



# **gendered intelligence**

increasing understandings  
of gender diversity

Annual Report  
**2016-17**

# Gendered Intelligence

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 Engagement

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 us about gender diversity.



Next year Gendered Intelligence will celebrate our 10th birthday. We have already started to reflect on what we have achieved and how the world has changed in that time: back in 2008, who would have thought we would see MPs debating - and approving! - a motion on transgender equality in the House of Commons? However we know there is still much to do to improve the quality of life of trans people. We are seeing a significant increase in waiting times to access gender care and mental health services, while mental distress continues to be a significant factor amongst trans people due to the discrimination we experience in education, the work place and in the wider community.

But there is also much to celebrate in the past twelve months, and details of specific successes can be found throughout the Report, from Special Projects with the Tate and British Museum

(p10) to overwhelming demand for our Trans Youth Summer Camps (p5). What I want to highlight here is the proven strength of our joined-up approach: the hands-on support Gendered Intelligence provide for trans youth informs our educational work with students and training with professionals, as well as raising awareness with the general public. In turn this enables us to speak authoritatively to policymakers, influencing changes which improve the opportunities and remove barriers for trans people and young trans people in particular. A virtuous circle indeed!

What we are clear about however is that we cannot rest on our laurels. The world around us continues to change and Gendered Intelligence needs to understand, respond to, and try to predict these changes, in order to deliver effective and useful services. While we continue to have a high level of policy engagement and considerable impact for an organisation of our size (see p12), we have identified the need to be more strategic about our policy activity. This, and other forward thinking objectives, are outlined in our new Business Plan for 2017-2020 (see New Developments, p13).

Personally I have benefitted from tremendous support over the year, in particular from two valuable resources: continued involvement in the School for Social Entrepreneurs' *Scale Up* programme; and being awarded a place on the EY Foundation *Accelerate London* programme. The latter specifically supports our growth and social impact, while both provide mentors to help me lead Gendered Intelligence more effectively.

In these exciting times of growth and new challenges, I am incredibly grateful to all the people who ensure our work at Gendered Intelligence has the maximum impact. As well as the core staff, we are indebted to the freelance staff, volunteers and Board members who are committed to our shared vision; and the individual funders and organisational donors without whom our achievements would not be possible.

Together we are changing the world!

**Jay Stewart**

Chief Executive, Gendered Intelligence

# Trans Youth Work

Youth Work continues to be a core Gendered Intelligence activity: providing opportunities for our young people to come together has always been at the heart of Gendered Intelligence's work.



**“If we could bottle the atmosphere, and give it to everyone, the world would be a very different place.”**

This year our established youth group programme delivered 74 sessions attracting over 1150 attendances from more than 400 individuals. To ensure a better experience for attendees, we've increased the range of groups on offer, in order to reduce the numbers at each session from a high last year of 40+. This has helped to create a more conducive atmosphere for all. As well as the quarterly Black Asian and Minority Ethnic group in London, Colours, we ran seven monthly groups: four in London (under 16s; 16-20 year olds; 18-30 year olds; and our Saturday sessions for 8-25 year olds and siblings), and one each



in Bristol (13-20), Leeds (13-20) and Stevenage (13-19). We are coming to the end of our work in Stevenage: by the end of 2017 our 15-month project with Hertfordshire Connexions to train their workers will finish, and they will become self-supporting. In October 2017 we will start new co-facilitated youth groups in Hemel Hempstead and Bishop Stortford for trans and gender questioning young people. While this means that the resultant groups may not necessarily be trans-led, we know that this will provide effective support for a wider number of trans youth than Gendered Intelligence can reach on our own.

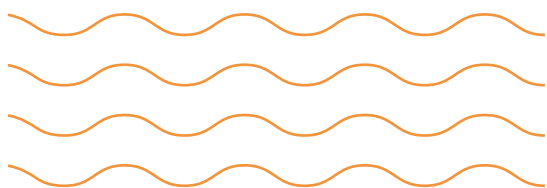


**“Having water touch my skin and being able to actually breathe, free of judgement and assumptions from the people around me, is the most incredible experience ever.”**

This year we started a membership scheme for parents in order to offer more formal support to the growing network. The London parents' and carers' group continued to meet monthly, while in Leeds there is an informal parents' space running parallel to the monthly youth meetings, and we hope to expand this opportunity to Bristol soon.



