

Engender  
(A company limited by guarantee)

Report and financial statements  
Year ended 31 March 2009

Charity no. : SC029053  
Company no. : SC286639

WEDNESDAY



SCT  
"S9PA1H0I"  
27/01/2010  
COMPANIES HOUSE

212

## Contents

Legal and administrative information	3
Report of the directors	4 - 17
Independent Examiner's report	18
Statement of financial activities/income and expenditure account	19
Balance sheet	20
Notes to the financial statements	21-27

## Legal and administrative information

Company registration number	SC286639
Charity registration number	SC029053
Registered office	1a Haddington Place EDINBURGH EH7 4AE
Directors	Dr Marsha Scott (Co Convener) Susan Moffat (Co-Convener) (resigned October 2008) Lesley Sutherland (Treasurer) Kath Davies Joan Bree Tanveer Parnez Kate Arnot Kirsten Rummery Carolynn Cruikshank-Grey
Secretary	Niki Kandirikirira
Independent Examiner	Anne Dobson Chartered Accountant 23 Littlejohn Avenue EDINBURGH EH10 5TG

## Report of the directors

The directors present their report together with the financial statements for the year ended 31 March 2009.

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:

- The risk that reliance on grant funding will limit income and therefore the level of recruitment and that existing staff become overloaded due to their commitment and the organisations' expectations.
- the risk that limitations in funding restrict the capacity of Engender to respond to the opportunities availed by its increasingly higher profile and generate income from the sale of consultancy services

Systems in place to manage the identified risks:

- Engender will seek to profile itself as a gender and equalities organisation, that takes into account the complexity of inequality and identity.
- Engender will seek to increase its funding and diversify its funding base.
- Engender will seek funding to support its social enterprise (gender and equality consultancy initiative) and promote itself as a quality provider of gender and equality consultants.
- Engender will continue to invest in and promote its pool of Associates to increase its capacity to respond to opportunities without having to recruit full time staff.
- Engender will invest in the development of its website to raise its profile as a leader in information and networking on issues of gender.
- Engender will seek to increase its membership.

### 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.

The aims and objectives of the organisation are:

- to advance the education of the general public, public bodies and private sectors of the relative position of women and men in Scotland;
- 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.

## Report of the directors (continued)

### OBJECTIVES AND ACTIVITIES (continued)

The main objectives for the year were:

- Gender mainstreaming – to change systems and establish an expectation of equality as a norm
- Power and participation – to convince politicians and the public that numbers matter [in women's public and political participation]; they change the what and the how
- Gendered equalities - to bring diverse equalities groups together to develop share analyses and restate the fact that power inequality equals social, economic and political impoverishment and results in violence, hazard and vulnerability and poverty
- Poverty – to evidence the consequence of power relations on individuals, children's, families' and Scotland's social, economic and political development and promote gender analysis of national policy and budgets
- Violence Against Women - to shift policy and strategy and challenge thinking about violence against women to promote the knowledge that power inequality is both a cause and consequence of violence against women, and that violence against women is both a cause and the consequence of power inequality
- Europe and Global – to access wider knowledge and networks to broaden understanding of the opportunities in European and international legislation ; and to share experience and learn from other countries
- To develop feminist analysis of inequality and become a leading voice in the emerging discourse on single equalities
- To develop interesting and fun communication and information campaigns
- To invest in complex networking – bringing people together from across the equality, diversity, violence, rights, poverty, political, public and women's sectors.

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.

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 Convention 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 2008-9

#### Women Thinking Equality

The Women Thinking Equality project delivered jointly with BEMIS was funded in the main by EHRC with a contribution for staff time from the Equality Unit grant. Between 14 and 24 diverse women met monthly to explore gendered equality intersections. The 'think tank' itself comprised 24 women but a total of 61 women signed up to the project to receive all the information and to have the opportunity to participate in the discussion and debate. Each session was opened by a speaker on theme who then led the discussion about the gendered intersections:

- Sexism, patriarchal hegemonies and inequalities, Niki Kandirikirira
- Feminist Economics, Ailsa Mackay
- Racism, Tanveer Parnez
- Ages of equality, Sue England
- Sexual orientation and equalities, Ali Jarvis
- Transgender, James Morton
- Disability politics, Caroline Ellis
- Religion and Faith, Pragna Patel
- The weave 1, Niki Kandirikirira
- The weave 2, Niki Kandirikirira

Each woman came with her own equalities interests, these included race, religion and belief, ethnic minorities, age, disability, learning disability, sexual orientation and others. Although the EHRC funded main aspect of the project some of the generic costs and additional activities arising from the work accrued to the Equalities Unit Grant. For example the Policy Lead's time to draw out learning from the reflective practice. A parallel process was set up for Engender members to reflect on the issues arising from Women Thinking Equalities from a feminist perspective.

