

REGISTERED COMPANY NUMBER 06617608 (England and Wales)

REGISTERED CHARITY NUMBER 1182558

Report of the Trustees and Financial Statements for the Year ended 30th June 2019 for
GENDERED INTELLIGENCE

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GENDERED INTELLIGENCE
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FOR THE YEAR ENDED 30TH JUNE 2019

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Gendered Intelligence
Trustees' Report (including Directors' Report)
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Section 1: Organisational structure and governance

Organisation details

Organisation Name: Gendered Intelligence.

Previously used the name Gendered Intelligence Community Interest Company.

Charity Registered in England and Wales, Number: 1182558

Company Registration Number: 6617608

Registered Office: VAI, 200 Pentonville Road, London N1 9JP

Gendered Intelligence became a Community Interest Company in 2008. The Memorandum of Association created at that point was updated in 2018, and renamed the Articles of Association, prior to our acceptance onto the Register of Charities in England and Wales in March 2019. We remain a Company Limited by Guarantee.

Trustees

Current:

Lynette Goddard

Chryssy Hunter (Chair)

Warren Koehler

Megan Key

Catherine McNamara

Emma Whitby

Additional Trustee who served from May 2019 to January 2020:

Michelle Brewer

Appointment and responsibilities

Recruitment to the Board is via the following process: an informal meeting with CEO; distribution of a welcome pack; interview with a small panel consisting of board members (at least the Chair) and SLT; observation of a Board of Trustee meeting; then appointment. Appointment of new Trustees (up to a maximum of nine and subject to their willingness to act as a Trustee) is made by a majority vote at any meeting of the Board. There is an induction process in place for new Trustees, arranged by the Chair; and in addition, a skills audit is carried out regularly so that appropriate training can be provided, or additional Trustees recruited where a significant gap is identified. Training is provided via a range of formal and informal methods e.g. external organisational training and internal work shadowing.

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The Board meets four times per year and is concerned with the strategic overview of the organisation; they receive updates on activities and are made aware of any operational issues that will affect the overarching strategic direction of the organisation. For example, they review annual budget projections and monitor financial reporting during the year to ensure good practice; and review and approve all GI policies. Operational decisions (such as creating budgets, approving expenditure within the budget parameters) and day-to-day management are delegated to staff, specifically the CEO and SLT (see section on *Staff* below). Professional advice is sought from organisations listed below (see section on *Professional Support*).

Staff

GI's organisational structure is comprised of:

- a Senior Leadership Team (Simon Croft, Moya Wilkie, one post currently vacant) who are line managed by the CEO and who between them manage all GI activities;
- four Service Areas that each have a Team Lead who report to SLT; and
- a Central Support Team reporting to SLT.

Remuneration

In May 2019, the Board approved the introduction of a payscale for use within GI, to take effect from 1st July 2019. This is based on the NJC scale and will include annual inflationary rises where negotiated. The scale is made up of pay 'bands' (each comprising up to six 'spinal points') which include equivalent roles and enable new posts to be positioned appropriately. Within that framework, the decisions to set individual pay levels has been delegated to the SLT by the Board. No staff member earns below the National Minimum Wage. GI's lowest paid employee earns 28% more than the Living Wage (a higher benchmark than the NMW). The salary of GI's highest paid employee currently is less than 2.5 times the salary of the lowest paid employee.

Professional support

Legal advice

BDB Pitmans of 50 Broadway, London SW1H 0BL

Accountants

Liric Chartered Accountants of Wyndmere House, Ashwell Road, Steeple Morden, Royston Hertfordshire SG8 0NZ

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Section 2: Objectives and activities

Overview

Gendered Intelligence has been working since 2008 to increase understandings of gender diversity and to improve the quality of life of trans people, and young trans people in particular. We are a trans-led organisation, with a core team of skilled, trained and experienced staff, supported by a diverse and vibrant body of volunteers. The many strands of our work are closely interlinked, with staff working across multiple teams, and the insights and connections this nurtures strengthens everything we do. For example, our connections with young people, their families and the wider trans community supports the training and consultancy we offer, and also informs our policy and research work.

For almost nine months of this financial year Gendered Intelligence was a Community Interest Company. We legally changed our objects by Special Resolution on 12th December 2018 and became a Registered Charity on 20th March 2019. In this, our first year of reporting to the Charity Commission (CC) in addition to Companies House, we had not yet embedded all the reporting measures which the CC require. If readers or stakeholders require additional information on any of GI's activities, please contact us directly via admin@genderedintelligence.co.uk

Public benefit

As can be seen from the detail of the objects below, number 2-6 explicitly state our focus on public benefit, and number 1, advancing human rights, is intrinsically supporting public benefit as well. Therefore all our activities are undertaken to further public benefit and further details to expand on this are contained in the rest of this section. The Trustees have complied with their duty to have due regard to the Charity Commission's guidance on public benefit when exercising any powers or duties to which the guidance is relevant.

NB The Objects below are taken from our Articles of Association. Our organisational activities and projects are listed under the most relevant object, hence the order in which they appear is not representative of their relative size or value within the organisation, and the lettering (A-N) is merely included to aid navigation in the document.

Object 1

To ~~promote human rights~~ (as set out in the Universal Declaration of Human Rights and subsequent United Nations convention and declarations) of people whose experience of sex, gender, sexual orientation and/or sexuality does not align, in whole or in part, with dominant cultural expectations and societal norms and who are therefore vulnerable to discrimination, exclusion, marginalisation, hate crime and lower quality life by all or any of the following means:

- (a) Monitoring abuses of human rights;
- (b) Obtaining redress for the victims of human rights abuse;
- (c) Relieving need among the victims of human rights abuse;

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- (d) Research into human rights issues;
- (e) Providing technical advice to government and others on human rights matters;
- (f) Contributing to the sound administration of human rights law;
- (g) Commenting on proposed human rights legislation;
- (h) Raising awareness of human rights issues;
- (i) Promoting public support for human rights;
- (j) Promoting respect for human rights among individuals and corporations;
- (k) International advocacy of human rights;
- (l) Eliminating infringements of human rights.

GI's main activities that related to this object:

A: Policy

Brexit and changes in Government provided a background of uncertainty in 2018-19. Gendered Intelligence engaged policymakers on a wide range of issues that affect trans people, but the proposed reforms of the Gender Recognition Act 2004 continued to drive policy work in the first half of the year. People whose experience of gender does not align, in whole or in part, with dominant cultural expectations and societal norms are entitled to amend their legal gender. The conditions and barriers to legal gender recognition are significant and breach human rights.