The regular sessions provided opportunities for young people and their families to discuss a wide range of issues in a supportive, non-judgemental environment. There were also a range of 'extra-curricular activities' - including marching in London Pride, visiting the Museum of Transology as part of LGBT History Month, and the Winter Showcase, which featured over a dozen performers singing, acting and dancing to a captivated audience of 120 family and friends. In June we began an exciting partnership with Everyone Active and London Trans And Gender non-conforming swimming Group (TAGS). This fortnightly swim space will continue over summer and early autumn 2017.



**“GI was able to create a safe space in a place where I haven’t felt comfortable since I was a child.”**

However the success story of the year has to be our Summer Camps, as this year, in response to overwhelming demand, we delivered not just one, but two fabulous weekends. All the spaces were booked within half an hour, and we had enough on the waiting list to run two more! We welcomed 62 young people into a trans-exclusive environment, where they were supported by over a dozen staff and volunteers. Despite the extremes of British weather which required excessive sunscreen at the first camp and umbrellas at the second, participants had

a wonderful time. They were able to go swimming as well as try out archery, raft building, kayaking, and climbing, and then relax together round the camp fire each night.



**“Camp is a kind of sanctuary.”**

Our trans youth group sessions are free-to-access: this is made possible due to funding from Children in Need, Awards for All, Sports Relief, Hertfordshire Council, crowdfunding and individual donations.



Image courtesy of The Museum of Transology - Photo Katy Davies © Fashion Space Gallery

## Professional Services

After a year of expansion and a huge leap in income in 2015/16, this year we concentrated on consolidating our position as the leading UK organisation offering training on trans issues. We are pleased to report there was still a growth of over 15% as our reputation grows and word-of-mouth brings new clients.

### THE YEAR IN FIGURES

- We delivered 150 training sessions, almost 3 per week (2015-16: 113)
- We trained over 3000 people from over 100 organisations (2015-16: 2526 people, 71 organisations)
- We raised almost £70k from training (2015-16: £60k)

As well as an increase in the number of organisations requesting in-house sessions this year, over 40 additional organisations sent staff to attend our open sessions. We trained individuals within the arts and culture sector, in sports and healthcare, and the business sector, engaging organisations such as Cardiff Dragons Football Club, NSPCC and BUPA. We maintained a high standard of delivery across all our sessions, with attendees providing extremely positive feedback on the training and rating us 4.8 out of 5 overall for usefulness for the second year in a row.

**Excellent session, great balance of being informative, thought-provoking and enjoyable - and practical.**

Volunteering Support and Development Manager,  
British Gymnastics

This year we responded to feedback from clients and extended the length of our core sessions to allow participants more time for Q&A, a move appreciated in the subsequent comments. We also developed and delivered a 2-day "Working alongside trans and gender variant people" for therapists and counsellors, as part of our new GI Therapists and Counsellors' Network. In addition to the intensive training, network members have signed up to the GI Standards of Therapeutic Provision, receive on-going group supervision and newsletters, and have the option to be added to our directory, offering their services to trans people, their families and partners. This will broaden the knowledge and understanding within the wider community of counsellors and therapists, with the aim of ensuring trans people and their families are given a high quality trans inclusive service.

**I think this training is a must for all professionals working in and with the community in the wider sense.**

Educational Psychologist,  
Tower Hamlets

Consultancy also continued to grow - this year we worked with 18 organisations ranging from British Gymnastics and the Barbican to Cambridge University and Tesco, more than double the number from last year - and almost doubled our income as well, to over £11,500. Amongst the variety of enquiries we received were requests to help review documentation; support research around trans people who are parents; and assess toilet facilities of a large arts and theatre provider.

## **POLICY WRITING - CITY UNIVERSITY**

We have recently noticed an increase in organisations approaching Gendered Intelligence seeking support with their policies. In the last year these have included St Andrews Healthcare, Islington Council, Macquarie Group Ltd and Voluntary Services Overseas (VSO). We can work remotely, providing 'light-touch' comments on policies and guidance, or we can work more closely, providing 'hands-on' support for the development process.