Discussion documents on each of the equalities intersections and the equalities weave were developed and published.

The session on Transgender and Equalities led to further discussions with the Transgender Alliance about establishing a working relationship around the issues of transgender women in the women's movement over the coming year.

The publication has already prompted requests from Scottish Women's Aid for equalities training.

#### Inspiring Women

We facilitated a think tank 'Inspiring Women' that met 7 times during the year to reflect on equalities intersections and other issues. 30 individual members attended sessions and reflected on the outcomes of the Women Thinking Equality project and considering topics including 'Women's Poverty', 'Sexual Exploitation', 'Racism and Sexism', 'Ages of Equality', 'Sexual Orientation', 'Religion or Belief' and 'Disability Politics'. In the coming year they will explore issues such as the sexual objectification of women and girls, women in unions and establishing alternative indicators for national 'success'.

## Report of the directors (continued)

### ACHIEVEMENTS AND PERFORMANCE 2008-9 (continued)

#### Scottish Women's Budget Group

The Scottish Women's Budget Group is supported by Engender, Glasgow Caledonian University, the EOC and Oxfam GB. The Scottish Women's Budget Group aims to encourage the Scottish Parliament and the Government to use gender analysis to improve its policy making and to influence its spending plans through the Budget in Scotland. It believes that decisions in the Budget should take full account of the different social and economic realities of women and men, boys and girls.

Four Engender staff and a Board member are members of the SWBG. We have between us attended all of the SWBG meetings. Many of the SWBG are Engender members. We have managed their funding from Oxfam. We have worked with them to: analyse and lobby on the national budget, this included a round table on the budget with the Minister of Finance in the Scottish Parliament; develop plans for the SWBG itself; and are currently embarking on developing a mechanism for the development of a shadow report to ECOSOC.

Engender joined with SWBG and Close the Gap to show Marilyn Waring's film on 'Sex, Lies and Global Economics' at the CCA in Glasgow followed by a discussion about the need for alternative economic paradigms. We purchased the film and did all the organising and Close the Gap printed the invites, paid for the venue and did the mail-out. Engender, SWBG and Close the Gap made up the panel. 50 people attended.

Dr Ailsa Mackay and Angela O'Hagan were invited to train Engender Associate GEMS in Feminist Economics and Gender Budgeting and to lead a session on Feminist Economics for the Women Thinking Equality project. This led to the 2 staff members and several of the Women thinking Equality group embarking on the Economics for Equality Course at Caledonian University.

#### The Gendered Nature of Poverty

Engender has worked to raise the poverty gender debate and influence government policy makers to gender their poverty analysis and acknowledge the gender inequality that disproportionately increases women's vulnerability to poverty.

Through examining the social, economic and political affects of poverty on women in Scotland and making the links between women's experience of poverty and child poverty Engender has influenced government policy in Scotland. Engender has made women's poverty and its impact on society more visible by:

- carrying out participatory in-depth gender analysis of women's poverty and the issues that will affect her over her lifetime from childhood to old age.
- acting as a think tank on gendered poverty issues and responding to consultations and policy statements.
- building partnerships and alliances with other poverty and equality groups campaigning to eradicate economic and social poverty for women and their families living in Scotland.
- Responding to national poverty consultations in cooperation with others. This means making it possible for women to engage in policy analysis and working in partnership with other



## Report of the directors (continued)

### ACHIEVEMENTS AND PERFORMANCE 2008-9 (continued)

organisations such as the Poverty Alliance and EVOC, the Scottish Women's Convention and the Child Poverty Action Group.

**The Lifespan project** mapped out the risks, hazards and vulnerabilities to poverty all girls and women experience throughout their lifetime, decade by decade, identified the impact poverty has on women's lives. The resulting evidence informed policy work and led to a series of postcards and a poverty game:

**Everywoman** is a series of postcards that highlight gendered poverty in finance, work, women's safety and work life balance. They highlight the inequalities that still exist and are indicators of the routes to women's poverty.

Debt postcard Occupations postcard Flexicurity postcard Caring postcard Safety postcard Poster

**Not so Trivial Pursuits** is a Board game to increase the understanding of gendered poverty dynamics with key stakeholders, politicians and community groups.

We arranged for Ruth Lister, author of 'Poverty' to make a presentation on gendered poverty at our AGM, Edinburgh.