Following on from the Scottish consultation (which ran Nov 2017 – Mar 2018, and has now reported), the UK Government ran a public consultation on the Gender Recognition Act for England and Wales from July – October 2018.

Gendered Intelligence's organisational response included input from employees and young people. Some of the key messages we discovered through this engagement with our young members were around inclusion of under-18s in the Act, legal recognition of non-binary identities and the importance of self-declaration around identity; these messages were interwoven into our organisational response following these internal consultations.

We wanted to engage as many people as possible in the consultation process. Through the letter writing tool on our website, information about the importance of GRA reform was sent to 288 separate MPs. We also provided written guidance for anyone interested in filling in the consultation.

We didn't stop at the GRA consultation: in order to effect trans-positive policy outcomes in as wide a manner as possible, we responded to consultations from the Women and Equalities Committee on the mental health of boys and men, as well as a separate consultation on the enforcement of the Equality Act. We similarly provided responses to consultations from the Department for Education and the Department for Health and Social Care. We provided feedback and input on consultations and inquiries for other, non-governmental bodies including UCAS.

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Object 2

To advance education and promote the understanding of equality and diversity of sex, gender, sexual orientation, sexuality and/or the needs of the communities whose sex, gender, sexual orientation and/or sexuality are diverse, for the public benefit.

GI's main activities that related to this object:

B: Work in Education

Gendered Intelligence delivers four inter-linked services within educational establishments, from Primary through to Higher Education:

		Type of support	
		Individual	Group
Type of Client	Young people	Mentoring a series of 1:1 meetings with the student, complemented by 'wrap-around' care (debriefs, additional support) for the professionals around the student	Workshops, Lectures and Assemblies whether meeting PSHE requirements or providing peer group support and opportunities for group learning
	Professionals	Consultancy looking at organisational policies and procedures, working with key staff or a team	Continuous Professional Development (CPD) for Educators to improve trans awareness amongst educators and support staff

This suite of services enables us to provide holistic support to trans, non-binary and gender questioning young people, involving their peers and the professionals working with them. As young people can spend a third or more of their week in educational settings, creating a positive and welcoming environment is crucial, so that everyone can seize the learning opportunities and achieve their potential. At the centre of our Work in Education is mentoring (see Object 5 below), but alongside that we delivered 14 workshops, 5 lectures and 26 assemblies to 4500 people at 31 different educational establishments. This doubles the number of young people we reached in comparison to the previous year.

In addition, under the Work in Education banner, we provide training, support and consultancy to educational professionals – both teachers and support staff. These elements are delivered by our Professional Services team, who combine their extensive training experience with our first hand knowledge of the school context. The resulting package - empowering, relevant and often with instantly applicable outcomes – has helped staff at over 75 educational establishments this year, including schools, colleges, and universities.

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C: Professional Services

Professional Services works with organisations and people who want to improve the support they provide to trans and gender diverse individuals in a professional capacity. We provide support right across the private, public and not-for-profit sectors, with particularly strong engagement in the field of Education. We offer a range of training to meet the varied needs of our clients ranging from short basic awareness sessions and full day in-depth courses, to personalised consultancy dealing with specific organisational issues.

In 2018-19, GI's training delivery continued to grow - a consolidation, following several years of very rapid growth. Our team has increased to six trainers, with full time administrative support, enabling us to meet the needs of our clients efficiently and effectively.

The Year in Figures

- We delivered 307 training sessions (2017-18: 240)
- We trained over 6,000 people from 153 organisations (2017-18: just under 5,000 people, 129 organisations)
- We raised over £159k from training (2017-18: £130k)

In addition to our in-house courses, we reached 31 further organisations via our open sessions.

We've seen a marked increase in take-up of our training services since 2013, reaching a total of over 18,000 delegates in six years. Individuals who attended training told us they planned to use their new knowledge and skills to improve services and support colleagues and clients, helping GI extend our reach and impact.

We supported organisations as varied as McKinsey, Royal Shakespeare Company, Office for National Statistics, NSPCC, West Yorkshire Fire Service, Garden Court Chambers, the BRIT School and Oxford University. Our training received consistently strong feedback, achieving a rating of 4.8 (out of 5) for usefulness for the fourth year running.

Consultancy was a very significant growth element of Professional Services this year, at just under £44k (2017-18: £7.5k). This year, we have worked with Stonewall to develop their Trans Inclusion at Work policy, developed a cascable bespoke learning package for an NHS Trust of 3,000 people and consulted on an LGBT Family Day for the Royal Opera House amongst many others. A particular highlight is the research phase of a major project designed to increase trans inclusion in grassroots sport, a project which continues into 2019-20.

D: Public Events

Gendered Intelligence's conference, Transforming Spaces, took place at Resource for London on 9-10 November 2018. We welcomed a wonderful array of speakers and over 100 delegates to look at the issues affecting trans people in public and cultural spaces.

The second day of the conference was dedicated to young trans people and youth work. It was so powerful to see so many young people take part in panels, facilitate workshops and share the richness of their thoughts and experiences with our delegates.

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In addition, we provided speakers and panel members, and delivered presentations at over a dozen external events. Clients ranged from lawyers and police to pension companies and housing associations, and included Accenture, Royal Mail and UCL.

A: Policy (see Object 1)

E: TransActing

TransActing is an ongoing project which provides performer training for people who identify as trans and/or non-binary. It also links performers with casting agencies and several participants have gone on to undertake professional performance roles in theatre and television.

Most of the activities are based in the UK, but in November 2018 representatives from GI were invited to attend the TransArte Festival in Rio de Janeiro in Brazil. TransArte is a project that explores themes of gender identity and sexuality, including residencies, roundtable conversations, and a 3-day festival of performances, short shows, exhibitions, symposia and workshops.

Gendered Intelligence was funded by the British Council to run two Transacting workshops with around 35 participants and we also met 35 incredibly creative and awe-inspiring artists, producers and educators. The participants told us they are worried that they were becoming isolated from the rest of the world while the political climate in Brazil worsens and our presence was a powerful action of solidarity. To know that an organisation like Gendered Intelligence had been funded by the British Council to explore potential connections and creative possibilities, offered a concrete feeling of being less alone and a knowledge that we are seeing what is happening in Brazil and we care.

F: Quality of Life survey

Since 2016 we've been working with Dr Jo Lloyd from the Institute of Management Studies at Goldsmiths on a research project into the quality of life of trans and gender nonconforming adults in England. 2018 was the survey's third year and we had another great response.

