

REGISTERED COMPANY NUMBER 06617608 (England and Wales)

REGISTERED CHARITY NUMBER 1182558

Report of the Trustees and Financial Statements for the Year ended 30<sup>th</sup> June 2020 for

GENDERED INTELLIGENCE

Liric Chartered Accountants  
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**GENDERED INTELLIGENCE**  
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**FOR THE YEAR ENDED 30<sup>TH</sup> JUNE 2020**

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Trustees' Report (including Directors' Report)  
For the Year Ended 30<sup>th</sup> June 2020

## **Section 1: Organisational structure and governance**

### **Organisation details**

**Organisation Name:** Gendered Intelligence (GI).

*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

#### **Additional Trustees who served within the period 1<sup>st</sup> July 2019 to 30<sup>th</sup> June 2020:**

Emma Whitby (Resigned 2<sup>nd</sup> November 2020)

Michelle Brewer (Resigned 30<sup>th</sup> January 2020)

#### **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, currently online, 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 Chief Executive Officer who reports to the Board – Jay Stewart.
- a Senior Leadership Team. During 2019-20 this comprised two Directors (Simon Croft, Moya Wilkie) who were line managed by the CEO. During this period the organisational structure of four Service Areas was rearranged to create three Departments; and a third Director (Finn Greig) was appointed on an Acting basis to take effect from 1<sup>st</sup> July 2020; and
- Heads of Service. The restructure identified the need for three Heads to support the respective Directors. None were in post as of 30<sup>th</sup> June 2020, but one was appointed (in Youth Work on an Acting basis) to start 1<sup>st</sup> July 2020; and the remainder will be recruited during 2020-21.

### **Remuneration**

On 1<sup>st</sup> July 2019, GI adopted a payscale, based on the NJC scale and including 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 or the National Living Wage (both set by government). GI's lowest paid employee earns 31% more than the Real Living Wage (a higher, independent benchmark). The salary of GI's highest paid employee in this period was less than 2.4 times the salary of the lowest paid employee.

### **Professional support**

#### **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.

Having become a Registered Charity on 20<sup>th</sup> March 2019 this is our first full year of reporting to the Charity Commission (CC) in addition to Companies House. We are working to embed 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](mailto: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.

The Objects below are taken from our Articles of Association. In 2019 we created a Theory of Change (ToC) for GI's work, and we have mapped each of our Intermediate Outcomes from the ToC to the relevant Objects below. In reporting on our organisational activities and projects activities we have attempted to reflect progress towards these outcomes.

NB Elements of work 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-H) is merely included to aid navigation in the document.

### **Objects, Outcomes and Activity Mapping**

#### **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;
- (d) Research into human rights issues;

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- (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.

**Related Intermediate Outcome from Theory of Change:**

- (i) Improved awareness and understanding of trans lives

**GI's main activities that related to this object & outcome:**

**A: Public Engagement**

GI's Public Engagement activity is responsible for communications both internally and externally, with multiple stakeholders and due consideration of our organisation profile. This includes our work with public policy; work in the media; and research.

**Public Policy**

Gendered Intelligence continued to engage with policymakers across a range of issues and topics, with mooted reforms to the Gender Recognition Act 2004 dominating the policy agenda. The reforms, first announce by the May Ministry in 2017, were to see legal gender recognition systems in England and Wales made less onerous for trans men and women, before being ultimately shelved (indefinitely). The system will be going online, but this does nothing to address the Government's refusal to widen both inclusion of category (with non-binary people) and of age (by lowering the current 18 years of age threshold) in order to address the breaches of children's rights and adults' human rights.

Following a general election in December 2019, the Conservatives were returned to Government with Boris Johnson as Prime Minister and Liz Truss MP continued in her role as Minister for Women and Equalities. Following the cancellation of proposed amendments to the Gender Recognition Act in June 2020 (and suggestions around further excluding trans people from public life), GI launched a campaign — #TRUSSTME — to ask people to directly contact the PM and the Minister. Almost 45,000 people wrote to the Prime Minister and the Minister asking for the GRA to be reformed, and for no further exclusion of trans people to be statutorily enacted. The campaign, centred around legislation which affects the human rights of trans people and on promoting respect for human rights among individuals and corporations, was widely successful in its scope and in its ability to ensure trans voices and those of our allies were heard at the heart of government. The GRA will not be reformed in any meaningful way, but further infringements upon the human rights of trans people were able to be stopped, at least for the time being.

We launched a campaign on the right to bodily autonomy for young people called BAEB (Bodily Autonomy for Every Body) wherein people could write directly to their MP to address crushing waiting times for trans healthcare and of their fears around under-18s being further stripped of their autonomy around medical decisions. Over 1,500 people have written to their MP using our tool, and 418 MPs were contacted. In addition, we responded to a Government Equalities Office call for evidence on 'variations in sex characteristics'.

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**Media Work**

We were mentioned 60 times that we noted across media publications, over 80% of which was positive. We appeared in several publications including: the Huffington Post, Cosmopolitan, Time Out, BBC News, the Guardian, Oprah Magazine, i-D, Dazed, refinery29, Reuters, iNews, and the Metro. We spoke on BBC Radio Kent about young people and gender identity clinics, and Dissident Island radio about our campaigns and the Gender Recognition Act. We gave an interview on the national BBC News evening programme about trans solidarity.

We continued our Policy Working Group, with expert members from Stonewall, Amnesty and The Outside Project. Some of the conferences and roundtables we attended — notwithstanding the pandemic putting a halt to many planned ones — included the Trans Organisations Network conference in February 2020 and meetings with the Equality and Human Rights Commission, as well as with International Lesbian, Gay, Bisexual, Trans and Intersex Association.

**Research (see Object 2)**

**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.

**Related Intermediate Outcome from Theory of Change:**

- (i) Improved awareness and understanding of trans lives

**GI's main activities that related to this object and outcomes:**

***B: Professional and Educational Services***

The Professional Services Team works with organisations and individuals 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 needs of our clients, ranging from one hour basic awareness sessions to two day in-depth courses, as well as personalised consultancy to meet specific organisational needs.

**Training**

Our delivery of training was limited from March – June 2020 by Covid-19 and so overall figures are lower than the previous year. All training prior to lockdown was face-to-face, and it took time to convert to interactive and engaging remote delivery and start to rebuild our booking stream.