#### **Women in Leadership**

We partnered SCVO in a Women and Leadership programme. The main funding for the project came from ESF/SCVO but we contributed staff time covered by the Equality Unit grant as 'in kind' matching. We have provided 8 days training and in house support for 10 voluntary sector managers on how to create expectations of equality in organisations. Organisations involved include CYPSP, Edinburgh Network of Organisations for Children, Young People and Families, Eke-Out; Inverness Women's Aid; The Wise Group; SCVO HR; Aberlour Child Care Trust [2]; Health in Mind Inclusion Scotland; Scottish Disability Equality Forum; Headway and Glasgow Works. The organisational development aspect of the project was paralleled by PATH who was working with BME and disabled women, or women returning to work in those same organisations to develop their assertiveness and capacity to project themselves.

#### **Profiling Women's Issues**

- Engender organised The Living Library event Glasgow Women's Library as part of the CIVICUS world forum.
- We worked with Communications Forum Scotland to develop our Engendering Change pack [aimed at supporting women to engage in public life] for women who have had Strokes. This informed the development of their tool kit.
- We arranged Pragna Patel from Southall Black Sisters to address the Women's Dinner at Scottish Parliament on the impact of the gender equality duty and using the duty to hold Ealing Council to account.
- The ED was the speaker at the The Soroptimist International annual dinner - on the Gender Equality Duty.
- Women and leadership organisational development training, Building Bridges - on Creating expectations for Equality for NGO leaders.

## Report of the directors (continued)

### ACHIEVEMENTS AND PERFORMANCE 2008-9 (continued)

- Chaired Equality Forward's 'The Gender Equality Duty One Year On' with Yvonne Strachan and Ros Miklem as key note speakers.
- Spoke at a British Council Seminar for Armenian Women.
- Provided a historic overview of Scottish Women's involvement in international lobbying at the WNC – Meeting on NGO participation at CSW and CEDAW -
- Dimensions of Persistent Inequality - gender dimensions.
- We worked with the YWCA AGM and Tea in the Pot Glasgow to raise awareness of the gendered nature of poverty through a poverty time line process.
- We provided gender training to Glasgow and Ayrshire Procurator Fiscal Offices; and training on understanding the gender and equalities duties to Women on to Work.

#### Gendering Policy

##### Written responses:

##### Equalities

- EHRC *Equality Scheme* online consultation response (Feb)
- Web consultation *Selection of Indicators for the Equality Measurement Framework* (Nov)
- EHRC *Grant Scheme* online consultation response (Dec)
- EHRC *Strategic Plan* - Joint response with SCVO and partners (April)

##### General

- GEO *Public Sector Equality Duty: extending requirement to give due regard to need to promote equality of opportunity to religion or belief* (Sept)
- Equal Opportunities Committee evidence *UK Equality Bill and its implications for Scotland* (Nov)
- *Improving the Lives of Children in Scotland – are we there yet?* UNCRC (Mar)

##### VAW

- Home Office consultation on 'Marriage to Partners from Overseas' (Feb)
- 'Scottish Law Commission Proposals for Reform of Law on Rape & Sexual Offences' (Mar)
- Justice Committee *Sexual Offences Bill written evidence (stage 1)* (Sept)
- 'Forced Marriage: A Civil Remedy?' (Mar)

##### Poverty

- 'Taking Forward the Govt. Economic Strategy: discussion paper on tackling poverty...' (30 Jun)
- Gendered poverty Analysis of ALL local government Single Outcome Agreements (Feb)

##### Participation

- GEO *Response to Proposal on Extending the Women's Only Shortlist* (Oct)
- We wrote to Scottish parties asking about the gender make up of their EU election candidates in preparation for the European Elections

#### Participation in National Consultation and Reflection

##### Equalities:

- Equality Bill Scotland Reference Group reporting to the GEO Equality Bill stakeholder group
- EHRC seminar on Attitudes to Equalities, Glasgow
- Positive Action Workshop, Dublin
- Equality Measurement Framework expert consultations, London
- EHRC Grants feedback event, Glasgow
- Who funds equalities in the voluntary sector in Scotland, Glasgow