In 2016, City University approached Gendered Intelligence to help oversee and create policy and guidance for staff and students. We joined a working group which included Human Resources, Student Support Services, academic and non-academic staff and PhD students. From discussion it was decided to produce a single policy that would work for all members of the University community, plus separate guidance for staff and students. The drafts were shared with other stakeholders including the Student Union, Estates team and Executive Management. Whilst engaging with such a wide network meant that the process took longer than originally anticipated, it provided everyone involved with a significant learning opportunity to understand trans, intersex and gender non-conforming needs and what it means to be inclusive across the institute.

**Thank you so much for such a packed session. Perfectly pitched and enough space to discuss together. The material to take away [was] such a great resource.**

*Assistant Curator, Tate*

The decision to broaden out the policy and guidance to include not only trans, but gender non-conforming and intersex people was also significant, not least because it aims to think about gender expression as well as gender identity, and reflects the complexity of many people's lives. This exciting and progressive position embraces the fullness of gender diversity, of which trans is just a part, and is warmly welcomed by Gendered Intelligence.

## **BESPOKE TRAINING - STONEWALL**

Stonewall's current 'Train the trainer' cascade model involves delivering a day's

session to empower one teacher with the skills, tools and confidence in order to tackle homophobic, biphobic and transphobic (HBT) bullying and language in their school. The teacher then passes on this knowledge to their wider staff team, transforming the school's culture. Both trainers and schools expressed a need for more knowledge around trans inclusion, so Stonewall approached Gendered Intelligence to help them develop content for a new module 'Including trans people in schools' and to support them through to delivery.

We are incredibly pleased to work with Stonewall in this collegiate manner - Gendered Intelligence is still a relatively small organisation, and while our capacity is growing each year, we are aware that Stonewall has a much larger reach. Sharing expertise helps us to work together towards a shared goal - of improving trans people's lives.



# Work in Education

Our Work in Education provides information and assistance for schools, colleges, Universities and other organisations as well as working one-to-one with trans and gender-questioning students to ensure that all students can reach their full potential. This is a vital complement to our Trans Youth Work. For young trans and gender questioning people still in education, who spend a large part of each week within their institution, it is crucial this environment enables them to achieve the best learning outcomes and seize all opportunities.

We work with education providers, not only to ensure they understand their legal obligations, but also to help them to review the services they offer, and support all staff to create a positive and welcoming environment for all their learners, regardless of gender identity and/or gender expression.

In 2016-17 we worked with over 90 educational institutes, delivering age-appropriate workshops, lessons, lectures and assemblies for almost 2000 students from Key Stage 1 through to Higher Education: double the number we reached in 2015-16. We also worked alongside teachers, leaders and support



staff, providing consultancy and policy development as well as staff training, creating safe spaces for everyone to learn and ask questions. We see this, alongside our Trans Youth Work, as a core Service Area, meeting our primary

aim of increasing the quality of trans people's life experiences, especially those of young trans people, and increasing understandings of gender diversity. We are committed to expanding this work over the next three years.



Photographs: Kai Fiáin

We also provided one-to-one support directly to a small number of young people through our mentoring service: while this is not a numerically or financially large element of our work, it is central to our aims. The young people that we mentor tend to be living very complex lives and are experiencing multiple disadvantages - they may be young carers, looked after children, experiencing significant mental distress and/or excluded from school due to 'disruptive' behaviours. The support provided by our trans-identified mentors is crucial and much appreciated.

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



In 2016-17, we re-branded our fourth Service Area as Public Engagement, of which Public Events is a key part. Rather than purely delivering events for passive audiences, we encourage participants to engage in a dialogue about gender, and then to continue the conversation within the wider community.

Our Public Engagement activities fall into four categories:

- Participating in public events, primarily via our speakers' programme but also providing stalls and information packs for organisations and conferences.
- Staging GI-run events including film screenings, discussions, fundraisers.
- Engaging with public media, including mainstream media (TV, online and print) and academic journals.
- Engaging in public debate through our own GI-run media, via blogs, podcasts, videos and social media platforms.

In 2016-17 we delivered 15 events, engaging directly with over 1100 audience members - many of whom will have carried messages to their employers, colleagues and friends. In the media, we've been mentioned in articles by the BBC, ITV London, the Independent and the Telegraph, while the Guardian ran an article about the Summer Camp.

