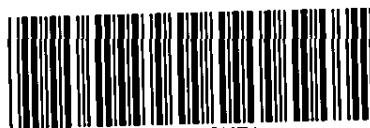


Engender
(A company limited by guarantee)

Report and financial statements
Year ended 31 March 2011

Charity no. : SC029053
Company no. : SC286639

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COMPANIES HOUSE

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Legal and administrative information

Company registration number	SC286639
Charity registration number	SC029053
Registered office	1a Haddington Place EDINBURGH EH7 4AE
Directors	Marsha Scott (Convener) Emma Ritch (Vice-Convener) Wendy Davies (Treasurer) Hazel Smith (Company Secretary) Kath Davies Lesley Sutherland Kirstein Rummery Kelly Temple (appointed May 2011)
Secretary	Hazel Smith
Independent Examiner	Anne Dobson Chartered Accountant 133 Comiston Road EDINBURGH EH10 6AQ

Report of the directors

The directors present their report together with the financial statements for the year ended 31 March 2011.

The directors of the charitable company are its trustees for the purposes of charity law and throughout this report are collectively referred to as the directors. The directors serving during the year and since the year end are detailed on page 3.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

Engender is a company limited by guarantee (number SC286639) and a registered charity (number SC029053) and is governed by its Memorandum and Articles of Association.

Appointment of Directors

Any member who wishes to be considered for election as a member of the Board of Directors at an Annual General Meeting shall lodge with Engender a written notice of his or her willingness to be elected (in such form as the Board of Directors require), signed by him or her, at any time up to commencement of the Annual General Meeting.

The Board of Directors may at any time appoint any member as a member of the Board of Directors (provided he or she is willing to act) either a) to fill a vacancy created by any member of the Board of Directors vacating office. Any person so appointed shall retain his or her office until the next AGM when they will be eligible for election; b) as an additional member of the Board of Directors. Any member so appointed shall retain his or her office only until the next AGM, but he or she shall then be eligible for election.

Directors' induction and training

New directors are supplied with an information pack, matched with a peer mentor from the Board of Directors and offered access to appropriate training for directors of charities.

Organisational structure

The Board of Directors provides leadership for the organisation. An Executive Director provides delegated leadership of the organisation as it operates as a company.

There are six full meetings each year. There is also an annual strategic review away-day to review organizational direction.

Report of the directors (continued)

STRUCTURE, GOVERNANCE AND MANAGEMENT (continued)

Risk management

The main risks facing the charity are as follows:

- i) The financial crisis and consequential public sector cuts will impact on the voluntary sector's access to government funding. However, this context means that our work to embed our policy work in women's lived experience and promote gendered policy is even more valuable.
- ii) The focus on fiscal stimulus and growth in the context of a gender inequality is likely to result in actions that undermine women's economic, social and cultural rights and will therefore require Engender to engage more actively in ensuring that women understand that they have recourse in international human, economic, social and cultural rights instruments and public bodies are held to account. Such work is quite difficult to fund.
- iii) Funders will be looking for added value projects.
- iv) The cost of travelling and working with women's groups face to face is likely to become prohibitive.
- v) Many organisations such as Engender that charge membership fees are finding that members may decide to leave them to save money.

Systems in place to manage the identified risks:

- i) Engender is profiling itself as an organisation that can make the links between the women on the ground who are experiencing the gendered impacts of the financial crisis and policy makers and practitioners who can make a difference. This has indeed been acknowledged by the Scottish Government who have increased our funding by nearly 50% for the coming year. We have also secured funding from the EHRC for the year 2011-12.
- ii) Engender will work to embed its policy work in women's lived experience and to ensure that their concerns are heard in Scotland, the UK, in the EU and at the UN. This will increase our profile and reassure funders that our work matters.
- iii) Engender will seek to diversify its funding base and develop partnerships that will lead to joint funded programmes in the future.
- iv) Engender will invest in the development of its website, social marketing and social media presence to reach more people at a lower cost.
- v) Whilst Engender does not rely on membership fees they are a steady, albeit limited, source of unrestricted income. We will seek to increase our membership and ask for contributions rather than membership fees.

OBJECTIVES AND ACTIVITIES

Mission

Engender works to make Scotland a fairer, safer place where women can flourish and contribute to both the social and market economies with dignity, freedom and justice.