- We delivered 203 training sessions (2018-19: 307)
- We trained over 4,000 people from 119 organisations (2018-19: 6000 people, 153 organisations)
- In addition to our in-house sessions, we reached 33 further organisations through our open CPD sessions. (2018-19: 31 organisations)
- We raised over £123,000 from training (2018-19: £159k)

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Evaluation of our training sessions continues to show highly improved awareness and understanding of trans lives among delegates.

A selection of training clients in 2019-20 included large commercial organisations e.g. BUPA, Auto Trader, Eurostar, Heathrow Airport, Barratt Developments PLC and Royal Mail; public sector organisations e.g. West Yorkshire Fire Service, Barnsley Hospital NHS Trust, the Ministry of Housing, Communities & Local Government, the Office for National Statistics, Carmarthenshire Council and Royal Parks; and non-profit organisations e.g. Women and Girls Network, Hammersmith and Fulham Mind, Albert Kennedy Trust and Action Aid.

### **Consultancy**

Our consultancy service once again grew during 2019-20. In addition to a substantial project for Sport England, we brought in over £19K in income this year, for clients including Mind, Mencap and the Royal College of Physicians.

### **Work in Education**

The Work in Education area of service was restructured in March 2020 with Workshops, Lectures and Assemblies (WLA) sitting with Professional Services and Trans Mentoring now under Youth and Community Services (see below). This made most sense for service users accessing education services: mentoring and youth work connect organically, sharing a common skillset, while WLA and training are similar with crossovers between staff and young people in attendance at these events, and a common delivery team. We also believe this structure will allow for a more efficient use of staff time.

We delivered 6 workshops, 1 lecture, and 7 assemblies to over 800 people at 12 different educational institutions. This number is smaller than the previous year for a number of reasons. From Spring, Covid-19 meant that we had to cancel a lot of booked sessions and wait for schools to adjust to an online environment. We experienced a dramatic decrease in enquiries during the period of lockdown..

### **Training for therapists and counsellors**

We delivered two of our two-day 'Working Alongside Trans, Gender Diverse and Questioning People' training sessions in September and November 2019, training 29 therapists and counsellors.

### **Therapists and Counsellors Network**

GI's Therapists and Counsellors Network provides ongoing learning and support opportunities for therapists and counsellors wishing to improve the trans inclusivity of their practice. Those who have completed the two-day "Working Alongside Trans, Gender Diverse and Questioning People" course (see above) are eligible to join the Network.

A total of 147 people have now completed the course and joined the Network, a 30% increase from last year. Network members can access group supervisions focussed on trans-inclusive practice. This year we delivered 7 supervision sessions across the country to 25 therapists.



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Appropriately qualified members who sign up to GI's Standards of Therapeutic Practice can opt to be listed in GI's Therapists and Counsellors Directory. The Directory is made available online as an aid to trans people and their families who are looking for a trans-aware / trans-inclusive therapist. Therapists edit and update their submissions regularly, so it is an evolving up-to-date document, which now includes 75 therapists.

Like all aspects of GI's work, TCN has been affected by Covid-19. Therapists in all sectors have seen an increase in demand for therapy. Trans people have been affected in particular ways by lockdown, some of which may have contributed to that increase. For example, being locked down with unsupportive family can generate more need, whilst online therapy can feel safer, is not tied to location, and can be easier to access. GI adapted quickly to offer supervision online, and the demand for supervisions has increased, with sessions sometimes booking up in 24 hours.

**C: Research**

This year we have been engaged with five key research projects and partnerships, and expect this area of service to go from strength to strength in coming years.

**i) Quality of Life index**

2019 was the survey's fourth year of our research project into the quality of life of trans and gender nonconforming adults in England. This research is carried out with Dr Jo Lloyd from the Institute of Management Studies (IMS) at Goldsmiths, University of London.

54% of respondents, or 490 people, who completed the survey in 2018 returned to complete the survey in 2019. An additional 516 people filled in the online survey for the first time, taking the number of respondents in 2019 up to 1006.

Findings have been presented at the 2019 British Psychological Society Annual Conference and at Kings College London's Institute of Psychiatry, Psychology and Neuroscience 2020 LGBTQ+ History Month event.

**ii) Meeting the transgender challenge: improving the experiences of health services for gender diverse young people and their families, with Oxford University**

This National Institute for Health Research (NIHR) funded project, led by Oxford University, aims to improve the care and support for young people and their families before and after referral to specialist gender identity services. It is interviewing young trans and gender questioning people, as well as parents and carers. Dr Jay Stewart is a co-investigator on the research alongside principle investigator Dr Melissa Stepney.

**iii) Queer Futures 2, with Lancaster University**

Queer Futures 2 is a large national UK study, taking place across England, Wales, Scotland and Northern Ireland, over the course of three years, based at Lancaster University. The main purpose of the study is to identify and evaluate early intervention mental health support and services for LGBTQ+ young people. Finn Greig, our Director of Youth and Communities Services sits on the Advisory Group and has attended 3 meetings over the course of this year.

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Staff interviews were carried out with 3 members of the GI team and 2 parents.

**iv) Feel Well, with the Institute of Mental Health, University of Nottingham, Nottingham Centre for Transgender Health**

Led by Professor Jon Arcelus, this research has been developed in association with GI and the Nottingham Centre for Transgender Health and is also funded by NIHR. The study aims to explore factors associated with transgender people's psychological wellbeing following medical transition. Findings reveal that transition helps people's mental health, especially when they have pre-existing social links i.e. supportive friends and family.

A total of 23 people were interviewed. One key finding was the role that professionals (both at the GIC and also at non-specialist organisations such as therapists outside GIC clinics and primary care doctors) played a part in wellbeing.

**v) Trans Learning Partnership**

The Trans Learning Partnership (TLP) was created in 2018. The four founding peer-member organisations are Spectra, Mermaids, GI and the LGBT Foundation. TLP aims to develop a robust service and advocacy-oriented evidence base to meet the needs of trans service organisations, their service users and their funders in developing and evaluating needs based impactful service. This will lead to improved services and better outcomes for trans and non-binary people. In April 2020 the TLP was awarded £150,000 by City Bridge Trust to employ a research co-ordinator, and a research and data officer.