## Report of the directors (continued)

### ACHIEVEMENTS AND PERFORMANCE 2008-9 (continued)

- Equality Bill Scotland Reference Group to GEO Equality Bill stakeholder group, Edinburgh (4 meetings so far, ongoing)
- Ethnic Health Research Group event, Glasgow
- CIVICUS World Assembly, Glasgow
- Equality and Identity: British Psychological Society Seminar on Social Identity, Edinburgh
- Scottish Broadcasting Corporation -consultation on issues of diversity in Scottish broadcasting, Glasgow
- Equality Unit a round table chaired by Yvonne Strachan about the Scottish Ministers' proposed gender equality priorities for the public sector, Stirling
- Equality Network, Cross-strand forum, Glasgow
- SCVO round table and joint response to the EHRC strategic plan
- Capturing the gains of the Public Sector Duties in Scotland, Edinburgh

#### Human Rights:

- 'Human Rights – A Changing Landscape' seminar, Edinburgh University
- WRC conference 'Seizing the Opportunities of CEDAW', London

#### Power and Participation:

- Diversity Delivers, Commissioner for Public Appointments
- ERS conference STV One Year On, Edinburgh
- 'Women's Dinner', Scottish Parliament (27 Feb, 11 Jun, 10 Sept, 4 Feb)
- SWC 'International Women's Day' event, Scottish Parliament

#### VAW:

##### Rape Crisis Conference, Glasgow

- Public Petitions Committee meeting, Edinburgh
- Edinburgh Dialogue on the Sex Industry, Edinburgh
- VAW conference Histories, Methodologies, Activism and Research, York
- Round table on Perspectives on Sex Work & Prostitution, Scottish Parliament
- Rape Crisis launch, This is not an invitation to rape me, Glasgow
- SWAID seminar to reflect on the findings a PHD student's literature review 'Re-Examining the gaps: VAW, gender, sexuality and race.'
- EHRC round table chaired by Ros Micklethwait on the Hate crime bill, Glasgow
- Challenging Demand 3 [training], Glasgow
- Zero Tolerance, 'Opportunities and Challenges: Preventing Commercial Sexual Exploitation of Women in Scotland, Edinburgh

#### Poverty:

- EVOC/Poverty Alliance Workshop, Edinburgh
- SWC Women and Poverty, Glasgow
- Oxfam, Roundtable on Gender, Glasgow
- From Poverty to Power seminar, Edinburgh
- Eradicating Child Poverty, Glasgow

#### General:

- Church of Scotland Guild annual meeting, Dundee
- Planning Aid Scotland reception, Scottish Parliament

## Report of the directors (continued)

### ACHIEVEMENTS AND PERFORMANCE 2008-9 (continued)

#### Europe and International:

- 'Improving the Lives of Children in Scotland – are we there yet?' Consultation on the Scottish Government's response to the 2008 Concluding Observations from the UN Committee on the Rights of the Child, Glasgow
- Seminar on Europe/UN with NIWEP

#### Participation in the UKJCW and EWL and developing shadow reports e.g. CEDAW

We confirmed Engender's ECOSOC status at the UN and informed women's organisations of the potential of this. As part of developing this work we arranged a lunch and seminar led by NIWEP to learn about 'European and UN lobby opportunities'; attended 'Scotland's and Europe's Women Working Together; carried out a 'Mapping of women in Scotland's engagement with Europe and the UN' which was presented at the WNC meeting on responding to CEDAW. We worked with the SWBG, STUC, Close the Gap, WNC (Scotland) and our members to develop a shadow ECOSOC report looking at women's issues in Scotland. The SWBG and Engender are preparing to attend ECOSOC in May. In the coming year we are planning to develop our processes for responding to ECOSOC, CEDAW and CSW reports so that it engages a wider range of actors.

In our role as the Scotland representative on the UK joint committee on women (UKJCW), the UK's representative on the European Women's Lobby (EWL) VAW group and as a member of the EWL Board we attended:

#### April 08

- ERAW meeting of 4 nations with Wales & Northern Ireland, London
- ERAW meeting, London
- WNC VAW group meeting, London
- EWL Board meeting, Ljubljana

#### June 08

- Supporting Vulnerable Witnesses conference, Tulliallan
- UKJCW, Cardiff

#### August 08

- COPFS Equality Advisory Group

#### September 08

- Women and Europe Event
- European Forum—the Tun, European Parliament
- EPAC VAW conference call meeting(EWL)

#### October 08

- European Observatory on VAW (EWL) Sofia
- COPFS Equality Advisory Group
- EWL General Assembly, Lyon

#### November 08

- WNC VAW group meeting, London
- ERAW meeting, London
- COPFS EAG
- UNIFEM meeting
- UK Observatory meeting
- Spoke at Warwick University on EWL and gender issues in UK