To this end we seek to increase women's power and influence; make visible the impact of sexism on women and on Scotland's social, economic and political development; and support people, organisations and our government to make equality a reality.

Report of the directors (continued)

OBJECTIVES AND ACTIVITIES (continued)

The aims and objectives of the organisation are:

- to advance the awareness of the general public, public bodies and private sectors of the relative position of women and men in Scotland and the obligations and opportunities in national and international equalities and human rights instruments;
- to promote the equality of women and men across the diversity of the Scottish population;
- to promote women's participation in decision making and public life;
- to generate better understanding of, and response to, poverty among women and their families and of men's violence against women.

The focus of work for 2010-11

- To ground Engender's policy work in women's real experience and articulate the impacts of ungended policy through demonstrating the relationship with poverty, social exclusion, the pay gap, power differentials, violence against women, child poverty;
- To support women in Scotland to use equalities legislation to lever positive change in public service policy and practice, particularly in the context of recession and the SNP localisation agenda as articulated through the Local Authority Concordat;
- To promote the effective implementation of the Equality Act 2010 among those obligated to fulfil it;
- To generate a clearer understanding among the public of the potential of UN, EU and national equalities legislation and assist them to use it effectively.

Engender improves women's lives by tackling inequality and addressing gender issues. The organisation makes information about women in Scotland more widely available through research collation and dissemination; develops gendered policy; presses for equal representation of women at all levels of government and in public life; makes the government aware of what women need and want; trains and supports women within their communities to influence decision makers; nurtures emerging women's groups; networks in Scotland and internationally.

Engender's main activities are research collation and dissemination, policy analysis and development, information provision, networking, consulting and training. We involve and update our members through a regular newsletter, events, think tanks and the website. We have established a strong presence in Scotland, the UK and Europe and we have consultative status enabling us to take part in UN procedures including the Commission on the Status of Women (CSW), the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) and the International Covenant on Economic, Social and Cultural Rights (ICESCR).

Engender has a rich social capital in its Board of Directors, Associates and membership. Members of the Board, in addition to overseeing the governance of Engender, represent Scotland on the UK Joint Committee of Women, represent the UK in the European Women's Lobby, sit on the Women's National Commission VAW (violence against women) committee and participate in a variety of national groups in parliament, the Scottish Government and the public and voluntary sector. Engender works closely with the Scottish Women's Budget Group, who have overlapping membership. Other volunteers support Engender to carry out research and help out with administration and fundraising in the office. Engender values and acknowledges their contribution as primary actors in achieving its objectives.

Report of the directors (continued)

ACHIEVEMENTS AND PERFORMANCE 2010-11

In 2010 – 2011 Engender received funding from the Scottish Government's Equality Unit (managed by the Voluntary Action Fund), the Equality and Human Rights Commission, Interreg IVA and the Esmée Fairbairn Foundation to deliver projects that would:

- Make people in Scotland more aware of gender inequality and its relationship to poverty, violence and well-being so that they can take action to address the causes and not only deal with the consequences.
- Increase the level of understanding about gender equality amongst women and decision makers.
- Increase the participation of women in political and public life, in particular rural women.
- Support women facing disadvantage to come together in communities of interest in order to develop campaigns to challenge public bodies.
- Raise awareness of the opportunities presented by national and international equalities and human rights instruments.
- Open up public debate around the impact of the sexualisation, objectification of young women and girls in 21st Century Scotland.

Engender undertook work with women living in Argyle and Bute to increase their opportunities for participation in public life. To do this Engender facilitated workshops to enable them to become engaged with political processes at local, national and European level and to develop mechanisms and networks to impact on policy issues. The aim of this work was to:

- Impact on public service delivery by increasing the number of women engaged in decision making at all levels.
- Engage women in civic networks and strengthen women's voices. Increase the number of women in public life thus enabling effective targeting of public services.
- Engage with public bodies, women's organizations and networks to develop a common approach to engendering public life.
- Create a debate within the region regarding women's continued exclusion from public and political arenas.
- Disseminate examples of good practice from other European states and to create opportunities for learning and networking

In order to achieve the goal of supporting women facing disadvantage to come together to develop campaigns, Engender identified groups of women disadvantaged by a public service provision who wanted to come together in communities-of-interest around specific issues of concern. Together they were supported to develop and implement strategies to advocate and action change and hold public service providers to account using participatory action research and equality legislation as tools. The support and training that Engender offered to these groups enabled them to:

- Organise and access appropriate information
- Understand policy e.g. equality duties
- Carry out participatory research
- Develop and articulate gendered equalities analysis
- Work out the opportunity in legislation and apply it to their situation
- Take up or establish opportunities for dialogue with the service provider
- Take action using their research and analysis e.g. advocating for change; establishing, and making public, community based indicators against which they will hold services to account.