61% of respondents, or 416 people, who completed the survey in 2017 returned to complete the survey in 2018. An additional 494 people filled in the online survey for the first time, taking the number of respondents up to 910 in all.

Initial findings from the research were presented by Dr Lloyd and project partner Dr Vikki Chalkin at our November 2018 Transforming Spaces conference, looking at how trans community spaces can improve quality of life.

Objective 3

To advance the health and well-being of people whose experience of sex, gender, sexual orientation and/or sexuality does not align, in whole or in part, with dominant cultural expectations, in particular to improve their physical and mental health and quality of life, for the public benefit.

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GI's main activities that related to this object:

G: Trans Youth Work

It's been an extremely exciting year for the Youth Service at GI and in the face of a transphobic media climate, rather than being silenced, we have raised our voices and those of our young people louder and been more visible than any year before.

This year we ran 83 youth group sessions and events, at which we were joined by 609 young trans people. Session themes involved: dealing with transphobia, visibility, mental health, identities and labels, celebrating trans people of colour heroes, self-care and sports.

We also ran over 10 trips this year across our groups including seeing theatre shows featuring trans actors, Trans Pride Brighton and a trip to GI's own conference, where several young people closed the conference with a young person's panel.

Colours

In addition to their quarterly meetings, GI's Colours group had a particularly exciting trip to Birmingham in February for the Colours UK Youth Festival which was the first gathering of its kind – an opportunity to meet with other young people of colour from round the country

The Colours group also joined other LGBTQ young people of colour and their youth workers for their 4th annual residential in the Yorkshire Dales in August. In the Dales, young people went caving and gill scrambling, but they also felt special.

Residentials

The biggest event this year was Super Camp which happened in August. Super Camp was 5 days long: 152 young people came with a staff and volunteer team of 26 youth workers, 9 practical workers and 6 listeners. Over the 5 days 13 trans workshop leaders came on site to lead sessions ranging from Laughing Yoga to Knitting and young people created their own sessions too – including a night walk and a "legs, bums and tums" workout session. We are pretty confident in saying this is the largest trans-only event on record.

Our 10th camp also ran in the summer, and this was aimed specifically at under 18s, allowing 34 young people to be amongst their peers for four days. After a very dry summer, with warnings that campfires might be banned, it actually rained non-stop: but outdoor swimming continued regardless!

Building on our learning from the above events, and with an awareness that we wanted to increase our pool of trained workers & volunteers for future residentials, in June we took another large step and ran a 2-day overnight training course for 37 people from around the country. Trans-only professional spaces are rare and feedback from trainees was that it was empowering to learn in a trans-only space.

Imagining our Futures

In April we held our annual Imagining Our Futures and decided to go back to basics and make sure the event is meeting the needs of young people who attend. We wanted to consult young trans people about what advice and information would be useful to them when applying for work. We ran four short workshops, each dedicated to a different area of looking for work - CV writing, interviews,

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unpaid work and your rights at work. We will use the feedback from these workshops to shape what we offer at Imagining Our Futures in the coming years.

In addition to these workshops, we invited a panel of trans, including non-binary, adults to speak about their experiences of work. These speakers came from a range of work backgrounds, including the fire service and local government, academic science, activism, the energy sector, health, social research and teaching. As usual, young people loved hearing from our guests. One young person said the best part of the day was, "Being able to see successful trans people who are enjoying their careers, advocating for trans people and proud of who they are."

H: Helpline

The GI Support Line for Trans & Gender Questioning People continued its second year of service offering confidential, independent information, advice and support to trans and gender diverse people, their families, and professionals. Open three sessions a week, a Wellbeing Practitioner and the GI team respond to contacts with a same day response or a tailored response to more complex enquiries.

The Support Line has worked with 324 Support Line contacts who have made use of this support service in this last year. Common themes raised have included: how to self-advocate on trans health matters; transitioning socially while in higher education or in the workplace; and managing social anxiety, isolation and the distress of increased GIC waiting times. Family members have made contact seeking education resources on gender diversity for younger siblings or elder family members and how to offer support to their trans or non-binary kin.

There is also time for more general supportive chat or messaging on whatever the contact wishes to raise, often involving a conversation on ideas for improved self-care, and how best to survive and thrive. In our move into year three of the support service we are to offer later opening hours, and increased weekday hours. After listening to contact and community feedback we have also identified the need to promote our support service as being also available to partners.

I: TransActing

We were delighted to work once again with Outbox Theatre to offer a TransActing workshop for young trans people at Bush Theatre in London in March 2019. The workshop was part of Outbox Theatre's production run of 'And the Rest of Me Floats'.

J: Collective Resilience

This year in May, June and July, Gendered Intelligence ran a group therapy pilot for people aged 18 to 30. Called Collective Resilience, the project aims to build a supportive group for trans and gender diverse people, enabling connection with peers, building relationship skills, developing more confidence, self-care and self-love and finding ways to feel stronger in the world.

Bringing people together to establish a group which has therapeutic aims is new for GI and run by our two psychotherapists Serge and Amanda. Attended by 9 people over 8 weeks, the group focused on the experiences of being trans and exploring gender across home life, work, significant relationships and hoped for futures. Cumulating in a final group that allowed the group to share and take the fruits of their collective resilience.

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In the evaluation of the group participants felt that the group exceeded at meeting its aims and was useful in various ways. People experienced joy from the companionship and camaraderie in a space that didn't require the need to conform. All participants reported that the group impacted positively on their mental well-being, with some group members commenting that they are now more comfortable with their gender, have more confidence coming out and being pleased to have allowed themselves space to really explore issues of selfhood.

K: Therapists and Counsellors Network

Our innovative 2-day course for Therapists and Counsellors continues to attract a high level of interest and demand. We have repeated the course five times across the country. Over 113 people have now completed the course and joined the GI Therapists and Counsellors Network. Network members can access on-going group supervision and, by signing up to GI's Standards of Therapeutic Practice, join our Directory of Counsellors, ensuring that more inclusive services are available for trans people and their families.

The course provides new skills to psychotherapists and counsellors whose core training is often reported to be inadequate in addressing issues of gender and gender diversity. Creating space for psychotherapists and counsellors to learn better ways to begin therapeutic relationships with trans people and people questioning their gender, as well as partners and family members

L: Research

This year saw the start of a new thread of work for GI, in conjunction with three separate Higher Education Institutions. Discussions have begun, with the aim of facilitating GI's input to research design via a consultative or advisory role.

