelligence has been running an annual event which provides the opportunity for young trans and/or non-binary, gender variant and questioning young people aged between 8 and 24 to explore their future at work and their interests. This April, the programme expanded by starting with a small careers/interests fair, involving stalls from eight different organisations, including the NUT, TUC, Civil Service and Royal Astronomical Society. 41 young people were able to gain confidence in approaching potential employers and organisations about available opportunities. In the afternoon, they were joined by parents/carers for a panel discussion. Ten adult trans people - including a political campaigner, an HR professional and a TV producer - came to speak about their careers, passions and interests.

Imagining our Futures was made possible by donations of time from professionals and participating organisations, who ran stalls and spoke on the panel; and venue space donated by RCSSD. Travel bursaries for attendees were funded by individual donations.

#### HATE CRIME WITH LGBT CONSORTIUM

The National LGBT Hate Crime Partnership was set up to increase the opportunities for LGBT people to be able to report homophobic, biphobic and transphobic hate crime. The aim was to build on existing resources and ensure communication between all parties involved, minimise duplication of activities and agree shared good practice.

Gendered Intelligence delivered five sessions within our own youth groups (reaching 88 young trans people), three school sessions for 420 pupils (Years 3-7), and a further five training sessions with 128 youth work professionals. All participants reported increased understanding of the issues involved in hate crime, the importance of reporting it, and the methods for doing so.

35 LGBT organisations across England, Wales and Scotland were involved, led by the Consortium of LGBT Voluntary and Community Organisations (LGBT Consortium), and funded by the Equality and Human Rights Commission (EHRC).

## Influencing Policy

In order for Gendered Intelligence to achieve our aim to increase the quality of life of trans people and increase understandings of gender diversity, we have to work at all levels. As well as providing hands-on support to trans youth via youth groups, and offering educational and training services across all sectors, we also engage with policy-makers in order to make changes from the 'top-down'. Ensuring that policy changes are supportive and reflect up-to-date understanding of the needs and experiences of the trans community is critical. Gendered Intelligence is well placed to advise and inform policy, using existing knowledge and awareness as well as our well established networks.

#### PROVIDING SERVICES FOR TRANSGENDER CUSTOMERS: A GUIDE

Gendered Intelligence created guidance to help organisations ensure transgender people are welcomed, included and valued as customers, clients, users or members, and to ensure they are treated fairly and appropriately. This work involved a survey which asked trans people about their experiences as customers: the responses provided us with useful testimony of poor experiences as well as good trans inclusive practices, which brought the document to life.

The guidance was commissioned by the Government Equalities Office via a competitive tender process, and the guide was published online in November 2015.

#### WOMEN'S AND EQUALITIES SELECT COMMITTEE

In July 2015, the new Women's and Equalities Select Committee issued its first inquiry, which focused on equality for trans people. The ensuing report, using oral evidence provided by Gendered Intelligence's CEO, made over 30 recommendations in a wide range of policy areas. It calls on the Government to take action to ensure full equality for trans people, emphasising the need to update existing legislation; provide better services, especially in the NHS; and improve confidence in the Criminal Justice System. Gendered Intelligence support the report's strong recommendations which touch on many areas that will bring about lasting change for all trans people. These include the recording of names and gender identities, changes to the Gender Recognition Act, gender segregation of sport, and experiences of young people at school, college and university.

#### SUPPORTING TRANSGENDER PRISONERS

In December 2015, our CEO was invited to be an independent adviser to a Ministry of Justice review into the care and management of transgender offenders. The review was prompted by suicides by trans women in prisons as well as a social media campaign regarding the placing of trans women in male estates. It aimed to inform new guidelines on the *Care and Management of Transsexual Prisoners* due in 2016.

The team, which also involved the Prison Reform Trust, received information and views from a wide range of knowledgeable and experienced people, including transgender people with direct experience of the Criminal Justice System and prison. The review involved written contributions as well as a series of roundtable discussions with key stakeholders from the trans communities and key departments. There were also visits to prisons to talk with trans prisoners.

The conclusions will be published in 2016. Jay Stewart has been invited to continue his involvement by participating in the National Offender Management Service Transgender Advisory Panel.



# Volunteering

As a small organisation with only a handful of paid staff, Gendered Intelligence relies heavily on the incredible generosity of our volunteers. They support our Trans Youth work, help with Special Projects, and fundraise via a wide range of social, cultural and entertaining activities. In 2015-16, 67 volunteers gave over 1,200 hours.