Report of the directors (continued)

ACHIEVEMENTS AND PERFORMANCE 2010-11 (continued)

The groups that followed the whole process were a group of transgender women 'Women Thinking Trans Issues', mothers of severely disabled children 'Oaklands Parent Council', women living in a residential care home in Perth 'Upper Springlands' and women carers 'Women Thinking Inclusive Communication Needs'.

A learning pack detailing the case studies and policy implications of the work undertaken was produced and disseminated and the work will continue in 2011 – 2012 and will involve in-depth work with further communities of interest.

An important strand of Engender's work is concerned with gendered poverty as women's poverty reflects women's unequal place in society, in the gendered division of labour, continued sex discrimination and gender stereotyping. Together these underpin women's position in the labour market, family and welfare state and the interaction between the three determines women's economic status over their lifetime.

To demonstrate the impact of poverty on women's lives, Engender undertook participatory research with groups of women across Scotland in order to identify gendered poverty indicators relevant to their local communities. The women involved in the research groups identified three key areas of concern:

Employment

- Access to flexible working arrangements.
- Childcare costs that are not exacerbating poverty.
- Public bodies are ensuring that they and their service providers are paying the same hourly rates for part time and full time workers doing the same jobs.

Care

- Carers that work are better off (time and money) than if they were solely on benefits.

Education

- Lone parents in education are not worse off than they were on benefits.

The five Gender Poverty Indicators above were proposed by women as the things they would want and need to see change in order for them to escape poverty.

The culmination of this work on poverty was a Scotland-wide event 'What Counts Day' on March 1st 2011. This brought together the groups that had participated in the projects to disseminate their views and findings.

This was then followed up by an event which was held at the Scottish Parliament on March 16th 2011, to feedback to politicians, the concerns of the participating groups in relation to women's poverty. The event was sponsored by Cathy Peattie MSP who also spoke at the event. Presentations were made by representatives of Engender and the groups that participated in the campaign. Shakti Women's Aid presented a musical performance on the issue of 'no recourse to public funds' and the Beechwood Women's Arts Group performing a dramatic piece about women's poverty entitled 'Morag's Story'.

The event was a great success and was attended by more than 60 people with a number of MSPs dropping in at different points.

Report of the directors (continued)

ACHIEVEMENTS AND PERFORMANCE 2010-11 (continued)

Engender regularly held 'Inspiring Women' sessions which gave women an opportunity to come together to discuss specific issues of importance to Scottish women today. These sessions inform the work of Engender and ensure that projects and campaigns are grounded in the lived experience of Scottish women. In 2010 / 2011 the issues that were discussed were:

- Are Women Natural Campaigners?
- Women and the Recession / Powers of Invisibility
- Women, Recession, Recovery
- Women and the Built Environment
- Inspiring Women - Women into Public Life

In 2010 / 2011 Engender was actively involved in a number of consultation events in relation to a 'new gender architecture' and how the UK Government Equalities Office should consult with women from across the UK.

Engender is prominent in linking national and international policy and has been raising awareness of the UN Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) in advance of the UK Government's report to the CEDAW committee. Training events were held in partnership with the EHRC in Glasgow and Aberdeen and were attended by 45 representatives from a variety of organizations working in the field of equalities.

Engender was a member of the Winnet8 Multi Actor Group that was working to learn from organisations in Scotland and 7 other countries across Europe to inform policy in the EU on women and occupational segregation, enterprise and science, technology and engineering.

As an organization committed to promoting equality, Engender arranged training for its staff members on 'Inclusive Communication'. The training encouraged staff to consider how information was presented by the organization and the need to take into account the broad range of accessibility issues. The aim was to make Engender's communications and events more inclusive and accessible.