***D: Public Events***

Our public events activities directly support our aim to educate and inform the public by delivering presentations, keynote speeches and taking part in panel discussions. These can be in the context of conferences, equality and diversity events or other activities. We offer expertise in the areas of trans communities, gender and sexual diversity, equality and inclusion to a range of organisations, delivering engaging educational and cultural talks across public, private and third sector settings.

This year, we provided speakers and panel members, and delivered presentations to nine external events. Clients ranged from libraries and charities to schools and trade unions. This year's clients included Heathrow, the NHS, and Comic Relief.

**Also:**

***Public Policy (see Object 1, under A: Public Engagement)***

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**OBJECT 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.

**Related Intermediate Outcome from Theory of Change:**

- (iii) Increased pride in identity and ability for people to express their gender, including to feel able to socially transition
- (iv) Improved skills and confidence amongst gender diverse people to enable them to achieve their goals and aspirations
- (v) Improved mental and physical health and wellbeing amongst gender diverse people

**GI's main activities that related to this object and outcomes:**

***E: Trans Youth Work***

**Year in numbers:**

We ran 73 regular youth groups this year, as well as 5 swimming sessions, 7 parents and carers groups and 1 residential. We worked with 281 individuals with 879 attendances at all our various groups and projects.

Doing both the wider community work as well as individualised support work means we promote social inclusion for young trans people who often feel the most excluded from and least valued by society as well as ensure access to community spaces and create spaces for connections to be made in a safe way between peers.

**Summer 2019**

Our Colours (BAME) youth group went to Black Pride in July which was really successful. In July we took 16 young people to our first ever Trans Pride residential overnight stay in connection with Trans Pride in Brighton, with attendees from Leeds, Bradford, Portsmouth, Bristol and London. On the day trip for Trans Pride we had 52 young people and additional friends, carers, parents and siblings attend. The feedback showed how trips like this one can increase young trans people's pride in their identity as well as safety to express their gender, and gives them confidence to feel able to socially transition.

At the end of August we took 8 young trans people of colour to the UK Colours LGBT Residential, the feedback was also very positive. Creating spaces for specific areas of our trans community to look at issues such as racism and transphobia, and the added issues that people at the intersections of different oppressions face speaks to our aims to improve access to community spaces and feelings of connectivity and safety as well as promoting social inclusion and reducing discrimination.

We ran our Community Picnic on the 31st of August with a brilliant turn-out of 54 people.

We created a Trans Residentials Inclusion guide which is freely available to download.

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### **Autumn 2019**

In October we have a Black History month theme in all our groups, and ran a theatre trip for the Colours group to see Travis Alabanza. The month culminated with our annual Halloween party which the young people love and enjoy dressing up for!

In November we ran a special event for Trans Day of Remembrance for young people aged 16+: the event was sombre, but many attendees remarked that it had made them feel strong being able to be together as a trans community to mark the day.

### **Winter 2019-2020**

In December we held our end of year event at the Little Angel Marionette Theatre in Islington London. Many young people performed in a great theatre space, with families, friends, GI colleagues and youth workers in attendance.

In January, with support from Sport England funding, we were finally able to get our swimming project back up and running after over a year's break. Running swimming groups with young trans people is one of the most important and valued things we do.

### **Spring 2019**

In early March, just before Covid-19 concerns escalated, we took 9 of our young people to the National Colours Youth Festival in Manchester, with over 120 young LGBTQ+ people of colour attending the festival. Creating access to community spaces which can foster feelings of connectivity and safety, especially for gender diverse people of colour, is extremely important and something we have particularly invested in over the last few years.

Soon after that, we began changing our way of working: we closed one group just before the lockdown began. We moved online swiftly: 28th of March was our first online youth group, with 20 young people attending. To address and advance the health and well-being of our members, we spent a lot of time in April checking in at youth groups, on the phone or in 1:1's with young people about how they coping with lockdown. Recognising this was a national situation, we met with various LGBTQ+ youth work organisations during April to see how others were dealing with the pandemic.

Imagining Our Futures Family had a great turnout with 41 young people (plus parents and carers), 3 'groupings' of panellists and a team of 5 youth workers, 2 volunteers and our head of Public Engagement team supporting.

Our Youth Board project continued, with the 2nd Youth Board meeting running online in May attended by 10 young people aged between 9 – 27. We created breakout rooms to have age specific conversations, as well as time all together to think about what it was like being a young person at GI; and what they needed from GI.

### **Early Summer 2020**

We developed processes and practice more thoroughly to be doing 1:1 support with young people, mostly by phone, or by email/ text, and increased the number of sessions we were able to offer to young people.

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We also ran our first online exercise class for young people delivered by an older young person who is now a qualified personal trainer.

***F: Helpline***

The Support Line project was originally launched in 2018 to support the waiting list patients of The Nottingham Centre for Transgender Health. We deliver vital health and well-being support and information and offer a caring and empathetic listening ear. This was our third year of operation; we continued to offer our independent and confidential service to both one-off contacts and to a growing number of repeat contacts seeking support at a time of increased insecurity, and anxiety.

In April 2020 we were pleased to take on a second Gender Identity Clinic (GIC) partner, Sheffield Porterbrook. This enabled us to expand the staff team and offer a 5-day a week support service.

In total this year we assisted 391 contacts to the support line (2018-19: 324), the majority being current GIC waiting list patients seeking support, and other gender diverse people seeking information and resources. We also had contact from involved supportive parents, and professionals.

The Support Line is the only existing trans and/or non-binary led phone line in the UK. Most people who contact us comment on how important it is for them to talk to someone of a similar experience who could relate to parts of their journeys. It's a person-centered approach that allows the workers to look closer at callers' lives, enabling shared thinking to find the right support and suggest reliable sources, avoiding misinformation. This directly supports improvements in callers' well-being, and physical and mental health.

A specific challenge this year has been to support callers facing isolation. With Covid-19 affecting the world, and the most vulnerable people the most, our service gained extra importance. Many callers had their appointments and surgeries postponed and in combination with other challenges in their lives, this year became a real struggle. For many, the support line became their lifeline. Just by giving validation and acknowledgment of their journeys, we were able to bring a positive change to many of our callers' lives.

***G: Trans Mentoring***

As part of our Work in Education we deliver mentoring - a highly intensive, personal support service for individual young people. Our trans and non-binary team come with extensive experience of working with young people, either in youth work, counselling or therapeutic settings. 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.