Supplementing our core staff, Public Engagement is delivered with the help of two invaluable groups: our bank of GI speakers who provide us with an incredible wealth of experience for keynotes, panel discussions and workshops; and our volunteer network which enables us to provide stalls at events such as Trans Pride in Brighton and Mighty Hoopla in East London. With their support, we engaged with business, the arts, local councils, universities and the voluntary and community sector via a wide range of activities.

**The speakers provided authenticity, informed debate, personal experience and clear information for the talk, and were brilliant at interacting with the audience during the Q&A session.**

Head of Talks and Engagement,  
National Theatre

Highlights included:

- National Theatre's acclaimed production of Twelfth Night provided the perfect opportunity to explore gender fluidity, and Gendered Intelligence was involved in a sold out, lively debate on the topic.
- Jay Stewart, our CEO, participated in a panel discussion at Accenture which explored being trans in the workplace, and also had four articles and chapters published in academic journals and edited collections.
- Girlguiding, a trans inclusive organisation, invited us to run a workshop for 16 youth leaders aged 15-21, providing the opportunity to explore the history of feminism and how it links with trans equality.

Public Engagement is paid for via two methods: either self-funding, directly by clients or via ticketed events; or subsidised, through individual donations and fundraising, or surplus generated from Professional Services.

## Special Projects

Special Projects encompasses a wide range of arts-based programmes and creative workshops for trans and LGBTQI people from across the UK, delivering events, publications and other resources. Gendered Intelligence has embraced collaborations with the arts and creative communities from its inception. We see Special Projects, undertaken in partnership with other organisations, as a means to improving the quality and visibility of trans people's lives and engaging the wider community in understanding the diversity and complexity of gender.

We welcome the opportunity to work with organisations or individuals to further develop our existing projects or explore the opportunity for new activities.

### NEW PROJECTS

#### TATE

Gendered Intelligence began an 18-month collaboration with the Tate education team, using art to prompt discussion and creativity around ideas of gender identity. Non-binary artist Linda Stupart led the project: in June they worked alongside a GI facilitator, Jason Barker, to deliver a workshop specifically for primary aged trans children and their families, using *A is for Alien*, an existing resource. The event sold out in a day, and received really positive feedback. A teachers' resource pack, for use in the classroom, will be available in 2018.

#### BRITISH MUSEUM

The 50th Anniversary of the Sexual Offences Act and the part decriminalisation of homosexuality saw a national programming of LGBT events across many large museums, arts galleries and other cultural institutes. GI's youth worker, Sabah Choudrey, helped develop the exhibition *Desire, Love, Identity: Exploring LGBTQ Histories*, which accompanied a display and trail in the British Museum from May-October 2017.



I Want to Show You a Body Photo by Linda Stupart

### ON-GOING PROJECTS

#### TRANSACTING

TransActing is a project that engages with trans and/or non-binary people's place within the creative and cultural sector. It is a collaboration between Gendered Intelligence and Royal Central School of Speech and Drama (RCSSD). TransActing creates safe, gender-inclusive spaces where trans and/or non-binary people can participate in voice, movement, text, improvisation and audition workshop sessions.

In the two years since the project began, approximately 200 people have participated in over 20 classes, panel discussions and workshops around the UK. In Autumn 2016 we ran a casting workshop, where participants received

invaluable advice from an experienced TV and film casting agent. In Spring 2017, we delivered a series of workshops for young trans people in collaboration with Outbox LGBT theatre company. The workshops were hosted by three major theatres outside of London: Bristol Old Vic, Birmingham Repertory Theatre and West Yorkshire Play House in Leeds.

### **QUALITY OF LIFE INDEX (QoL)**

In 2016, Gendered Intelligence and Goldsmiths, University of London launched a 10-year research project on the quality of life of transgender and gender nonconforming adults in England. As part of this project, an online survey ran in August and September 2016: over 900 people took part, with the next round planned for Autumn 2017. Through investigating both the positive and negative aspects of people's lives, and also following them over time, we hope to build a bank of data which will allow us to comment more extensively about the issues that affect trans and gender diverse adults.

The QoL project is supported by Goldsmiths and via surplus from Gendered Intelligence services.

### **THE CORPSE PROJECT**

The Corpse Project is a UK-wide exploration of how our bodies are treated after death, and the implications of different practices for us as humans, and for the earth. In Phase 1 of the project with Gendered Intelligence, a Transfesto was created, outlining actions to improve the services, legal situation and information available for trans people. This year, for Stage 2, the guidance document *Ensure your gender is respected and your wishes carried out after your death* was created to help trans people put steps in place to avoid being misgendered after death.