The work that Engender has undertaken in this year has enabled women from different backgrounds to come together to:

- Explore the complexity of gender and inequality and understand of the relationship between gender inequality and poverty, violence and exclusion.
- Develop shared agendas, such as the need for policy to consider time and well being not just employment and income.

Engender's projects, training, presentations, materials and events have impacted on the way others work in the public and voluntary sectors, specifically with regard to understanding systemic inequality, creating expectations of equality and the opportunity availed by the equality legislation.

Engender has increased its profile in the UK and International gender arenas and is facilitating learning between Scotland and European and International gender actors.

Report of the directors (continued)

PLANS FOR FUTURE PERIODS

With Scottish Government funding

- Work with women in communities of interest (e.g. women that are - poor, carers, BME, disabled, single mothers, with mental health problems, survivors of violence, transgender or concerned about a specific policy decision etc) to evidence and demonstrate the impact of public bodies' gender neutral and gender blind policy and practice on their lives and use equalities legislation to engage with policy makers to lever positive change.
- Bring the Equality Act 2010, International Covenant on Economic, Social and Cultural Rights (ICESCR) and CEDAW to life as meaningful tools in achieving women's equality in Scotland - by making people aware of them and their potential, by supporting public bodies to implement them, by supporting women to engage with the accountability mechanisms at Scottish, UK, EU and UN levels, and by using these policy tools to inform analysis and feedback in policy consultations.

With EHRC funding

- Support two groups of women (Communities of Interest (COIs)) facing disadvantage in accessing appropriate public services due to their gender or gendered inequality.
- Continue to support the three communities-of-interest from 2009-10 (i.e. women carers of disabled children, women with diverse communication support needs and transgender women) to develop in ways that suit their purpose and different needs for sustainability (e.g. as organisations, constituted groups, social movements), paying particular attention to accountability.
- Ground Engender's policy work by holding bi monthly 'Inspiring Women' meetings to reflect on the work and progress of the COIs in the context of the Local Government Concordat, Single Outcome Agreements, and national and international policy in order to generate learning that can be applied to Engender's policy work and shared as case studies.

With Esmee Fairbairn funding

- Work to make people in Scotland more aware of gender inequality and its relationship to poverty, violence and well being so that they take action to address the causes not only deal with the consequences.
- Develop the 'Eye of the Beholder' campaign to open up a public debate around the impact of the sexualisation, objectification, commodification of young women and girls in 21st century Scotland.

Report of the directors (continued)

FINANCIAL REVIEW

The charity had a deficit for the year of £703 (2010: surplus of £12,395). The charity's accumulated reserves stand at £19,016 (2010: £19,719) at the balance sheet date.

Principal funding sources

The main sources of funding for the year have been grants from the Scottish Government, the EHRC, the Esmée Fairbairn Foundation and the EU's Interreg IVA funding stream. There is also unrestricted membership/donation income. These monies have enabled Engender to carry out its objectives.

Reserves policy

The free reserves of the charity at 31 March 2011 are £17,466 (2010: £-6,346). It is the policy of the Charity to maintain unrestricted funds, which are the free reserves of the Charity, at a level to provide sufficient funds to cover management, administration and operating costs for three months.

TRUSTEES' RESPONSIBILITIES FOR THE FINANCIAL STATEMENTS

Company law requires the trustees to prepare financial statements for each financial year which give a true and fair view of financial activities of the charitable company during the year and of the financial position at the end of the year. In preparing those financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable accounting standards and statements of recommended practice have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

The trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy the financial position of the charitable company and to 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.

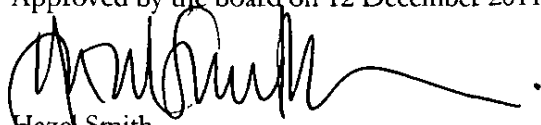
Report of the directors (continued)

Accountant

The directors decided to engage Anne Dobson as the accountant. Since the level of funding did not require a full audit, the accountant was engaged to carry out an Independent Examination.

This report has been prepared in accordance with the Statement of Recommended Practice: Accounting and Reporting by Charities (issued March 2005) and in accordance with the special provisions relating to small companies within Part 15 of the Companies Act 2006.