## Report of the directors (continued)

### ACHIEVEMENTS AND PERFORMANCE 2008-9 (continued)

#### December 08

- Plan D meeting with NIWEP in Belfast

#### January 09

- Meeting with WNC representative for Scotland

#### February 09

- UN and Europe: Liz and NIWEP input re ECOSOC etc
- COPFS EAG (all day)

#### March 09

- EVAW conference call meeting
- COPFS EAG
- And held a meeting with Catherine Stihler MEP about the European elections

### **Information dissemination, information networking with our membership and web site development**

We have produced 2 hard copy news letters and one e-newsletter. Our Summer 08 issue was devoted to Women's Participation in Public Life while our Winter 08 edition featured articles on each of our areas of work – VAW, Participation and Poverty. 1200 issues of each newsletter were distributed to individuals, organisations and libraries. Our first e-newsletter (Spring 09) focussed on the projects that Engender are currently involved in and had a distribution of 600.

We have also developed an e-news weekly update for our 202 members and associates.

Our web site is updated on a weekly basis and is growing in terms of content and usage. We have a tracking programme to monitor numbers and interests e.g. between January and March 2009 we had 5,499 external visitors to our site who viewed 125,791. The site now includes interactive forums for our Members, Board and the Women Thinking Equality group.

Our Everywoman material on the cause and consequence of women's poverty is a series of 5 large postcards and a poster. 2000 copies of each themed postcard were distributed to our members and other contacts such as poverty organisations, women's organisations and equality organisations.

Our Chicken and Egg material [VAW] consists of 3 small postcards and a leaflet. After an initial print run of 1500 we have had 2 further print runs of 500. Distribution has been wide with requests for additional copies coming from members, councils and church groups. One of our Chicken and Egg postcards is being used on the European Women's Lobby website as the front page picture for the UK.

Both Everywoman and Chicken and Egg materials are distributed at events Engender attends and stalls e.g. STUC women's conference, Reclaim the Night, Genderworks.

### **Violence Against Women**

We meet regularly with VAW organisations to discuss strategy and progress. We have hosted several meetings to explore joining up agendas on work around consolidating research and data. Together with Rape Crisis and the Glasgow Women's Support Project we provided evidence to Equalities committee on the inclusion of gender violence as a hate crime.

## Report of the directors (continued)

### ACHIEVEMENTS AND PERFORMANCE 2008-9 (continued)

#### Promoting Gendered Policy and practice in Public Bodies

##### Gender mentoring

Six gender and equality mentors [GEMS] were identified from among Engender Associates and underwent training in :

- Legislative context and opportunity: The equality duties.
- Equality impact assessments including procurement challenges and opportunities.
- Consultation and participation - Sticks and arguments.
- The equalities weave: Understanding patriarchal hegemony at its role in sexism, racism, ableism, ageism, heterosexism and religion.
- Mentoring skills for the public sector.
- Thinking Gender: Gender Budgeting and Feminist Economics.

Work was carried out to promote the use of GEMS in public bodies. There are 2 GEMS working with senior managers but only one in the method envisaged. In Fife the mentor is working with the equality team and is continually expected to do the EIA's etc for them rather provide mentoring and advice; in West Lothian there is more progress with the Head of Corporate Services who has embarked on mentoring and has given very good feedback on the experience in a formal reflection interview and believes it is important for more managers across the council to engage.

We are asked to review and comment on a wide range on gender equality schemes and policy documents. Whilst we do engage in this we also point out that by simply sending a copy to Engender for comment they have NOT 'ticked the box' that says they have 'consulted, involved and engaged' with the women's sector. We offer to set up appropriate consultation processes for them but none have engaged.

We carried out a gendered analysis of all local government Single Outcome Agreements and have sent the report to COSLA, local governments and women's organisations.

##### Accountable Public Services

We are working with women's groups to develop participatory research as a tool for dialogue with local authorities. We have identified 4 women's groups in West Lothian interested in participating in this process – a young mothers group, a BME group, a food cooperative and a Women's business group. We are waiting for the council to identify areas of work that they need to consult on. It is our intention to develop this aspect of the work in the coming year, particularly but not exclusively

##### Participation of Women in Political and Public life

##### Women and the vote

We are part of the Women and the Vote campaign in partnership with The Electoral Reform Society, Unlock Democracy, The Fawcett Society, The Centre for Women and Democracy and The Hansard Society and are a member of the steering group.

A Women and the Vote post card campaign was launched in 2008 and is ongoing. As a campaign we wrote to MPs, MSPs and AMs asking them to sign-up to the groups' aims, we then distributed the postcards widely and encouraged members of the public to do the same.