The first project, funded by the National Institute for Health Research, and led by Oxford University, is to improve the care and support for young people and their families before and after referral to specialist gender identity services. The remaining two are due to start in 2019-20. This is currently a small aspect of GI's work, but an 0.2FTE Research Co-ordinator role is being trialled for 12 months to support this area, where GI could potentially have a large influence.

Object 4

For the relief of those in need, by reason of the fact that their experience of sex, gender, sexual orientation and/or sexuality does not align, in whole or in part, with dominant cultural expectations, and whose quality of life is lessened because of this, for the public benefit

GI's main activities that related to this object:

G: Trans Youth Work (see Object 3)

H: Helpline (see Object 3)

I: Transacting (see Object 3)

J: Collective Resilience (see Object 3)

K: Therapists and Counsellors Network (see Object 3)

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Object 5

To **promote social inclusion** by preventing people from becoming socially excluded* and relieving the needs of those people who are socially excluded, for the public benefit.

*For the purpose of this object, 'socially excluded' means being excluded from society, or parts of society, as a result of their experience of sex, gender, sexual orientation and/or sexuality not aligning, in whole or in part, with dominant cultural expectations or societal norms.

GI's main activities that related to this object:

G: Trans Youth Work (see Object 3)

M: TransMentoring

At the centre of our Work in Education is mentoring, a highly intensive, personal support service for individual young people. We have seen significant growth this year: our team now consists of 5 trans and non-binary identified mentors, all with extensive experience of working with young people, either in a youth work, counselling or therapeutic setting. Last year we supported 13 young people by delivering 142 hours of mentoring to them, which exceeds the previous year by 12 hours and the year before by 98 hours.

Following a referral from the educational establishment we schedule an extended meeting where we 'Capture the Journey' of the young person; based on that, we then agree a plan for mentoring support of at least six sessions, which can run for a year or more.

N: Volunteering

Volunteers have continued to play a crucial role at GI in 2018-2019. Volunteers have donated almost 1200 hours across all the roles that we offer, including office based volunteering and our advanced roles as Youth Support Volunteers, Ambassadors and our new Community Fundraisers. We ran our first workshop for this role which looked at Digital Fundraising which provided a new avenue for volunteers to support our work and gain new skills. Our Community Fundraisers were instrumental in working with our Public Engagement Lead to run a Crowdfunder in July for a Youth Residential trip to Brighton Pride and helped us reach our fundraising target within two weeks.

Our volunteering service has seen a great deal of development in the last 18 months since hiring our first full-time Volunteer Coordinator. Our office based volunteering has created our first regular volunteering opportunity offering weekly evening shifts. It has led to the development of a sense of community, combating social isolation. We've also been able to have more regular communication and contact with volunteers as a result of having a member of staff available full time. We've created stronger relationships with our volunteers and this has helped them feel more comfortable when they need to seek support.

In the coming year, we'll be launching daytime volunteering opportunities to create more spaces for trans people who are socially isolated. These will provide a safe and affirming environment where

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people can meet new people, gain professional experience and feel more integrated into our GI community.

I: Transacting (see object 3)

Object 6

To ~~prevent or relieve poverty~~ for people whose experience of sex, gender, sexual orientation and/or sexuality does not align, in whole or in part, with dominant cultural expectations or societal norms, for the public benefit.

No activities were undertaken in relation to this object during 2018-19.

Section 3: Financial review

Reserves

Gendered Intelligence did not have an official reserves policy in this financial period. A Reserves Policy has since been approved. The level of Unrestricted Reserves as of 30/6/19 is £70,062, which falls between the £55,000 identified as a minimum level to cover three months of emergency costs and the £100,000 that the Trustees have set as an aspirational level which would provide further security for the organisation and allow us to provide continuity of service, for example in the instance of breaks in grant funding. In the coming year the plan is to invest in fundraising in order to maximise the increased potential that is newly available to us a charity, and hence increase the percentage of income which comes from donations, some of which will be used to increase the Unrestricted Reserves. The Restricted Reserves of £125,343 will be used to deliver services which we are committed to via grant agreements and are not available for general organisational expenditure.

Funding

The majority of GI's funding in 2018-19 came from grants; just over a half. Sales of our services (training, consultancy, mentoring) provided just over a third; with the balance, just over a tenth, coming from donations, including a substantial legacy. These streams reflect the principles of our activities. We want our youth and community services to be free to access for the young people and other service users, and hence currently require grant funding. Our sold services directly support our charitable aims by providing education and skill development across all sectors, and the expertise we share should be appropriately valued by our paying clients. Our donations are split between restricted – predominantly achieved through crowdfunding appeals for specific youth work events such as our residential Camp – and unrestricted which enables us to grow as an organisation and create sustainable infrastructure for the future.

Fundraising expenditure

GI employed a fundraiser for approximately one day per week during this financial year, to provide additional support for the work already undertaken by the CEO. The increase in fundraising

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expenditure in 2018-19 compared to 2017-18 was £6,910, and the increase in grant income across the two years was £60,366. We plan to increase the fundraising expenditure in 2019-20 in order to maximise the new opportunities available due to our registered charity status.

Section 4: Strategic plans

Context

As part of the process of developing our new strategy (see below) we undertook a thorough review of the context in which we are currently operating and its impact on our activities. We identified 24 factors which affect our work, many of them beyond our control. The key ones are:

Austerity, economic uncertainty and increased competition for funding

The current financial climate in the UK, combined with uncertainty over the impact of Brexit, and reduction in statutory services, places increased pressure on those accessing GI services such as Youth Work (Section 2, G) or the Helpline (Section 2, H). In particular, increased waiting times for NHS services (at least 2 years for an initial appointment at a Gender Identity Clinic (GIC) in most parts of the UK), cuts to mental health services and discrimination suffered by LGBT individuals accessing health services, all contribute to the need for trans people to seek support elsewhere.

Toxic media environment

Despite general improvements in editorial standards and reporting of trans related issues across the mainstream media over the last decade, the last year has seen an upswing in negative coverage, both in certain mainstream outlets, and widespread across social media. This increases demand for our services from young people seeking safe spaces, but also effects our staff, who face hostility and vilification as they go about their work. One positive outcome is that specific and well-publicised attacks on trans rights can often also provide an opportunity to rally support and sometimes results in increased donations.