Approved by the board on 12 December 2011 and signed on its behalf by:



Hazel Smith
Secretary

INDEPENDENT EXAMINER'S REPORT ON THE UNAUDITED ACCOUNTS OF ENGENDER

I report on the accounts of the charity for the year ended 31 March 2011 which are set out on pages 14 to 22.

Respective responsibilities of trustees and examiner

The charity's trustees are responsible for the preparation of the accounts in accordance with the terms of the Charities and Trustee Investment (Scotland) Act 2005 and the Charities Accounts (Scotland) Regulations 2006.

The charity trustees consider that the audit requirement of Regulation 10(1) (a) to (c) of the Accounts Regulations does not apply. It is my responsibility to examine the accounts as required under section 44(1)(c) of the Act and to state whether particular matters have come to my attention.

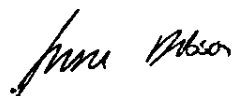
Basis of independent examiner's statement

An examination is carried out in accordance with Regulation 11 of the Charities Accounts (Scotland) Regulations 2006. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, and seeking explanations from the trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit, and consequently I do not express an audit opinion on the accounts.

Independent examiner's statement

In the course of my examination, no matter has come to my attention

1. which gives me reasonable cause to believe that in any material respect the requirements:
 - to keep accounting records in accordance with Section 44 (1)(a) of the 2005 Act and Regulation 4 of the 2006 Accounts Regulations, and
 - to prepare accounts which accord with the accounting records and comply with Regulation 8 of the 2006 Accounts Regulations have not been met, or
2. to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.



ANNE DOBSON
CHARTERED ACCOUNTANT
EDINBURGH

13 December 2011

Statement of financial activities (incorporating income and expenditure account)

	Note	Unrestricted funds		Restricted funds	2011	2010
		General funds	Designated funds			
		£	£	£	£	£
Incoming resources						
Incoming resources from generated funds						
Voluntary income	2	52,201	-	111,705	163,906	153,645
Investment income		378	-	-	378	41
Incoming resources from charitable activities	3	556	-	68,493	69,049	35,716
Total incoming resources		53,135	-	180,198	233,333	189,402
Resources expended						
Costs of generating funds						
Costs of generating voluntary income	4	4,443	-	-	4,443	4,730
Charitable activities	5	22,525	-	204,699	227,224	170,462
Governance costs	6	2,369	-	-	2,369	1,815
Total resources expended		29,337	-	204,699	234,036	177,007
Net income/(expenditure) for the year		23,798	-	(24,501)	(703)	12,395
Total funds at 1 April 2010		(6,291)	1,509	24,501	19,719	7,324
Total funds at 31 March 2011	14	17,507	1,509	-	19,016	19,719

The accompanying accounting policies and notes form part of these financial statements.

Engender
Financial statements for the year ended 31 March 2011

Balance sheet

	Note	2011 £	£	2010 £	£
Fixed assets					
Tangible assets	10		41		55
Current assets					
Debtors	11	54,612		22,860	
Cash at bank and in hand		6,519		6,921	
		<u>61,131</u>		<u>29,781</u>	
Creditors: amounts falling due within one year	12	<u>(42,156)</u>		<u>(10,117)</u>	
Net current assets			18,975		19,664
Net assets			<u>19,016</u>		<u>19,719</u>
Funds					
Unrestricted funds					
General funds	13	17,507		(6,291)	
Designated funds	13	1,509		1,509	
Restricted reserves	13	-		24,501	
		<u>19,016</u>		<u>19,719</u>	

For the financial year ended 31 March 2011 the charitable company was entitled to exemption from audit under section 477 Companies Act 2006 and no notice has been deposited under section 476.

The directors acknowledge their responsibility for ensuring that the charitable company keeps accounting records which comply with section 386 of the Act, and for preparing accounts which give a true and fair view of the state of affairs of the charitable company as at the end of the financial year and of its profit or loss for the financial year in accordance with the requirements of sections 394 and 395, and which otherwise comply with the requirements of the Act relating to accounts, so far as applicable to the charitable company.

These accounts have been prepared in accordance with the special provisions for small companies within Part 15 of the Companies Act 2006 and with the Financial Reporting Standard for Smaller Entities (effective April 2008).