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

### **IMAGINING OUR FUTURE 2017**

In May, Gendered Intelligence ran our annual careers and interests day, giving 35 young trans people a chance to talk to employers and organisations about careers and projects that interest them. More importantly, the event provides a space for employers to communicate to trans people that they recognise the value of a diverse workforce: resilience and self-knowledge are assets.

In the morning a diverse range of 17 employers and organisations - twice as many as last year - ran stalls and chatted to attendees about what they can offer to trans people. There were representatives from the Institute of Physics, the London College of Beauty Therapy, NHS Employers, Royal Mail and Transport for London amongst others. Alongside, a group of trans teachers from the NUT ran a workshop about what it's like being a trans teacher.

During the afternoon, ten adult trans professionals spoke about their experiences of being trans in the workplace. Just under half of them were non-binary. We heard from people working in academia, transport, IT, media, the charity sector, archaeology and elsewhere.

**“It’s good that the fair focused on the “T”. [I] have been to LGBT employment fairs where trans gets lost.”**

The day was made possible by the NUT who donated space for the event, and the participating organisations and professionals, who donated their time.

Policies create a framework within which the lives of trans and non-binary people operate on a daily basis. At Gendered Intelligence we understand policies are only part of the picture, which is why we devote considerable energy to both direct support for trans youth and also improving understandings within the wider community of gender diversity and trans people's lived experience. However improving government policies is also vital, and we are committed to ensuring that our work in this area aim to achieve the most positive outcomes and maximum impact for all gender diverse people.

## **SUPPORTING TRANSGENDER PRISONERS**

Reflecting growing concern about the treatment of trans and non-binary offenders, Gendered Intelligence is keen to further its work in this area. Building on last year's activity, including Jay Stewart's participation as a speaker at the TransJustice Conference in May 2016, Jay is now a member of the National Offender Management Service Transgender Advisory Board, which met twice in the first half of 2017. The Board provides advice to inform policy and establish best practice relating to the treatment and care of transgender and non-binary offenders in prison custody or under the supervision of the National Probation Service and Community Rehabilitation Companies. This may include recommending research or looking to international best practice.

## **HOUSES OF PARLIAMENT**

Workplace Equality Networks (WENs) are open to MPs, Peers, staff and contractors, providing an opportunity to discuss and consider issues of interest. In September 2016, Parliagenda (which focuses on gender issues) and ParliOUT (focusing on LGBTIQ issues) co-hosted an event to discuss the Government's response to the Transgender Equality Inquiry. The Inquiry itself had been prompted by the 2015 Report from the Women's and Equalities Select Committee, to which Gendered Intelligence had contributed. Jay Stewart was a member of the WEN panel

chaired by MP Maria Miller and MP Ruth Cadbury. Work is ongoing to encourage the Government to accept the Committee's 30 recommendations, including the proposed amendments to the Gender Recognition Act 2004.

## **TRANS EQUALITY LEGAL INITIATIVE (TELI)**

The Trans Equality Legal Initiative is a new initiative aiming to provide the ultimate forum for the discussion of trans rights in the United Kingdom. Covering important legal areas such as healthcare, education, justice and international protection, the initiative will be at the forefront of trans rights, bringing together experts and activists from across the legal and LGBT spheres. In November, Jay Stewart gave a keynote at their annual conference, and in April, Gendered Intelligence participated in a roundtable event organised by TELI. Going forward, the intention is to continue to work closely around strategic litigation to challenge contraventions of Human Rights legislation, the Equality Act 2010 and the Gender Recognition Act.

## **HEAR NETWORK**

HEAR is the London voluntary and community sector's pan-equalities and human rights network. It connects and supports equalities specialists across all equality characteristics and across London to get their voices heard, and to influence policy and the environment within which people work for equality and human rights. Gendered Intelligence is represented as a member of HEAR by Lee Gale. We are keen for GI to participate in increasing equality for all - we see links between trans equality and other types of inequality, as well as those suffering from social and economic deprivation, mental health illness, and members of other marginalised communities.