Policy

Proposed changes to the Gender Recognition Act in Scotland and (separately) England and Wales have raised awareness of trans issues, which has had both positive and negative impacts. Support has increased from some quarters, but opponents of trans rights have also used the opportunity to organise and attack.

Risks

The Board operate a high-level Risk Register which identifies key organisational risks and control factors. The intention for the coming year is to engage the wider team with risk analysis, using their hands-on experience to identify frontline issues, which can be managed appropriately, or fed upwards through the organisational structure where more support is needed. Responsibility for overall risk will be maintained by the Board.

The key risks can currently be broadly summarised as:

Staffing

We are a trans-led organisation and much of the quality of our services relies on individuals with lived experiences delivering our work. GI has a solid staff base but turnover is a risk, as pressures grow (see *Context* section above), leading to burnout, stress, and sickness which creates additional pressure on remaining staff. We are putting in place a number of support strategies for staff to off-

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set this risk, including the establishment of a Diversity Working Group. A further potential risk is the inability to recruit appropriate staff.

Financial management including cash flow

Technological

GI hardware and software has grown organically over the last decade, adapting to new activities and projects but without a clear oversight. We are working towards an ICT strategy to ensure we have a systematic and considered solution for our needs, that keeps us compliant with GDPR and our data secure.

Negative media attention

As a registered charity, we are more visible than before, and with that comes increased attention. As we work with an increasingly wide range of organisations and individuals and develop new partnerships across all sectors, the risk of reputational damage either directly, or by association, increases. We are developing a policy to manage these new relationships and assess new requests for partnership. We are also developing position papers on contentious issues which we are often approached about (e.g. medical interventions) to reduce the risk of staff being mis-quoted.

Serious self-harm of a young person

We are aware of the pressures on our young people which may result in self-harming or suicide attempts. We have in place a robust Safeguarding Policy (reviewed annually) which all youth workers (staff and volunteers) are trained in and adhere to. Youth group and mentoring sessions are designed to be safe spaces, to encourage young people to share their thoughts and emotions, with youth workers and mentors receiving regular supervision to ensure they feel supported to continue their supportive role.

Disruption of services due to Covid-19

It appears extremely likely that the current coronavirus pandemic will have a negative impact on GI's ability to deliver services, and by extension, our financial situation. The situation is evolving daily, so outcomes are uncertain, but a probable risk is the required cancellation of some or all group sessions, within Youth Work, Work in Education and Professional Services. In addition, there may be ill-health within the staff team, or closure of our offices. We are putting in place plans to deal with all these eventualities, including assessing the financial impact on our income.

Strategy

2018 was our 10th year of operation. We received a grant from the National Lottery Community Fund to develop a 5 year strategy. Based on our existing 3 year Business Plan (2017-20), and acknowledging the exponential growth we have experienced across the last 5 years (which saw income rise from £54,765 in 2014-15 to £711,833 in 2018-19) we have taken the opportunity to take stock of progress to date and consider our future.

The new strategy outlines 5 pillars that will help us to structure our activities and focus for the next five years:

Gendered Intelligence

Trustees' Report (including Directors' Report)

For the Year Ended 30th June 2019

1. Preparing to grow

Consolidating our recent growth to build a sustainable base for the future – including support and development for staff; updating and improving systems, processes and policies to ensure we manage risk appropriately and continue to deliver to a high quality standard; and building skills and expertise across the Board to guide and support the organisation'.

2. Listen, learn, improve

Recognising an appetite for continuous learning and improvement, as part of this next phase we will focus more strategically around the cycle of feedback, reflection and new implementation.

3. Telling our stories

Acknowledging the power of our organisational history and individual stories, we will prioritise the impact, ensuring that we steer the narrative in a proactive way, rather than being responsive to external requests and agendas.

4. Working in intersectional ways

Identifying the many ways interlocking systems of power or oppression can affect people of multiple marginalised identities, we will make concerted efforts to focus on improving the accessibility of our services to people of colour, disabled people, women and feminine spectrum people and people from working class backgrounds.

5. Partnerships

We have a long history of working in partnership with organisations who share our interests or objectives. Our new charitable status opens new doors for increasing these, both in number and diversity. We will explore opportunities to reach new audiences and deliver new services across the country.

Based on the above, in the coming year we will be developing Work Plans which will clearly link the organisational aims to individual staff objectives. Our activities will continue within the existing four Service Areas: no major new projects are planned, our intention for the coming year is to consolidate. In the short term, we are focusing on ensuring the systems and procedures are in place to support staff.

Trustee perspective

This report reflects the experiences of the first year of Gendered Intelligence operating as a charity. This in itself has proved to be a significant learning process, which has coincided with a significant growth in staffing within the organisation. We have experienced these challenges with a background of a very challenging cultural environment, in the wake of the consultation about GRA reform and ongoing difficulties with NHS waiting times and accessibility, which is having ongoing impacts on trans people and their communities.

As an organisation we have reorganised our structure and are working with three operational arms headed by a Director of Professional and Educational Services, the recently filled Director of Public Engagement and Central Support Services, and the still vacant Director of Youth and Community

Gendered Intelligence Trustees' Report (including Directors' Report) For the Year Ended 30th June 2019

Services. This still developing structure has emerged with the recognition that we had to have a professional approach to accommodating the anticipated growth, which was the driving reason for us becoming a charity, putting the wellbeing of the young people and other service users and participants who access our services at the heart of our development. The structure that has emerged enables us to maximise our ability to reinforce and develop the person centred approach, which is embedded in our interactions with all the young people we support and our staff and volunteers. We also aim to provide expert outreach to organisations who aim to be supported to be trans inclusive in a financially sustainable way through sales from our training and consultancy services. In this way we are able to achieve our broad organisational goal of promoting the human rights of trans people, whilst also achieving our budgetary goals. The development of our Public Engagement and Central Support function ensures we are able to focus on having sufficient capacity to respond to the challenges thrown up by the current negativity towards trans people in much public discourse whilst at the same time maintaining both a voice in positively influencing public policy, and our voice as the prominent trans-led organisation advocating for the improvement of the quality of the lives of trans, nonbinary people and gender questioning people, specifically in the UK but also around the world.

As a Board we have spent a year of learning and transition as we have been ensuring that our systems of governance and organisation wide policies are appropriate for the transfer from CIC status to operating as a charity. We are now looking to the future where a two-pronged policy will see us recruit new trustees from a range of backgrounds with specific skills in finance and marketing, whilst also making space on the Board for representatives of the GI Youth Board to ensure all the voices of the most important stakeholders within the organisations are foregrounded.