## Report of the directors (continued)

### ACHIEVEMENTS AND PERFORMANCE 2008-9 (continued)

A Women and the Vote web site was developed in 2008 and has been re-vamped in 2009 to reflect the project continuing into this year. The website is a resource which contains papers, statistics and events from the steering group organisations, the 6 'Asks' the group want to see implemented and the opportunity to sign-up to support the campaign. See [www.womenandthevote.com](http://www.womenandthevote.com)

Women and the vote events in Scotland:

- We worked with Women and the Vote and the Scottish Parliament to organise the 'Women and the Vote' debate at the Festival of Politics in August at the Scottish Parliament. It was chaired by Cathy Peattie MSP and the key note speakers were from Engender [Lesley Sutherland], the Electoral Reform Society (Beatrice Barleon) and the Labour Party (Bill Wilson MSP). The event was sold out.
- Our Executive Director chaired a Women and the Vote event at the Scottish Parliament in December. Key note speakers were SNP MSP Angela Constance, Labour MSP Cathie Peattie and Beatrice Barleon speaking on behalf on the WATV campaign. The event was attended by 46 people
- As part of the Women and the Vote campaign, Engender has had material at the WATV receptions held at the 3 UK party conferences in the Autumn.
- Women and the Vote are responding to the current Speakers Conference on increasing women's representation in the UK Parliament.

#### Gude cause

We have been participating in the planning and fundraising for the Gude Cause march in October that will recreate and commemorate the Suffragette march of 1909. We have attended meetings, set up sub-groups, liaised with museums, carried out research and participated in fund raisers.

We hosted an information and networking visit from Aberdeen Women's Alliance visiting the Scottish Parliament.

### PLANS FOR FUTURE PERIODS

Engender has a strategic plan for 2007-12 which aims to:

- promote deeper understanding, dialogue and joint action that address the key issues for women in Scotland - gender and poverty, violence against women, women's voice in public life and gendered inequalities by
  - improving women's representation and participation in democratic processes
  - developing systematic gendered analysis of social, economic and political policy and using it to promote effective policy responses, appropriate service provision, and an expectation of an inclusive empowering Scotland
  - ensuring effective communication to a range of audiences, of women's issues, gender duties, equalities, human rights and their interrelationships;
  - raising the profile of women and equality issues within public bodies and providing support and training in implementing and evidencing gender and wider equality
  - engaging young people in explorations of equality

## Report of the directors (continued)

### PLANS FOR FUTURE PERIODS (continued)

- provide a range of training, research, development, consultancy services and products to empower and build the capacity of women's organisations and women, to support, train and develop public and private agencies to meet their gender and equalities duties
- develop and maintain international links and learning exchanges with women and women's organisations, and utilise UN and EU structures to pursue gender equality;
- build the capacity of Engender to meet the above priorities through improvements to the organizational structure, staffing, governance, and develop social enterprise functions to generate income.

In 2009-10 Engender seeks to develop a reputation for facilitating participatory action research as means of generating quality policy analysis and grounded consultation responses, and as a means of establishing dialogue and accountability between public bodies and their constituencies.

### FINANCIAL REVIEW

The charity had a deficit of £18,672 for the year (2008: deficit £36,948). This was due to the unanticipated delay in the Interreg funding process which was required to maintain staffing levels and to decisions to use some of the unrestricted funds to generate a higher profile and in order to revive and increase membership. The charity's accumulated reserves stand at £7,324 (2008: £25,996) at the balance sheet date.

#### Principal funding sources

The main source of funding for the year has been a grant from the Scottish Government, the EHRC and Oxfam, alongside some small grants. There is also unrestricted membership/donation income and income from training and consultancy services. These monies have enabled Engender to carry out its objectives.

#### Reserves policy

The free reserves of the charity at 31 March 2009 are £4,185. 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 support costs. The aim is to build up reserves equivalent to three months operating costs.



## Report of the directors (continued)

### 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.

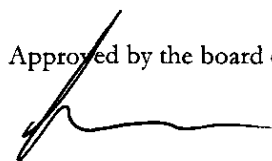
The trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy the financial position of the charitable company and to enable them to ensure that the financial statements comply with the Companies Act 1985. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

#### 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 of Part VII of the Companies Act 1985 relating to small entities.

Approved by the board on 10 October 2009 and signed on its behalf by:



Niki Kandirikirira  
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 2009 which are set out on pages 19 to 27.