In this period we supported 15 young people, by delivering 110 hours of mentoring to them. We mentored two more young people than last year, but delivered 30 fewer hours of mentoring. This is partially due to the impact of Covid-19, which meant that schools put their services on hold, and some of our mentors were furloughed. As a result of Covid-19 we had to quickly develop a new online mentoring practice, which now allows us to be even more flexible in the services we deliver.

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Mentoring service consists of a two-way approach: supporting young people and the professionals around them. By the way of the unique focused 1-2-1 work with young people this year, we were able to advance their health and well-being, increase their confidence and improve their pride in identity. Mentees often note the impact the sessions have on the rest of their lives; whether giving confidence to access other services or move towards independence.

Mentoring service benefits greatly from being part of our new Youth and Communities Services department as it allows us to streamline our care to young people by making referrals to youth service when mentoring is finished or when the educational institutions don't have sufficient budget to accommodate mentoring. We also have close links with the Professional and Educational Services department, aiming to provide joined up support by training staff or delivering assemblies or workshops to the wider student body.

We are hoping to offer a bursary scheme for mentoring for those who need it most with funding due to arrive in 2020-21.

**Also:**

***C: Research (see Object 2)***

**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.

**No activities were undertaken in relation to this object during 2019-20.**

**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.

**Related Intermediate Outcome from Theory of Change:**

- (ii) Improved inclusivity - and hence reduction of discrimination - amongst public services and service providers; employers; educators; politicians and policy makers; parents and carers; professionals and students across all environments
- (vi) Improved access to community spaces and feelings of connectivity and safety for gender diverse people
- (vii) Greater participation across all aspects of life including education, employment, physical activities, communities and civic life.

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**GI's main activities that related to this object and outcomes:**

**E: Trans Youth Work (see Object 3)**

**G: Trans Mentoring (see Object 3)**

**H: Volunteering**

Volunteering at GI has seen a number of exciting developments over the past year. We started the year by launching a new strategy for the service focused on meeting three of our strategic intentions: combating social isolation, reducing unemployment and building community. A result of the focus on promoting social inclusion was the restructuring of the volunteering service within a wider context: Community Development. This activity is focused on creating opportunities and programmes for trans adults, building on GI's success and expertise in supporting young trans people over the past decade.

As part of our new Community Development work, we launched GIANTS, a capacity building project working with a network of trans activists across the UK. This year, after receiving over 80 applications, we recruited our first cohort of 20 incredible trans people working to promote inclusion within their local communities and fields such as education, sport and faith communities. As a GIANTS member, these activists receive training on campaigning skills, communications and media engagement. They also have quarterly supervisions with GI staff and are able to access support from the network, including collaborating with other GIANTS members for campaigns and events.

Throughout what has become a very challenging year, owing to the Covid-19 pandemic, our volunteers and GIANTS members have been essential in our work to create a more welcoming society for trans people. Over the past year, volunteers have donated over 1300 hours (2018-19: 1200), an incredible amount that has helped us adapt to the difficulties of a new, more virtual world. From providing technical support to facilitating the delivery of virtual youth groups, our volunteers have been at the heart of our work. GIANTS members and volunteers will continue playing a pivotal role in supporting our communities through this difficult period and making the world a better place for trans people of all ages.

**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 2019-20.**

Gendered Intelligence  
Trustees' Report (including Directors' Report)  
For the Year Ended 30<sup>th</sup> June 2020

## Section 3: Financial review

### Reserves

Our Reserves Policy was approved in January 2020 with an aim for the level of Unrestricted Reserves to reach £100,000. The environment in which we are working has changed substantially since then, with new risks and increased uncertainty, and the Board will shortly be reviewing the Reserves Policy in that context. As of 30th June 2020, the Unrestricted Reserves were £185,431, representing just under 3 months running costs for the coming year. The Restricted Reserves of £211,692 will be used to deliver services which we are committed to via contracts and grant agreements and are not available for general organisational expenditure.

The unprecedented rise in Unrestricted Reserves from the previous year (£70,062) was due to the interplay between two events in the latter part of the financial year: **increased income** (due to the generosity of funders who, at the onset of the Covid-19 pandemic, offered additional funding and flexibility to help with the uncertainty and potential cash flow issues; and a three-fold increase in Unrestricted Donations, of which over 60% were received in the final quarter); and **decreased expenditure** (as planned activities and outgoings in Spring 2020 were curtailed following the UK lockdown).

This unexpected increase has underpinned our activities in 2020-21, providing security for our service users and our staff during an unpredictable year. Going into 2022 and beyond, it will contribute to GI's sustainability and our ability to plan and deliver services in a post-pandemic world.

### Funding

The majority of GI's income in 2019-20 came from grants; over 70%. Sales of our services (training, consultancy, mentoring) provided 20%; with the balance, under 8%, coming from donations. 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. However, we are committed to delivering for all sectors and, acknowledging that some organisations may not be able to meet our costs we are consequently looking at a mixed income stream to support those important sectors.

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. The increase in fundraising expenditure in 2019-20 compared to 2018-19 was less than £3,000, and the increase in grant income across the two years was £241,175 (65%). We plan to increase the fundraising expenditure in 2020-21 in order to maximise the new opportunities available due to our registered charity status.



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For the Year Ended 30<sup>th</sup> June 2020

## **Section 4: Strategic plans**

### **Context**

#### **Internal**

2019-20 was GI's first full year of operation as a registered charity. While we continued to deliver our services for the most part unchanged – until March at least - there were internal financial systems which needed adapting to address our new reporting requirements to the Charity Commission. We completed the planned organisations restructure into three Departments - two focused on service delivery and the third on support – and appointed a third Director (Acting) to bring the Senior Leadership Team to full complement. The intention to appoint Heads within each Department will free up the Directors from previous operational responsibilities and enable a greater focus on GI's strategic direction.

As referenced above in Section 2, the UK lockdown in March had a major impact on our delivery, with all services having to make a speedy transition to an online, remote offer. We made the decision to furlough 8 staff in order to assure their income while we were facing uncertainty, bringing them back from June onwards as we confirmed and expanded our online offer. This radical reconsideration of how we deliver our services and engage with young people, families and clients, has given us the chance to reflect on our practices; we expect this to impact what and how we deliver as we move forward into a post-pandemic world.