The charity sector is populated by organisations that are constrained by the funding model which compels us all to be continually searching for more money within the existing social structure. We know that austerity policies and changing social structures makes ever increasing demands on limited resources. GI has struggled with these structural demands in the past, and has arguably on occasion and despite our best intentions, failed to deliver the best possible service to our service users and stakeholders. This has been reflected in occasional operational overreach in youth services. I strongly feel that with the decision to become a charity and the accompanying rethink of organisational structure, our ability to meet these demands in very challenging times is considered, maximised and allows us great confidence that we will meet and exceed our objectives, whilst maintaining the voices of our most important stakeholders, the young people, at the heart of that we are doing.

Statement Of Trustees' Responsibilities

The Trustees, who are also the Directors of Gendered Intelligence for the purposes of company law, are responsible for preparing the Trustees' Report and the Financial Statements in accordance with applicable law and regulations.

Company law requires the Trustees to prepare Financial Statements for each financial year. Under that law, the Trustees have elected to prepare the Financial Statements in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law). Under company law, the Trustees must not approve the Financial Statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company

Gendered Intelligence
Trustees' Report (including Directors' Report)
For the Year Ended 30th June 2019

and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period.

In preparing these Financial Statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP FRS102;
- make judgements and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the Financial Statements; and
- prepare the Financial Statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charitable company's transactions and disclose with reasonable accuracy at any time the financial position of the charity and 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.

As far as each of the Trustees is aware:

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

Approved on Behalf of the Board of Trustees



Chryssy Hunter (Chair)

23rd March 2020

Independent Examiner's Report to the Trustees of Gendered Intelligence

Independent examiner's report to the trustees of Gendered Intelligence ('the Company')

I report to the charity trustees on my examination of the accounts of the Company for the year ended 30th June 2019.

Responsibilities and basis of report

As the charity's trustees of the Company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5) (b) of the 2011 Act.

Independent examiner's statement

Since your charity's gross income exceeded £250,000 your examiner must be a member of a listed body. I can confirm that I am qualified to undertake the examination because I am a registered member of FCA, CTA which is one of the listed bodies.

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

1. accounting records were not kept in respect of the Company as required by section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a true and fair view which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

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 accounts to be reached.



Mrs Lisa Compton FCA, CTA
Liric Chartered Accountants
Wyndmere House
Ashwell Road
Steeple Morden
Hertfordshire
SG8 0NZ

23rd March 2020

Gendered Intelligence
Statement of Financial Activity
Including Income and Expenditure Account
For the Year ended 30th June 2019

	Notes	Restricted £	Unrestricted £	Total £
Income:				
Donations	3	15,959	16,138	32,096
Legacies	4	-	50,000	50,000
Grants Received	5	346,455	23,205	369,660
Charitable Activities	6	15,909	242,959	258,868
Investments				-
Other			1,209	1,209
		378,323	333,510	711,833
Expenditure on:				
Raising Funds	7	6,254	10,598	16,852
Charitable Activities	8	375,231	275,685	650,916
		381,485	286,283	667,768
Net income		(3,162)	47,227	44,066
Net Movement in Funds		(3,162)	47,227	44,066
Funds Brought Forward		128,505	22,835	151,339
Funds Carried Forward		125,343	70,062	195,405

The Statement of Financial Activities includes all gains and losses recognised in the year.

All income and expenditure derive from continuing activities.

The Statement of Financial Activities complies with the requirements for an Income and Expenditure Account under the Companies Act 2006.

Gendered Intelligence
Statement of Financial Activity
Including Income and Expenditure Account
For the Year ended 30th June 2018

	Notes	Restricted £	Unrestricted £	Total £
Income:				
Donations	3	-	26,704	26,704
Grants Received	5	309,294	-	309,294
Charitable Activities	6	-	226,151	226,151
Investments		-	-	-
Other		-	3,261	3,261
		309,294	256,116	565,410
Expenditure on:				
Raising Funds	7		9,942	9,942
Charitable Activities	8	180,790	247,664	428,454
		180,790	257,606	438,396
Net income		128,505	(1,490)	127,014
Taxation			(853)	(853)
Net Movement in Funds		128,505	(2,343)	126,162
Funds Brought Forward		-	25,178	25,178
Funds Carried Forward		128,505	22,835	151,339

The Statement of Financial Activities includes all gains and losses recognised in the year.

All income and expenditure derive from continuing activities.

The Statement of Financial Activities complies with the requirements for an Income and Expenditure Account under the Companies Act 2006.

**Gendered Intelligence
Balance Sheet
As at 30th June 2019**

	Notes	2019 £	2018 £
Fixed Assets			
Computer Equipment	12	1,405	-
Current Assets			
Debtors	13	80,002	40,455
Cash at bank and in hand		149,982	148,626
		<u>229,984</u>	<u>189,081</u>
Liabilities			
Creditors falling due within one year	14	<u>35,984</u>	<u>37,742</u>
Net Current Assets		194,000	151,339
Total Assets less Current Liabilities		<u>195,405</u>	<u>151,339</u>
The Funds of the Charity			
Restricted Income Funds	16	125,343	128,505
Unrestricted Income Funds:	16	70,062	22,835
Total charity funds		<u>195,405</u>	<u>151,339</u>

The charity as a company is entitled to exemption from audit under section 477 of the Companies Act 2006 for the year ended 30th June 2019.

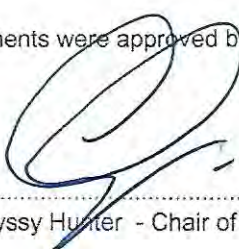
The members have not required the company to obtain an audit of its financial statements for the year ended 30th June 2019 in accordance with Section 476 of the Companies Act 2006.

The Trustees acknowledge their responsibilities for

- a) ensuring that the charitable company keeps accounting records that comply with sections 386 and 387 of the Companies Act 2006 and
- b) preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial year and of its surplus or deficit for each financial year in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the charitable company.

These financial statements have been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to charitable small companies.

The financial statements were approved by the Board of Trustees on 28 March 2020 and were signed on its behalf by:


Chryssy Hunter - Chair of Trustees

Gendered Intelligence
Notes to the Financial Statements
Year ended 30th June 2019

1. Accounting Policies

Charity Information

Gendered Intelligence is a private company limited by guarantee incorporated in England and Wales. The registered office is Voluntary Action Islington (VAI) 200a Pentonville Road, London, England, N1 9JP

Gendered Intelligence became a registered charity on 20th March 2019. Prior to this the company was a Community Interest Company.