### **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

■ ■ 2009

## Statement of financial activities (incorporating income and expenditure account)

		Unrestricted funds		Restricted funds		
	Note	General funds £	Designated funds £	£	2009 £	2008 £
<b>Incoming resources</b>						
<b>Incoming resources from generated funds</b>						
Voluntary income	2	69,037	-	89,125	158,162	114,405
Investment income		524	-	-	524	1,814
			-			
<b>Incoming resources from charitable activities</b>						
	3	34,076		3,072	37,148	23,324
<b>Total incoming resources</b>		<b>103,637</b>	<b>-</b>	<b>92,197</b>	<b>195,834</b>	<b>139,543</b>
<b>Resources expended</b>						
<b>Costs of generating funds</b>						
Costs of generating voluntary income	4	4,215	-	-	4,215	5,672
Charitable activities	5	115,042	-	92,197	207,239	166,090
Governance costs	6	3,052	-	-	3,052	4,729
<b>Total resources expended</b>		<b>122,309</b>	<b>-</b>	<b>92,197</b>	<b>214,506</b>	<b>176,491</b>
<b>Net outgoing resources</b>		<b>(18,672)</b>	<b>-</b>	<b>-</b>	<b>(18,672)</b>	<b>(36,948)</b>
<b>Total funds at 1 April 2008</b>		<b>21,421</b>	<b>1,509</b>	<b>3,066</b>	<b>25,996</b>	<b>62,944</b>
<b>Total funds at 31 March 2009</b>	14	<b>2,749</b>	<b>1,509</b>	<b>3,066</b>	<b>7,324</b>	<b>25,996</b>

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

Engender  
Financial statements for the year ended 31 March 2009

## Balance sheet

	Note	2009 £	£	2008 £	£
<b>Fixed assets</b>					
Tangible assets	10		73		1,626
<b>Current assets</b>					
Debtors	11	9,835		20,539	
Cash at bank and in hand		16,939		12,961	
		<u>26,774</u>		<u>33,500</u>	
<b>Creditors: amounts falling due within one year</b>	12	<u>(19,523)</u>		<u>(9,130)</u>	
<b>Net current assets</b>			<u>7,251</u>		<u>24,370</u>
<b>Net assets</b>			<u><u>7,324</u></u>		<u><u>25,996</u></u>
<b>Funds</b>					
Unrestricted funds					
General funds	13	2,749		21,421	
Designated funds	13	1,509		1,509	
Restricted reserves	13	3,066		3,066	
		<u>7,324</u>		<u>25,996</u>	

The directors are satisfied that the charitable company is entitled to exemption from the provisions of the Companies Act 1985 (the Act) relating to the audit of the financial statements for the year by virtue of section 249A(1), and that no member or members have requested an audit pursuant to section 249B(2) of the Act.

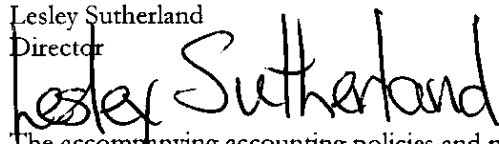
The directors acknowledge their responsibility for:

- i. ensuring that the charitable company keeps proper accounting records which comply with section 221 of the Act, and
- ii. preparing financial statements 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 section 226, and which otherwise comply with the requirements of the Act relating to financial statements, so far as applicable to the charitable company.

These financial statements have been prepared in accordance with the special provisions for small companies under Part VII of the Companies Act 1985.

Approved by the Board of Directors on 10 October 2009 and signed on their behalf by:

Lesley Sutherland  
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 January 2005), the Companies Act 1985 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

	2009 £	2008 £
Donations	70	663
Scottish Executive	89,125	84,500
Scottish Council for Voluntary Organisations grant	-	25,000
Oxfam	25,000	-
EHRC Thinking Women	39,081	-
Membership income	4,886	4,242
	<u>158,162</u>	<u>114,405</u>

### 3 Incoming resources from charitable activities

	2009 £	2008 £
Genderwise	3,072	10,319
Commissioned work	34,076	12,830
Engender consultancy	-	175
	<u>37,148</u>	<u>23,324</u>

## Notes to the financial statements (continued)

### 4 Costs of generating voluntary income

	2009	2008
	£	£
Wages and salaries	3,589	5,112
Employer's NI contributions	246	372
Staff pension costs	380	188
	<u>4,215</u>	<u>5,672</u>

### 5 Charitable activities

	2009	2008
	£	£
Staff costs	104,102	83,172
Premises costs	15,700	14,309
Running costs	72,443	38,820
Motor and travel costs	8,040	2,940
Legal and professional fees	419	20,605
Accountancy fees	4,665	4,466
Interest and finance charges	317	216
Depreciation	1,553	1,562
Total	<u>207,239</u>	<u>166,090</u>