#### **External**

As part of the process of developing our strategy in 2019 (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 continue to 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 and reduction in statutory services, combined with continued uncertainty over the impact of Brexit and the long term impact of the Covid-19 pandemic on the UK and international economy places increased pressure on those accessing GI services such as Youth Work (Section 2, E) or the Helpline (Section 2, F). 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, we continue to see 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 affects 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.

# Gendered Intelligence

## Trustees' Report (including Directors' Report)

### For the Year Ended 30<sup>th</sup> June 2020

#### **Policy**

The consultation phase for proposed reforms to the Gender Recognition Act in Scotland and (separately) England and Wales 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 prevent trans rights from moving forward.

#### **Risks**

The Board operate a high-level Risk Register which identifies key organisational risks and control factors. The key risks can be broadly summarised as:

##### **Uncertainty due to Covid-19**

The coronavirus pandemic had a direct impact on GI's ability to deliver services, and by extension, our financial situation. We adapted rapidly and effectively to the online environment, and both delivery departments (Professional and Educational Services; and Youth and Community Services) now have a comprehensive online offer. As we approach the transition back to real world delivery, there are many variables which are beyond our control (e.g. changing government guidelines, expectations of service users, increased competition and global finance market fluctuations impacting on availability of funding).

##### **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 traditionally had a solid staff base but turnover is a growing risk, as pressures grow (see *Context* section above), leading to burnout, stress, and sickness which creates additional pressure on remaining staff. We have also noted a higher staff turnover since the start of the Covid-19 pandemic, with six staff who were furloughed subsequently resigning. We have implemented a number of support strategies for staff to off-set this risk, including the imminent appointment of a Learning Development and Wellbeing Coordinator. A further risk is the time and resources required to recruit and induct new staff.

##### **Financial management including cash flow**

GI's registered charity status required a change in financial reporting, the fundamentals of which are now embedded but needs to be further refined. We are about to recruit a new Head of Finance post to support these developments and will also be seeking new accountants in the coming year, to enable us to manage an increasingly complex portfolio of income and expenditure.

##### **Technological**

GI hardware and software has grown organically over the last decade, adapting to new activities and projects but without a comprehensive oversight. An organisational ICT strategy is required 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 work. We are also developing position papers on key areas of trans life or on where

## Gendered Intelligence Trustees' Report (including Directors' Report) For the Year Ended 30<sup>th</sup> June 2020

GI sits on particular issues (e.g. puberty blockers and other medical interventions). These acknowledge the complexity of each issue, providing support and information for staff and clarifying our position for stakeholders.

### **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.

## **Strategy**

Our 2019-2024 strategy (developed with support from the National Lottery Community Fund) outlines the five pillars that will help us to structure our activities and focus for the coming years:

### ***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.

## Gendered Intelligence Trustees' Report (including Directors' Report) For the Year Ended 30<sup>th</sup> June 2020

In the coming year we will return to our intention to develop Work Plans based on the above, which will clearly link the organisational aims to individual staff objectives. Our activities will continue within the restructured Departments: 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**

#### **Introduction**

There have been two themes that have dominated 2020 for GI: Covid-19 and the continuation - and arguably intensification - of targeted anti-trans discourse in public life. These have directed many of our actions during this year, but I am proud to be able to say that GI's ability to deal with these issues has proved robust. Our long-term planning and development has meant that we have an organisational shape that has coped well and been flexible enough to adjust to the immense difficulties thrown up during 2020. In addition, we have a staff team that has reacted to the unexpected difficulties of working from home and lockdown with amazing resilience, though not without stress and challenge. Furthermore we have adapted, and continue to adapt, our responses to public discourse with increased recourse to an evidence base generated from the five key research projects and partnerships referred to above

Our experience of how working life has altered and the challenges we have experienced since lockdown began in March will inform our decisions about how to protect and secure the future of the organisation and the wellbeing of our stakeholders, both as an organisation and as a Board.

#### **Context**

At the beginning of 2020 our finances were in good shape; the restructuring of the organisation from four service areas to three departments, each headed with a Director to better support the CEO in management and decision taking, was already agreed; and uptake of GI's commercial offers was returning a healthy income. The Public Engagement team was effectively supporting our strategic engagements to improve public understanding of the lives and difficulties faced by trans people, and GI's public profile.

#### **Immediate impact of Covid-19**

On the 16<sup>th</sup> March, the last face-to-face training session took place as the entire organisation moved to a working from home model, and the whole picture changed. GI was faced with the challenges of supporting staff working from home, supporting our young people in very changed circumstances, our earned income ceased with immediate effect. In addition, we continued to have to deal with hostility in public discourse that informed discussions of young people's security as services were moved online.

At a time of such unprecedented disruption the role of the Board and their relationship with the CEO and the Senior Leadership Team has been critical. It was necessary for the SLT to take decisions in real time and short order, and for the Board to have both confidence in operational decisions but also to be given meaningful oversight of the decisions taken. To enable this an extraordinary Board meeting was convened for 8<sup>th</sup> April where the SLT briefed us on the impact and queries raised by the lockdown. In particular, the Board was interested in discussing the financial impact and steps taken to ameliorate any risk to GI from having to operate under lockdown. We discussed the impact on staff and the staff's attitude towards furlough; whether the furlough scheme was appropriate for GI; and the effects on and any perceived risks to GI's young people.

## Gendered Intelligence Trustees' Report (including Directors' Report) For the Year Ended 30<sup>th</sup> June 2020

The Board was satisfied that the decisions taken had been the best the circumstances allowed, and were reassured that all avenues were being pursued to ensure the financial security of the organisation and the wellbeing of all stakeholders. The particular dynamics of such a critical situation gave the Board a meaningful opportunity to review what was an appropriate level of operational independence for the SLT in decision making, and for what specific decisions Board approval would be needed.

### **Positives**

The Board was reassured:

- That the SLT had taken rapid and effective actions to support all staff, volunteers and young people in a rapidly developing, disorienting situation.
- That they had made a rapid and realistic assessment of the financial implications for the organisation, and taken timely and appropriate action.
- That the SLT had communicated with the Chair and the Board in a timely manner
- That the structural changes within GI had proved beneficial in supporting the CEO at a time of operational crisis.
- That the unique culture and working practices of GI have ensured that consideration of the wellbeing of staff and young people has been prioritised in all decision making.