## New Developments

We have had an incredibly successful year of fundraising, with four major grants received during 2016-17 and two awarded with start dates in late summer 2017. Our budget for 2017-18 has more than doubled, supporting sustainable growth and enabling us to plan for new core staff.

Funder	Total	Period	Funding supports
National Lottery Awards for All	£10,000	Sept 2016 – Jun 2017	Community Saturday sessions
BBC Children in Need	£115,953	Nov 2016 – Oct 2019	Monthly trans youth groups
Esmée Fairbairn Foundation	£115,915	Mar 2017 – Feb 2020	Communications: staff salary and activities
Paul Hamlyn Foundation	£60,000	Jun 2017 – May 2019	Chief Executive salary and other core costs
The Henry Smith Charity	£50,000	Jul 2017 – Jun 2019	Chief Executive salary
Tudor Trust	£75,000	Aug 2017 – Jul 2020	Administrative staff salary

Grant applications have been supported by a freelance fundraiser and a small volunteer group. Other applications are still outstanding, which if successful will fund a Volunteer Co-ordinator, a Trans Youth Work Lead role and a Policy Engagement Officer.

An increase in the number of core staff enables us to deliver more services, reach more people, and have more impact, but it also requires an investment in Human Resources to ensure good practice in all areas. We now have a dedicated training budget for staff development and are also investigating the conversion of some of our recent Level 2 trained Youth Workers to Level 3, thus increasing capacity for further roll out of our services.

The increased demand for services has led to some tough decisions this year. We briefly suspended the monthly Parents' and Carers' Group in Autumn 2016: it had been running in an ad-hoc way, alongside the youth group meetings, but a review of costs and structure pointed to the need for change. It is now back up and running, partially funded from a new Family Membership subscription fee, and with a paid worker supporting the sessions.

We also receive a significant number of requests for Public Engagement, but whilst we can draw on our volunteers to run stalls, or distribute free resources, we cannot provide speakers at no cost. Our speakers are professionals with a range of skills and experiences, and it is appropriate to value their time accordingly. Charging a fair rate for services delivered is part of our long-term plan to become sustainable.

These developments and many other aims are laid out in our new Business Plan (available on request), which will steer our objectives from 2017 to 2020 and underpin all activities. As part of our 3-year plan, the Board will be reviewing the current legal structure to consider if being a Community Interest Company still provides the best advantages for Gendered Intelligence.

# Volunteering

Volunteers are an essential part of the Gendered Intelligence team, working alongside our core staff and freelancers to directly support Trans Youth Work and Public Engagement as well as raising money to fund activities across all GI areas. We are incredibly grateful for the time and energy they provide, without which our work would be harder, and also less fun!

In 2016-17, our bank of volunteers increased to almost 100, enabling us to do even more. A key area of involvement is at the youth groups, where two or more individuals attend each session to assist with welcoming attendees and running activities. We also have volunteers providing support in the Gendered Intelligence office; volunteers staffing stalls at public events; and a small group of parents who help with the parent and

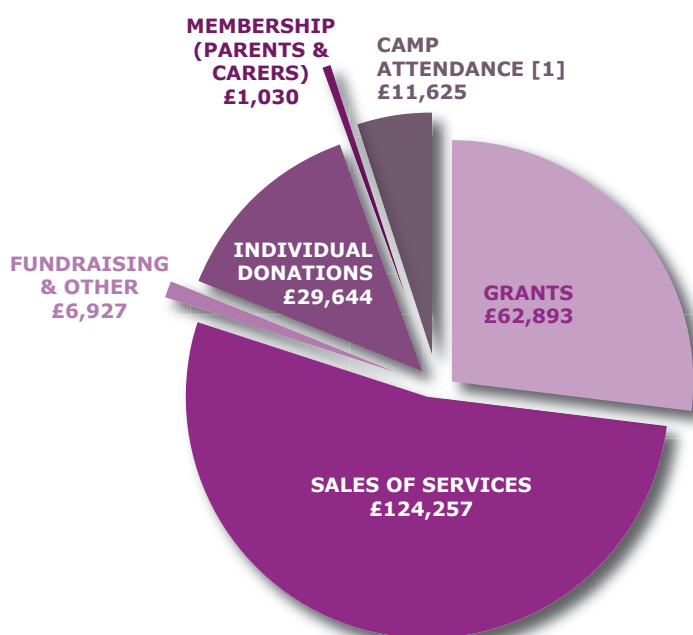
carers group. Last, but definitely not least, a committed group of enthusiastic volunteers ran the Hackney Half-Marathon for the second time, specifically raising money to support the Summer Camp. This year the nine runners made over £3500.