### 6 Governance costs

	2009	2008
	£	£
Accountancy fees	950	2,698
Committee expenses	2,102	2,031
	<u>3,052</u>	<u>4,729</u>

## Notes to the financial statements (continued)

### 7 Net outgoing resources

Net outgoing resources are stated after charging:

	2009 £	2008 £
Amounts payable to Independent Examiner/ Reporting Accountant:		
External scrutiny services	750	2,698
Accountancy services	200	-
Depreciation on owned assets	1,553	1,562
	<u>1,553</u>	<u>1,562</u>

### 8 Staff costs

	2009 £	2008 £
Salaries and wages	94,598	80,393
Social security costs	8,904	5,769
Pension costs	4,815	2,682
	<u>108,317</u>	<u>88,844</u>

No staff member earned more than £60,000 (2008: none).

The average number of staff employed during the year was 4 (2008: 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 (2008: £nil).

The total of committee expenses reimbursed or incurred on the activities of the charity was £2,102 (2008: £545 for travel and other expenses). No trustees were reimbursed expenses in the year to 31 March 2009 (2008: none).



## Notes to the financial statements (continued)

### 10 Tangible assets

	Fixtures, fittings and equipment £	Computer equipment £	Total £
Cost			
At 1 April 2008 and 31 March 2009	<u>410</u>	<u>13,321</u>	<u>13,731</u>
Depreciation			
At 1 April 2008	313	11,792	12,105
Charge for the year	<u>24</u>	<u>1,529</u>	<u>1,553</u>
At 31 March 2009	<u>337</u>	<u>13,321</u>	<u>13,658</u>
Net book value			
At 31 March 2009	<u>73</u>	<u>-</u>	<u>73</u>
At 31 March 2008	<u>97</u>	<u>1,529</u>	<u>1,626</u>

### 11 Debtors

	2009 £	2008 £
Trade debtors	-	18,428
Prepayments and accrued income	<u>9,835</u>	<u>2,111</u>
	<u>9,835</u>	<u>20,539</u>

### 12 Creditors: amounts falling due within one year

	2009 £	2008 £
Trade creditors	14,264	4,075
Other taxes and social security costs	2,611	2,261
Other creditors	1,389	156
Accruals and deferred income	<u>1,259</u>	<u>2,638</u>
	<u>19,523</u>	<u>9,130</u>

## Notes to the financial statements (continued)

### 13 Movement in funds

	At 1 April 2008 £	Incoming resources £	Outgoing resources £	At 31 March 2009 £
<b>Restricted funds</b>				
Oxfam GB Fund	3,066	-	-	3,066
Scottish Executive Development Grant	-	89,125	(89,125)	-
Genderwise	-	3,072	(3,072)	-
	<hr/> 3,066	<hr/> 92,197	<hr/> (92,197)	<hr/> 3,066
<b>Unrestricted funds</b>				
Designated funds				
Sue Innes Memorial Fund	1,509	-	-	1,509
General funds	21,421	103,637	(122,309)	2,749
	<hr/> 25,996	<hr/> 195,834	<hr/> (214,506)	<hr/> 7,324
<b>Total funds</b>	<hr/> <hr/> 25,996	<hr/> <hr/> 195,834	<hr/> <hr/> (214,506)	<hr/> <hr/> 7,324

#### **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.

##### ***Genderwise***

Genderwise is the name of a European Social Fund Equal Programme Development Partnership, being led by Glasgow Caledonian University. Engender is a member of the partnership and working with South Lanarkshire Council and Oxfam in a project entitled South Lanarkshire and Regeneration. The ESF funding is being matched by a grant from South Lanarkshire Council and in kind match funding from Engender.

#### **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 for an activity or event in lasting memory of Sue's contribution. The specific designation of the fund's expenditure is still to be confirmed.

## Notes to the financial statements (continued)

### 14 Analysis of net assets between funds

	General funds	Designated funds	Restricted funds	Total
	£	£	£	£
Tangible fixed assets	73	-	-	73
Current assets	22,199	1,509	3,066	26,774
Current liabilities	(19,523)	-	-	(19,523)
Net assets at 31 March 2009	<u>2,749</u>	<u>1,509</u>	<u>3,066</u>	<u>7,324</u>

### 15 Share capital

Engender is a private company limited by guarantee

### 16 Financial commitments

At 31 March 2009 the company had annual commitments under non-cancellable operating leases as follows:

	2009	2008
	£	£
Expiry date:		
In over five years	<u>11,508</u>	<u>11,508</u>