Approved by the Board of Directors on 12 December 2011 and signed on their behalf by:



Wendy Davies
Director

The accompanying accounting policies and notes form part of these financial statements.

Notes to the financial statements

1 Accounting policies

Basis of preparation

The financial statements have been prepared under the historical cost convention and in accordance with the Financial Reporting Standard for Smaller Entities (effective April 2008) and the Companies Act 2006, and follow the recommendations in the Statement Of Recommended Practice: Accounting by Charities (the SORP) issued in March 2005.

Incoming resources

Incoming resources are included in the year in which they are receivable, which is when the charity becomes entitled to the resource.

Resources expended

All expenditure is included on an accruals basis and is recognised when there is a legal or constructive obligation to pay for expenditure. All costs have been directly attributed to one of the functional categories of resources expended on the SOFA. The Charity is not registered for VAT and accordingly expenditure is shown gross of irrecoverable VAT.

Charitable expenditure comprises those costs incurred by the charity in delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.

Costs of generating funds are those costs incurred in attracting voluntary income.

Governance costs include those incurred in the governance of the charity and its assets and are primarily associated with constitutional and statutory requirements.

Tangible fixed assets

Tangible fixed assets are stated at cost less accumulated depreciation. The costs of minor additions under £500 are not capitalised. Depreciation is provided at rates calculated to write off the cost less residual value of each asset over its expected useful life, as follows:

- fixtures, fittings and equipment – 25% reducing balance
- computer equipment- 33% straight line

Notes to the financial statements (continued)

1 Accounting policies (continued)

Pensions

The pension costs charged in the financial statements represent the contribution payable by the charity during the year.

Fund accounting

Unrestricted funds are donations and other incoming resources received or generated for the objects of the charity without further specified purpose and are available as general funds. If parts of the unrestricted funds are earmarked at the discretion of the trustees for a particular purpose they are designated as a separate fund. Such designation has an administrative purpose only and does not legally restrict the trustees' discretion to apply the fund.

Restricted funds are funds subject to requirements as to their use, but still within the wider objects of the charity. The specific requirements as to use may either be declared by the donor or with the donor's authority, or be created through legal processes.

2 Voluntary income

	2011 £	2010 £
Donations	884	398
Scottish Executive	88,725	88,325
Esme Fairbairn grant	22,980	45,960
EHRC	47,837	14,100
Membership income	3,480	3,691
Other income	-	1,171
	<u>163,906</u>	<u>153,645</u>

3 Incoming resources from charitable activities

	2011 £	2010 £
Commissioned work	556	30,053
Interreg IVA	68,493	5,663
	<u>69,049</u>	<u>35,716</u>

Notes to the financial statements (continued)

4 Costs of generating voluntary income

	2011 £	2010 £
Wages and salaries	3,749	4,000
Employer's NI contributions	394	412
Staff pension costs	300	318
	<u>4,443</u>	<u>4,730</u>

5 Charitable activities

	2011 £	2010 £
Staff costs	107,849	105,606
Premises costs	16,376	14,292
Running costs	97,228	46,603
Motor and travel costs	4,632	3,221
Legal and professional fees	638	318
Interest and finance charges	487	404
Depreciation	14	18
Total	<u>227,224</u>	<u>170,462</u>

6 Governance costs

	2011 £	2010 £
Accountancy fees	1,000	1,005
Committee expenses	1,369	810
	<u>2,369</u>	<u>1,815</u>

Notes to the financial statements (continued)

7 Net outgoing resources

Net outgoing resources are stated after charging:

	2011 £	2010 £
Amounts payable to Independent Examiner/ Reporting Accountant:		
External scrutiny services	750	750
Accountancy services	250	255
Depreciation on owned assets	14	18
	<hr/>	<hr/>

8 Staff costs

	2011 £	2010 £
Salaries and wages	98,884	94,890
Social security costs	10,795	8,847
Pension costs	2,613	6,599
	<hr/>	<hr/>
	112,292	110,336

No staff member earned more than £60,000 (2010: none).

The average number of staff employed during the year was 4 (2010: 4).

The pension costs noted above relate to contributions made by the company in respect of certain employees to a defined contribution scheme.

9 Trustees

No remuneration was paid to trustees in their capacity as trustees in the year (2010: £nil).