1.1 Accounting Convention

The accounts have been prepared in accordance with the charity's governing document, the Companies Act 2006 and "Accounts 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)" (as amended for accounting periods commencing from 1 January 2016). The charity is a Public Benefit Entity as defined by FRS 102. The accounts have been prepared under the historical cost convention

In accordance with accounting practice these accounts have been prepared as if Gendered Intelligence has always been a charity.

1.2 Going Concern

At the time of approving the accounts, the Trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. The Trustees therefore continue to adopt the going concern basis of accounting in preparing the accounts.

1.3 Charitable Funds

Unrestricted Funds are available for use at the discretion of the Trustees in furtherance of their charitable objectives unless the funds have been designated for other purposes.

Where Restricted Funds have been provided to the charity for particular purposes, it is the policy of the Board of Trustees to carefully monitor the application of those funds, as and when received, in accordance with the restrictions placed upon them.

1.4 Incoming Resources

Income is recognised when the charity is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

Cash donations are recognised on receipt. Other donations are recognised once the charity has been notified of the donation, unless the performance conditions require deferral of the amount. Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of donation.

Legacies are recognised on receipt or otherwise if the charity has been notified of an impending distribution, the amount is known, and receipt is expected. If the amount is not known, the legacy is treated as a contingent asset.

Grant Income is recognised at fair value when the charity has entitlement after any performance conditions have been met, it is probable that the income will be received and the amount can be measured reliably. If entitlement is not met then these amounts are deferred.

Income from Charitable Activities is measured at the fair value of the consideration received or receivable for services rendered, and is recognised as the services are delivered.

1.5 Resources Expended

All expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category. Expenditure is recognised where there is a legal or constructive obligation to make payments to third parties, it is probable that the settlement will be required and the amount of the obligation can be measured reliably.

Support costs are those that assist the work of the charity but do not directly represent charitable activities and include office costs, governance costs, administrative payroll costs. These are incurred directly in support of expenditure on the objects of the charity. Where support costs cannot be directly attributed to particular headings, they have been allocated to expenditure on charitable activities on a basis consistent with use of the resources.

1.6 Tangible Fixed Assets

Tangible Fixed Assets are initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses.

Depreciation is recognised so as to write off the cost or valuation of assets less their residual values over their useful lives on the following bases:
Computer Equipment - 33%

The gain or loss arising on the disposal of an asset is determined as the difference between the sales proceeds and the carrying value of the asset, and is recognised in net income/(expenditure) for the year.

1.7 Taxation

The Charity is an exempt charity within the meaning of Schedule 3 of the Charities Act 2011 and is considered to pass the tests set out in Paragraph 1 Schedule 6 Finance Act 2010 and it therefore meets the definition of a charitable company for UK Corporation Tax purposes.

1.8 Pension costs and other post-retirement benefits

The company operates a defined contribution pension scheme. Contributions payable to the company's pension scheme are charged as an expense as they fall due.

2. Critical Accounting Estimates and Judgements

In the application of the Charity's Accounting Policies, the Trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

It has been judged that the fair value of all assets and liabilities is equal to book value, and a number of estimates have been made to calculate Accruals as at 30th June 2019.

Gendered Intelligence
Notes to the Financial Statements
Year ended 30th June 2019

3. Donations

	Unrestricted Funds	Restricted Funds	Total 2019	Total 2018
	£	£	£	£
Youth Camp - Summer 2018		15,286	15,286	11,789
Attendance at Trans Pride Brighton		673	673	-
Core charitable activities	16,138	-	16,138	14,915
	<u>16,138</u>	<u>15,959</u>	<u>32,096</u>	<u>26,704</u>

4. Legacies

	Unrestricted Funds	Restricted Funds	Total 2019	Total 2018
	£	£	£	£
From the Baines Estate	50,000	-	50,000	-

5. Grants Received

	Unrestricted Funds	Restricted Funds	Total 2019	Total 2018
	£	£	£	£
Awards for All	-	10,000	10,000	10,000
BBC Children in Need	-	48,148	48,148	47,372
City Bridge Trust	-	41,625	41,625	10,400
Consortium of LGBT VCÖs	-	14,226	14,226	-
Esmée Fairbairn Foundation	-	47,286	47,286	67,504
The Listening Fund by the Blagrave Trust	-	19,978	19,978	19,978
Nottinghamshire Healthcare NHS Foundation Trust	23,205	-	23,205	-
The National Lottery Community Fund	-	49,800	49,800	-
Paul Hamlyn Foundation	-	-	-	58,009
People's Health Trust	-	8,532	8,532	8,532
The Rayne Foundation	-	20,000	20,000	-
Sport England	-	40,610	40,610	-
Swim England Ltd	-	1,250	1,250	-
The Henry Smith Charity	-	-	-	50,000
Trust for London	-	20,000	20,000	12,500
Tudor Trust	-	25,000	25,000	25,000
	<u>23,205</u>	<u>346,455</u>	<u>369,660</u>	<u>309,294</u>

6. Charitable Activities

	Unrestricted Funds	Restricted Funds	Total 2019	Total 2018
	£	£	£	£
Income from Transforming Spaces Conference	9,203	-	9,203	-
Training, consultancy, Workshops and Mentoring on Trans Awareness	233,757	-	233,757	212,126
Summer Camp Attendance	-	15,909	15,909	14,025
	<u>242,959</u>	<u>15,909</u>	<u>258,868</u>	<u>226,151</u>

7. Expenditure to Raise Funds

	Unrestricted Funds	Restricted Funds	Total 2019	Total 2018
	£	£	£	£
Advertising & Marketing	146	-	146	98
PayPal fees	634	-	634	371
Eventbrite fees	626	-	626	138
Professional Fees	4,750	6,250	11,000	5,125
Salaries	4,333	-	4,333	3,914
Postage Freight & Courier	109	4	112	299
	<u>10,598</u>	<u>6,254</u>	<u>16,852</u>	<u>9,942</u>

Gendered Intelligence
Notes to the Financial Statements
Year ended 30th June 2019

8. Charitable Activities Expenditure

	Unrestricted Funds	Restricted Funds	Total 2019	Total 2018
	£	£	£	£
Staff Costs	65,055	274,848	339,902	172,541
Direct Costs	80,643	65,588	146,230	139,426
Share of support costs	102,548	34,796	137,344	100,988
Share of governance costs	27,440	-	27,440	15,499
Total	275,685	375,231	650,916	428,454