The Gendered Intelligence Volunteer Scheme (GIVS) is open to anyone, regardless of gender - you just need to be over 18 and interested in supporting our work. We aim to provide a positive experience so that volunteers benefit from the time they donate; and also act as an exit route for young trans members leaving youth groups, offering opportunities and training to build a range of skills. We welcome new members at regular training sessions throughout the year, and hope in the coming year to appoint a paid Volunteer Co-ordinator to further improve the support we offer.

## Income and Expenditure 2016-17

### WHERE DOES OUR MONEY COME FROM?

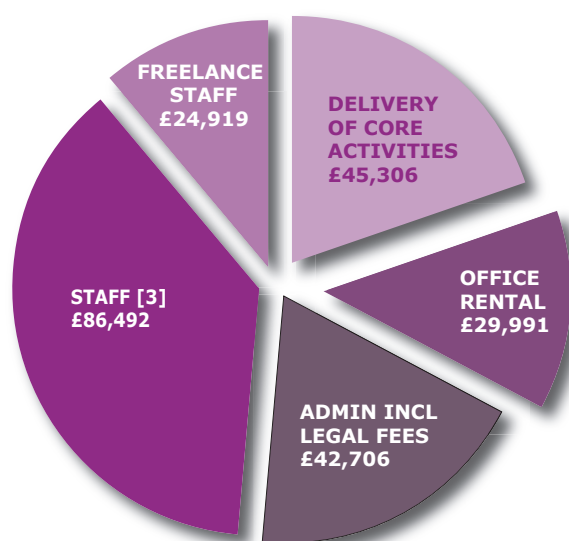
**£233,175**



[1] Summer camp attendees are asked for donations towards the cost of the event, based on their ability to pay. In previous years this figure was included in the Individual donations category, but will be shown separately going forward.

### HOW DO WE SPEND OUR MONEY?

**£229,414 [2]**



[2] Includes bank charges which mean total Expenditure is slightly more than Cost of Sales + Admin Expenses as shown in facing table.

[3] The main difference from 2015-16 was due to changing the employment status of many of our freelance trainers, which contributed to reducing our freelance costs from 38% to 11%, and the staff costs rising from 17% to 38%.

**GENDERED INTELLIGENCE  
COMMUNITY INTEREST COMPANY  
PROFIT AND LOSS ACCOUNT  
FOR THE YEAR ENDED 30 JUNE 2017**

	SEE NOTES BELOW	2016-2017	2015-2016
Turnover	1	187,150	171,445
Cost of sales	2	70,225	117,792
<b>Gross Profit</b>	<b>3</b>	<b>116,925</b>	<b>53,653</b>
Administrative expenses	4	159,189	79,650
	5	(42,264)	(25,997)
Other operating income	6	46,025	36,571
<b>Operating Profit and Profit on Ordinary Activities before Taxation</b>	<b>7</b>	<b>3,761</b>	<b>10,574</b>
Tax on profit on ordinary activities		743	2,115
<b>Profit for the Financial Year</b>		<b>3,018</b>	<b>8,459</b>
Reserves	8	25,178	22,160

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

## December 2017

This report was created and edited by Moya Wilkie, with input from Simon Croft, Finn Greig, Sasha Padziarei, Jamie Pallas, Jamie Lee Rivera and Jay Stewart.

Design and layout: They Them Studio

Community Interest Company: 6617608

## 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:

Website: **[genderedintelligence.co.uk](http://genderedintelligence.co.uk)**  
Phone: **020 7832 5848**  
Email: **[info@genderedintelligence.co.uk](mailto:info@genderedintelligence.co.uk)**  
Facebook: **[@genderedintelligence](https://www.facebook.com/genderedintelligence)**  
Twitter: **[@Genderintel](https://twitter.com/Genderintel)**  
Tumblr: **[tumblr.genderedintelligence.co.uk](http://tumblr.genderedintelligence.co.uk)**  
Office: **VAI, 200a Pentonville Road, London N1 9JP**