### **Lessons learned**

The lessons learned by the Board from our experiences during the (ongoing) Covid-19 crisis were as follows:

- The loss of earned income was significant and required time and energy to overcome. The Board recognises that we need to have more expertise in both marketing and finance in order to make informed decisions about how to develop our funding mix to ameliorate such issues in the future. This will inform our forthcoming trustee recruitment.
- We also recognise that more informed in-depth discussion of financial issues might be better managed by the establishment of a Finance Subcommittee to the Board.
- More positively we recognised the success of the Professional and Educational Services Team in moving products online suggests that a hybrid approach to future sales might be successful.
- We are happy that, now all the Directors are in place, their reports to the Board will provide a more direct insight into the development and challenges of the operation. We are also committed to including the voices of young people, which were reported to us second hand during the Covid-19 crisis. We recently supported the inclusion of two Youth Board members who will better inform strategic Board decisions, and will also be able to feed back to the youth groups what the Board is doing and why, thus reducing the distance between the Board and the people we support.

### **Public discourse**

Since the Government announced their review of the GRA in 2018 the public discourse around trans issues has been increasingly toxic. This not only affects many in the GI community personally, but also the organisation professionally. We understand one element of this to be an ongoing well-funded and organised anti-trans discourse which is being promoted against multiple targets in education, health and the criminal justice system through powerful media outlets, designed to influence public opinion against the full inclusion of trans and nonbinary people in public life.

The Board has been directly involved in this discourse as what we suspect to be a vexatious complaint was made to the Charity Commission, which the Board was informed about and which we

## Gendered Intelligence Trustees' Report (including Directors' Report) For the Year Ended 30<sup>th</sup> June 2020

monitored the resolution of. We are also aware that work in schools is under threat from a coordinated anti-trans campaign, the potential effects of which we are equating to those of Section 28. This could negatively impact not just our work in schools but trans and nonbinary students and staff in schools and our allies as well.

### **Lessons learned**

The Board is keen to acknowledge:

- The effectiveness of the Head of Public Engagement and recent campaigning.
- The team efforts to develop a robust evidence-based approach to public engagement.
- The continued work with strategic partners to combat anti-trans rhetoric and discourse.
- That despite incessant attacks and in the face of concerted efforts to turn public opinion against trans people, we are still well supported by the public and by many people in public life – although we do not have any room for complacency.
- The need to find positive messaging to support young people, staff, volunteers and Board members, specifically in relation to the seemingly relentless anti-trans campaigning.

### **Summary**

The most important aspect of the Board's work this year has been to support the SLT to make operational decisions to enable us to support our core service users with as little disruption as possible maintain our awareness of the work taking place to combat the increasingly loud discourse of what we perceive to be anti-trans organisations. The Board has benefitted from:

- The openness of the SLT in reporting back to the Board in a timely manner and to receiving feedback from the Board, including their willingness to tailor reporting to our needs.
- Our acknowledgement that the unique culture and working practices of GI have ensured that the wellbeing of our staff, volunteers and young people have been as protected as possible.
- The high and urgent priority of the SLT in maintaining awareness of the safeguarding needs of a potentially vulnerable cohort of young people living under very changed circumstances and reporting back to the Board fully on this.
- The flexibility of the SLT to rapidly adjusting to a necessary change of operational priorities while maintaining clear sight of GI's longer-term vision.

The main learning we have taken from the year is that we need to:

- Advance with our plan for the recruitment of trustees with specialist knowledge – expertise in finance to improve our fundraising mix, expertise in marketing to support the same, legal expertise to support our evidenced knowledge base in relation to the legal aspects of difficulties that might be thrown up by challenges in the legal and criminal justice systems. This will also support our plan to institute a Finance Sub-Committee of the Board to improve scrutiny of finances, to support the SLT making financial decisions and to better inform the Board in taking decisions about GI finances.
- Support moves to widen our fundraising base – looking at improved options in relation to community fundraising in particular.
- Monitor and maintain a clear awareness of the threats to trans and nonbinary people's abilities to be able to fully participate in all aspects of public life without fear of intimidation, discrimination or unequal treatment.
- Continue to support the organisation in general in its person-centred approach, not losing sight of our core values as we seek to grow and flourish.

**Gendered Intelligence**  
**Trustees' Report (including Directors' Report)**  
**For the Year Ended 30<sup>th</sup> June 2020**

**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 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)



16<sup>th</sup> April 2021

## **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 30<sup>th</sup> June 2020.

### **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

16<sup>th</sup> April 2021



**Gendered Intelligence**  
**Statement of Financial Activity**  
**Including Income and Expenditure Account**  
**For the Year ended 30th June 2020**

	Notes	Restricted £	Unrestricted £	Total £
<b>Income:</b>				
Donations	3	13,975	50,913	64,888
Legacies	4	-	-	-
Grants Received	5	459,571	151,263	610,835
Charitable Activities	6	4,639	162,158	166,797
Investments		-	216	216
Other		-	197	197
		<u>478,185</u>	<u>364,747</u>	<u>842,932</u>
<b>Expenditure on:</b>				
Raising Funds	7	-	19,568	19,568
Charitable Activities	8	385,204	236,442	621,646
		<u>385,204</u>	<u>256,010</u>	<u>641,214</u>
<b>Net income</b>		<u>92,981</u>	<u>108,736</u>	<u>201,718</u>
Transfers between funds		(6,633)	6,633	-
<b>Net Movement in Funds</b>		<u>86,349</u>	<u>115,369</u>	<u>201,718</u>
<b>Funds Brought Forward</b>		<u>125,343</u>	<u>70,062</u>	<u>195,405</u>
<b>Funds Carried Forward</b>		<u>211,692</u>	<u>185,431</u>	<u>397,123</u>

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 2019**

	Notes	Restricted £	Unrestricted £	Total £
<b>Income:</b>				
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
<b>Expenditure on:</b>				
Raising Funds	7	6,254	10,598	16,852
Charitable Activities	8	375,231	275,685	650,916
		381,485	286,283	667,768
<b>Net income</b>		(3,162)	47,227	44,066
<b>Net Movement in Funds</b>		(3,162)	47,227	44,066
<b>Funds Brought Forward</b>		128,505	22,835	151,339
<b>Funds Carried Forward</b>		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  
Balance Sheet  
As at 30th June 2020**

	Notes	2020 £	2019 £
<b>Fixed Assets</b>			
Computer Equipment	12	713	1,405
<b>Current Assets</b>			
Debtors	13	53,200	80,002
Cash at bank and in hand		376,158	149,982
		<u>429,358</u>	<u>229,984</u>
<b>Liabilities</b>			
Creditors falling due within one year	14	32,948	35,984
<b>Net Current Assets</b>		396,410	194,000
<b>Total Assets less Current Liabilities</b>		<u>397,123</u>	<u>195,405</u>
<b>The Funds of the Charity</b>			
Restricted Income Funds	17	211,692	125,343
Unrestricted Income Funds:	17	185,431	70,062
<b>Total charity funds</b>		<u>397,123</u>	<u>195,405</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 2020.