9. Support Costs

	Unrestricted Funds	Restricted Funds	Total 2019	Total 2018
	£	£	£	£
Support Costs				
Printing & Stationery	8,126	1,989	10,115	8,857
Online Publicity	-	955	955	451
Computer & Website costs	309	1,778	2,087	3,790
Directors' Remuneration	20,511	24,656	45,167	38,500
Professional Fees	-	2,110	2,110	-
Salaries	57,516	-	57,516	39,910
Employers National Insurance	11,134	-	11,134	5,151
Pension Costs	1,955	-	1,955	432
Subscriptions	48	432	480	370
Training - external providers	-	1,620	1,620	1,183
Postage, Freight & Courier	8	183	191	-
Telephone & Internet	952	853	1,806	1,262
Repairs & Maintenance	50	120	170	173
Travel	-	50	50	-
Insurance	1,247	-	1,247	502
General Expenses	-	-	-	409
Bank Charges	-	50	50	-
Depreciation	692	-	692	-
Total Support Costs	102,548	34,796	137,344	100,988
Governance Costs				
Audit & Accountancy fees	6,830	-	6,830	3,655
Book keeping	20,610	-	20,610	11,640
Interest Payable	-	-	-	4
Total Governance costs	27,440	-	27,440	15,499
	129,988	34,796	164,783	116,487

10. Trustees

None of the Trustees (nor any persons connected with them) received any remuneration during the current or preceding year.

Travelling and subsistence expenses of £107 were reimbursed to one of the trustees (2018: £35 to one of the Trustees)

11. Employees

	Total 2019 number	Total 2018 number
Number of Employees		
The average number of employees during the year was	24	14

Employment Costs

	Unrestricted Funds	Restricted Funds	Total 2019	Total 2018
	£	£	£	£
Wages and Salaries	121,155	299,504	420,659	241,450
Social Security Costs	11,134	21,620	32,753	17,205
Other Pension Costs	1,955	4,640	6,595	1,792
	134,244	325,763	460,007	260,447

No employees received salary and benefits exceeding £60,000 for the year.

Gendered Intelligence
Notes to the Financial Statements
Year ended 30th June 2019

12. Tangible Fixed Assets

	Total 2019 £
Cost	
At 1st July 2018	889
Additions	2,097
At 30th June 2019	<u>2,986</u>
Depreciation	
At 1st July 2018	889
Charge for the year	692
At 30th June 2019	<u>1,581</u>
Net Book Value	
At 30th June 2019	<u>1,405</u>
At 30th June 2018	<u>-</u>

13. Debtors

	Total 2019 £	Total 2018 £
Amounts falling due within one year		
Trade Debtors	51,563	35,796
Other Debtors	27,407	4,064
Prepayments	1,033	595
	<u>80,002</u>	<u>40,455</u>

14. Creditors

	Total 2019 £	Total 2018 £
Amounts falling due within one year		
Trade Creditors	11,621	9,663
Income received in advance	7,080	15,311
Other taxation and social security	12,069	10,374
Accruals	3,000	1,500
Other creditors	2,214	894
	<u>35,984</u>	<u>37,742</u>

15. Retirement Benefit Schemes

The charity operates a defined contribution pension scheme for all qualifying employees.
The assets of the scheme are held separately from those of the charity in an independently administered fund.

The charge to the statement of financial activities in respect of defined contribution pension schemes was £6,495 (2018: £1,792)

Gendered Intelligence
Notes to the Financial Statements
Year ended 30th June 2019

16. Analysis of Funds

16.1 Movement in Statement of Financial Activities

	Fund Balance at 1st July 2018	Incoming Resources	Resources Expended	Net Movement in Funds	Fund Balance at 30th June 2019
Unrestricted Funds	22,835	333,510	286,283	47,227	70,062
Restricted Funds					
Awards for All	3,333	10,000	6,666	3,334	6,667
BBC Children in Need	7,079	48,148	51,145	(2,997)	4,082
City Bridge Trust		41,625	41,625	0	-
Consortium of LGBT VCOs		14,225	6,226	8,000	8,000
Esmée Fairbairn Foundation	35,408	47,286	47,286	(0)	35,408
The Listening Fund by the Blagrave Trust	13,319	19,978	20,811	(833)	12,486
The National Lottery Community Fund		49,800	13,800	36,000	36,000
Paul Hamlyn Foundation	27,500		24,656	(24,656)	2,844
People's Health Trust	8,532	8,532	17,064	(8,532)	-
The Rayne Foundation		20,000	18,333	1,667	1,667
Sport England		40,610	25,754	14,856	14,856
Swim England Ltd		1,250	-	1,250	1,250
The Henry Smith Charity	22,917		22,917	(22,917)	-
Trust for London	10,417	20,000	28,334	(8,334)	2,083
Tudor Trust		25,000	25,000	0	-
Youth Camp - Summer 2018		31,195	31,195	0	-
Attendance at Trans Pride Brighton		673	673	-	-
	128,505	378,323	381,485	(3,162)	125,343
Total Funds	151,339	711,833	667,768	44,066	195,405

16.2 Analysis of Net Assets by Fund

	Unrestricted Funds £	Restricted Funds £	Total Funds at 30th June 2019 £
Tangible Assets	1,405	-	1,405
Debtors falling due within one year	69,577	10,425	80,002
Cash at bank and in hand	35,064	114,918	149,982
Creditors falling due within one year	(35,984)	-	(35,984)
Total Funds	70,062	125,343	195,405
	Unrestricted Funds £	Restricted Funds £	Total Funds at 30th June 2018 £
Tangible Assets	-	-	-
Debtors falling due within one year	40,455	-	40,455
Cash at bank and in hand	20,121	128,505	148,626
Creditors falling due within one year	(37,742)	-	(37,742)
Total Funds	22,835	128,505	151,339

17. Related Party Transactions

Jay Stewart, the Chief Executive of the charity is the partner of a trustee, Catherine McNamara. During the year ended 30th June 2019 the salary received by the Chief Executive was £49,500.

During the year ended 30th June 2019 and before the date the company became a registered charity payments were made to Chrissy Hunter for public speaking and consultancy work totalling £500. (For year ended 30th June 2018: £1,563)

Expenses of £67 were paid to a child of a Trustee for assistance at Summer Camp in the year ended 30th June 2019 (2018: £21)