No trustees were reimbursed expenses in the year to 31 March 2011 (2010: none).

Notes to the financial statements (continued)

10 Tangible assets

	Fixtures, fittings and equipment £	Computer equipment £	Total £
Cost			
At 1 April 2010 and 31 March 2011	<u>410</u>	<u>13,321</u>	<u>13,731</u>
Depreciation			
At 1 April 2010	355	13,321	13,676
Charge for the year	<u>14</u>	<u>-</u>	<u>14</u>
At 31 March 2011	<u>369</u>	<u>13,321</u>	<u>13,690</u>
Net book value			
At 31 March 2011	<u>41</u>	<u>-</u>	<u>41</u>
At 31 March 2010	<u>55</u>	<u>-</u>	<u>55</u>

11 Debtors

	2011 £	2010 £
Trade debtors	759	21,027
Prepayments and accrued income	<u>53,853</u>	<u>1,833</u>
	<u>54,612</u>	<u>22,860</u>

12 Creditors: amounts falling due within one year

	2011 £	2010 £
Trade creditors	26,875	6,723
Other taxes and social security costs	14,036	2,739
Other creditors	225	655
Accruals and deferred income	<u>1,020</u>	<u>-</u>
	<u>42,156</u>	<u>10,117</u>

Notes to the financial statements (continued)

13 Movement in funds

	At 1 April 2010 £	Incoming resources £	Outgoing resources £	At 31 March 2011 £
Restricted funds				
Oxfam GB Fund	1,521	-	(1,521)	-
Scottish Executive Development Grant	-	88,725	(88,725)	-
Esmee Fairbairn Grant	22,980	22,980	(45,960)	-
Interreg IVA	-	68,493	(68,493)	-
	<hr/> 24,501	<hr/> 180,198	<hr/> (204,699)	<hr/> -
Unrestricted funds				
Designated funds				
Sue Innes Memorial Fund	1,509	-	-	1,509
General funds	(6,291)	53,135	(29,337)	17,507
	<hr/> (6,291)	<hr/> 53,135	<hr/> (29,337)	<hr/> 17,507
Total funds	<hr/> 19,719	<hr/> 233,333	<hr/> (234,036)	<hr/> 19,016

Restricted funds

Oxfam GB Fund

Oxfam GB have provided grant funding in relation to work carried out by The Scottish Women's Budget Group as agreed with Oxfam GB. The Scottish Women's Budget Group is a self-organising group whose aim is to see gender impact analysis embedded within the Scottish public expenditure process.

Scottish Executive Development Grant

Scottish Executive Development is a restricted fund used to finance the salary cost of a development officer and dedicated administrators who will facilitate strong and effective consultation mechanisms between organisations working on women's issues and relevant Scottish Executive departments, the Scottish Parliament and non governmental organisations.

Esmee Fairbairn Grant

The Esmee Fairbairn Foundation provided funding to be used for the "Who Counts" and "Eye of the Beholder" campaigns.

Interreg IVA

The Interreg IVA funding is provided via the SEUPB to the Women into Public Life partnership. The lead partner is Donegal County Council whilst Engender, Second Chance Women's Education Project and Foyle Women's network are the delivery partners. The partnership aims to address the continuing under representation of women in public life in Scotland, Northern Ireland and the Republic of Ireland.

Designated funds

Sue Innes Memorial Fund

The Sue Innes Fund is a designated fund set up in memory of Sue Innes, who worked for Engender and strived for equality for women during her life. The Fund is held to be used to fund a section at the Glasgow Women's Library.

Notes to the financial statements (continued)

14 Analysis of net assets between funds

	General funds	Designated funds	Restricted funds	Total
	£	£	£	£
Tangible fixed assets	41	-	-	41
Current assets	59,622	1,509	-	61,131
Current liabilities	(42,156)	-	-	(42,156)
Net assets at 31 March 2011	<u>17,507</u>	<u>1,509</u>	<u>-</u>	<u>19,016</u>

15 Share capital

Engender is a private company limited by guarantee

16 Financial commitments

At 31 March 2011 the company had annual commitments under non-cancellable operating leases as follows:

	2011 £	2010 £
Expiry date:		
In over five years	<u>11,508</u>	<u>11,508</u>