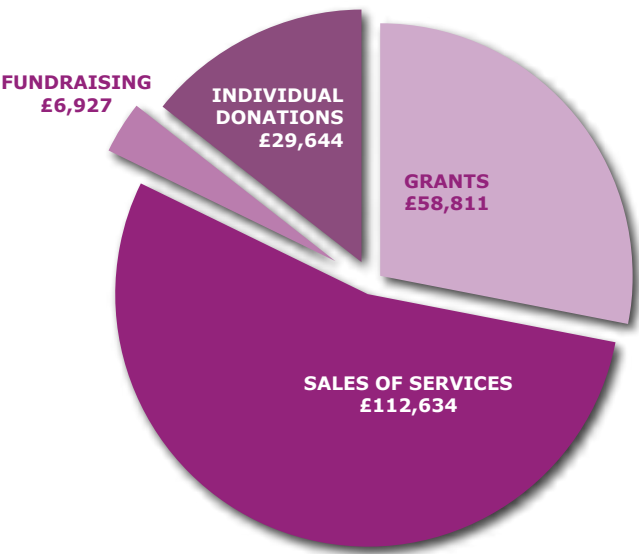
Gendered Intelligence Volunteer Scheme (GIVS) is open to any person, of any gender, over the age of 18, who wants to be involved and support the work of Gendered Intelligence. We are proud that GIVS brings together people with a wide range of backgrounds and life experiences, and work hard to ensure that volunteers also benefit from the time they donate. GIVS is an exit route for young trans members who are leaving our groups, and aims to provide the opportunity to build skills, increase confidence and raise career aspirations where needed. Other volunteers want to socialise and meet like-minded people. We are continually seeking to improve our volunteer co-ordination, in order that volunteers' time is used as effectively as possible.

**“I love volunteering at GI. It’s such a positive vibrant and creative community, and you can really see and feel the tangible impact that GI’s work is having on young trans kids.”**

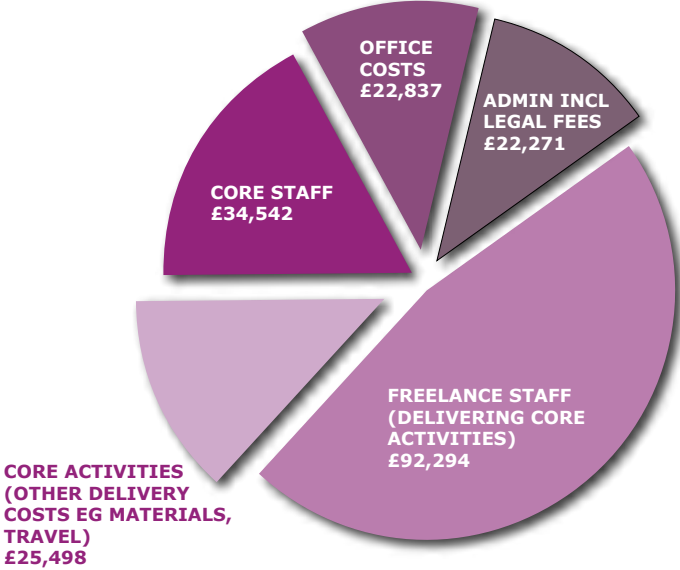
We are very grateful for the support of our volunteers, and welcome new members all the time. If you are interested in volunteering please contact us via the website.

## Income and Expenditure 2015-16

WHERE DOES OUR MONEY COME FROM?



HOW DO WE SPEND OUR MONEY?



### GENDERED INTELLIGENCE COMMUNITY INTEREST COMPANY PROFIT AND LOSS ACCOUNT FOR THE YEAR ENDED 30 JUNE 2016

	SEE NOTES BELOW	2015-2016	2014 -2015
Turnover	1	171,445	54,765
Cost of sales	2	117,792	51,342
Gross Profit	3	53,653	3,423
Administrative expenses	4	79,650	39,597
	5	(25,997)	(36,174)
Other operating income	6	36,571	50,355
Operating Profit and Profit on Ordinary Activities before Taxation	7	10,574	14,181
Tax on profit on ordinary activities		2,115	2,836
Profit for the Financial Year		8,459	11,345
Reserves	8	22,160	13,701

Notes: The standard format above uses business accounting terms, and allows you to compare our progress across years. Below we have explained the terms; and on the opposite page we have shown the relative income and expenditure in pie charts.

1 Turnover: The total of grant money received for expenditure in this year and the income from services sold to clients

2 Cost of sales: This is the amount we spent in order to deliver our services, including freelance staff

3 Gross Profit: Turnover minus Cost of sales

4 Administrative expenses: General costs which support all activities e.g. salaries for full-time staff, office rental

5 Gross Profit minus Administrative expenses; brackets indicate a negative number

6 Other operating income: Fundraising and other donations

7 Profit after fundraising and donations included

8 Reserves: The amount in Gendered Intelligence savings account, which includes this year's profit



## Support us

There are many ways you can support the work of Gendered Intelligence.

For more information about how to volunteer your time; make a donation or become a Friend; or encourage your workplace or colleagues to become more trans aware, visit **[genderedintelligence.co.uk](http://genderedintelligence.co.uk)**

## Talk to us

Enquiries about our services, including press and media, can be made via:

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December 2016

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