The members have not required the company to obtain an audit of its financial statements for the year ended 30th June 2020 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 16th April 2021 and were signed on its behalf by:



Chryssy Hunter - Chair of Trustees

**Gendered Intelligence**  
**Notes to the Financial Statements**  
**Year ended 30th June 2020**

**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 2020.

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**3. Donations**

	Unrestricted Funds	Restricted Funds	Total 2020	Total 2019
	£	£	£	£
Youth Camp - Summer 2018	-	-	-	15,286
For Pride Brighton	-	7,177	7,177	673
For Colours Group	-	1,600	1,600	-
The Funding Network	-	5,198	5,198	-
Core charitable activities	50,913	-	50,913	16,138
	<b>50,913</b>	<b>13,975</b>	<b>64,888</b>	<b>32,096</b>

**4. Legacies**

	Unrestricted Funds	Restricted Funds	Total 2020	Total 2019
	£	£	£	£
From the Baines Estate	-	-	-	50,000

**5. Grants Received**

	Unrestricted Funds	Restricted Funds	Total 2020	Total 2019
	£	£	£	£
BBC Children in Need	-	45,816	45,816	48,148
BBC Children in Need (small grants)	-	9,997	9,997	-
City Bridge Trust	10,425	73,075	83,500	41,625
The David Family Foundation	10,000	-	10,000	-
The DWF Foundation	-	2,000	2,000	-
Esmee Fairbairn Foundation	19,893	-	19,893	47,286
Garfield Weston Foundation	25,000	-	25,000	-
The Henry Smith Charity	-	30,000	30,000	-
The Leathersellers' Company Charitable Fund	15,000	-	15,000	-
LGBT+ Futures Fund from LGBT Consortium	-	-	-	14,226
The Listening Fund by the Blagrove Trust	-	-	-	19,978
The National Lottery Awards for All	-	10,000	10,000	10,000
The National Lottery Community Fund	-	-	-	49,800
The National Lottery Community Fund - RC London and South East Region	-	67,449	67,449	-
NIHR via Nottingham University	2,590	-	2,590	-
NIHR via Oxford University	2,085	-	2,085	-
Nottinghamshire Healthcare NHS Foundation Trust	26,999	-	26,999	23,205
Paul Hamlyn Foundation	20,000	30,000	50,000	-
People's Health Trust (North)	-	9,954	9,954	8,532
The Rayne Foundation	-	20,000	20,000	20,000
Sheffield NHS Foundation Trust	10,822	-	10,822	-
Spectra - Trans Learning Partnership	-	7,710	7,710	-
Sport England	-	102,320	102,320	40,610
Swimathon	-	1,250	1,250	1,250
Trust for London	-	25,000	25,000	20,000
The Tudor Trust	-	25,000	25,000	25,000
University of Exeter (with Wellcome Trust money)	8,450	-	8,450	-
	<b>151,263</b>	<b>459,571</b>	<b>610,835</b>	<b>369,660</b>

**6. Charitable Activities**

	Unrestricted Funds	Restricted Funds	Total 2020	Total 2019
	£	£	£	£
Income from Transforming Spaces Conference	-	-	-	9,203
Training, Consultancy, Workshops and Mentoring on Trans Aw	162,158	-	162,158	233,757
Summer Camp Attendance	-	4,639	4,639	15,909
	<b>162,158</b>	<b>4,639</b>	<b>166,797</b>	<b>258,868</b>

**7. Expenditure to Raise Funds**

	Unrestricted Funds	Restricted Funds	Total 2020	Total 2019
	£	£	£	£
Advertising & Marketing	-	-	-	146
PayPal fees	-	-	-	634
Eventbrite fees	-	-	-	626
Professional Fees	19,500	-	19,500	11,000
Salaries	-	-	-	4,333
Travel Costs	68	-	68	-
Postage Freight & Courier	-	-	-	112
	<b>19,568</b>	<b>-</b>	<b>19,568</b>	<b>16,852</b>

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**8. Charitable Activities Expenditure**

	Unrestricted Funds £	Restricted Funds £	Total 2020 £	Total 2019 £
Staff Costs	139,449	251,437	390,887	339,902
Direct Costs	46,517	52,734	99,251	146,230
Share of support costs	20,522	81,033	101,555	137,344
Share of governance costs	29,954	-	29,954	27,440
<b>Total</b>	<b>236,442</b>	<b>385,204</b>	<b>621,646</b>	<b>650,916</b>

**9. Support Costs**

	Unrestricted Funds £	Restricted Funds £	Total 2020 £	Total 2019 £
<b>Support Costs</b>				
Printing & Stationery	769	-	769	10,115
Online Publicity	-	-	-	955
Computer & Website costs	92	1,108	1,200	2,087
Directors' Remuneration	-	-	-	45,167
Professional Fees	628	-	628	2,110
Salaries	12,296	72,992	85,288	57,516
Employers National Insurance	1,101	5,373	6,475	11,134
Pension Costs	323	1,419	1,742	1,955
Subscriptions	901	-	901	480
Training - external providers	135	140	275	1,620
Postage, Freight & Courier	19	-	19	191
Telephone & Internet	186	-	186	1,806
Repairs & Maintenance	-	-	-	170
Travel	48	-	48	50
Insurance	2,295	-	2,295	1,247
Rent	514	-	514	-
General Expenses	524	-	524	-
Bank Charges	-	-	-	50
Depreciation	692	-	692	692
<b>Total Support Costs</b>	<b>20,522</b>	<b>81,033</b>	<b>101,555</b>	<b>137,344</b>

**Governance Costs**

Audit & Accountancy fees	7,834		7,834	6,830
Book keeping	22,120		22,120	20,610
<b>Total Governance costs</b>	<b>29,954</b>	<b>-</b>	<b>29,954</b>	<b>27,440</b>
	<b>50,476</b>	<b>81,033</b>	<b>131,508</b>	<b>164,783</b>

**10. Trustees**

Jay Stewart, the Chief Executive of the charity is the partner of a trustee, Catherine McNamara. During the year ended 30th June 2020 the salary received by the Chief Executive was £52,797.50 (2019: £49,500).  
Dr McNamara was not involved in the decision making process that related to Dr Stewart's salary.

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

Travelling and subsistence expenses of £24.50 were reimbursed to one of the Trustees. ( 2019: £107 to one of the Trustees)

**11. Employees**

	Total 2020 number	Total 2019 number
<b>Number of Employees</b>		
The average number of employees during the year was	27	24

**Employment Costs**

	Unrestricted Funds £	Restricted Funds £	Total 2020 £	Total 2019 £
Wages and Salaries	129,745	311,683	441,428	420,659
Social Security Costs	15,556	18,234	33,790	32,753
Other Pension Costs	9,127	4,779	13,906	6,595
	<b>154,428</b>	<b>334,695</b>	<b>489,123</b>	<b>460,007</b>

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

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**12. Tangible Fixed Assets**

	Total 2020 £
Cost	
At 1st July 2019	2,986
Additions	-
At 30th June 2020	<u>2,986</u>
Depreciation	
At 1st July 2019	1,581
Charge for the year	692
At 30th June 2020	<u>2,273</u>
Net Book Value	
At 30th June 2020	<u>713</u>
At 30th June 2019	<u>1,405</u>

**13. Debtors**

	Total 2020 £	Total 2019 £
Amounts falling due within one year		
Trade Debtors	34,883	51,563
Other Debtors	18,318	27,407
Prepayments	-	1,033
	<u>53,200</u>	<u>80,002</u>

**14. Creditors**

	Total 2020 £	Total 2019 £
Amounts falling due within one year		
Trade Creditors	3,395	11,621
Income received in advance	9,678	7,080
Other taxation and social security	13,903	12,069
Accruals	3,000	3,000
Other creditors	2,972	2,214
	<u>32,948</u>	<u>35,984</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 £13,906 (2019: £6,596)

**16. Related Party Transactions**

As stated in note 10 Jay Stewart, the Chief Executive of the charity is the partner of a trustee, Catherine McNamara. During the year ended 30th June 2020 the salary received by the Chief Executive was £52,797.50 (2019: £49,500)

Dr McNamara was not involved in the decision making process that related to Dr Stewart's salary.

Expenses of £117.55 were paid to a child of a Trustee for assistance at Summer Camp in the year ended 30th June 2020 (2019: £67)

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**17. Analysis of Funds**

**17.1 Movement in Statement of Financial Activities**

	Fund Balance at 1st July 2019	Incoming Resources	Resources Expended	Net Movement in Funds	Transfers Between Funds	Fund Balance at 30th June 2020
<b>Unrestricted Funds</b>	<b>70,062</b>	<b>384,747</b>	<b>258,010</b>	<b>108,736</b>	<b>6,833</b>	<b>185,431</b>
<b>Restricted Funds</b>						
BBC Children in Need	4,082	45,816	39,620	6,197	-	10,279
BBC Children in Need (small grants)	-	9,997	9,997	-	-	-
Camp Attendance Receipts	-	4,839	3,984	855	-	855
City Bridge Trust	-	73,075	43,317	29,758	-	29,758
For Colours Group	-	1,600	-	1,600	-	1,600
The DWF Foundation	-	2,000	111	1,889	-	1,889
Esmea Fairbairn Foundation	35,408	-	28,778	(28,778)	(6,632)	-
The Funding Network	-	5,198	5,198	-	-	-
The Henry Smith Charity	-	30,000	10,443	19,557	-	19,557
The Listening Fund by the Blagrave Trust	12,486	-	12,485	(12,485)	(1)	-
LGBT+ Futures Fund from LGBT Consortium	8,000	-	8,000	(8,000)	-	-
The National Lottery Awards for All	6,887	-	6,887	(6,887)	-	-
The National Lottery Awards for All	-	10,000	-	10,000	-	10,000
The National Lottery Community Fund	38,000	-	38,000	(38,000)	-	-
The National Lottery Community Fund - RC London and South East Region	-	67,449	14,383	53,066	-	53,066
Paul Hamlyn Foundation	2,844	30,000	28,509	1,492	-	4,336
People's Health Trust (North)	-	9,954	9,954	-	-	-
For Pride Brighton	-	7,177	1,885	5,292	-	5,292
The Rayne Foundation	1,667	20,000	21,667	(1,667)	-	-
Spectra - Trans Learning Partnership	-	7,710	865	6,845	-	6,845
Sport England	14,856	102,320	55,937	46,383	-	61,239
Swimathon	1,250	1,250	2,500	(1,250)	-	-
The Tudor Trust	-	25,000	22,685	2,305	-	2,305
Trust for London	2,083	-	22,201	2,789	-	4,882
	<b>125,343</b>	<b>478,185</b>	<b>385,204</b>	<b>92,981</b>	<b>(6,833)</b>	<b>211,692</b>
<b>Total Funds</b>	<b>195,405</b>	<b>842,932</b>	<b>641,214</b>	<b>201,718</b>	<b>-</b>	<b>397,123</b>

**17.2 Analysis of Net Assets by Fund**

	Unrestricted Funds	Restricted Funds	Total Funds at 30th June 2020
Tangible Assets	£ 713	£ -	£ 713
Debtors falling due within one year	49,827	3,573	53,200
Cash at bank and in hand	168,039	208,119	376,158
Creditors falling due within one year	(32,948)	-	(32,948)
<b>Total Funds</b>	<b>185,431</b>	<b>211,692</b>	<b>397,123</b>

  

	Unrestricted Funds	Restricted Funds	Total Funds at 30th June 2019
Tangible Assets	£ 1,405	£ -	£ 1,405
Debtors falling due within one year	89,577	10,425	80,002
Cash at bank and in hand	35,084	114,918	149,982
Creditors falling due within one year	(35,984)	-	(35,984)
<b>Total Funds</b>	<b>70,082</b>	<b>125,343</b>	<b>195,405</b>