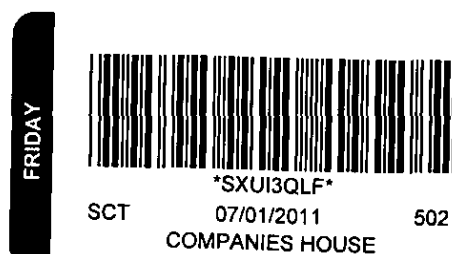


Engender
(A company limited by guarantee)

Report and financial statements
Year ended 31 March 2010

Charity no. : SC029053
Company no. : SC286639



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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	Dr Marsha Scott (Co Convener) Lesley Sutherland (Treasurer) Kath Davies Joan Bree (resigned 17/01/2010) Tanveer Parnez (resigned 06/11/2009) Kate Arnot Kirsten Rummery Carolynn Cruikshank-Grey Hazel Smith (appointed 08/06/2009) Wendy Davis (appointed 08/06/2009) Emma Ritch (appointed 08/06/2009)
Secretary	Hazel Smith
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 2010.

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 opportunity to build on the progress made over the last three years will be inhibited by the public sector cuts due to the recession. Both the Scottish Government and the Equality and Human Rights Commission are warning of cuts to the voluntary sector.
- Opportunities to progress the gender equality agenda in Westminster, EU and Internationally are undermined by misplaced assumptions that gender inequality is not an issue in the UK and that international agendas should focus on the so called 'developing world'. Policy makers are failing to understand the relationship between women's inequality in the 'north' and 'underdevelopment' in the 'south'.

Systems in place to manage the identified risks:

- Engender is profiling itself as a gender and equalities organisation, that is working to make visible the impact of the recession on women and the risks and hazards for those made more vulnerable by social exclusion and or discrimination.
- Engender will use learning from its work with women to lever change using the gender equality duty and the Equality Act 2010 to inform policy discourse at national, UK, EU and UN levels.
- Engender will continue to increase its funding and diversify its funding base.
- Engender will continue to raise funds through its gender and equality consultancy initiative and promote itself as a quality provider of gender and equality consultants (Engender Associates).
- 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 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 the Equality Act 2010 and Gender Equality Duty (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:

- **Promote the gender and equality duties:** To 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 Engender's international profile:** To 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 Engender's capacity:** To 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.
- **Promote women's voice and public sector accountability:** Specifically 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.

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 2009-10

Project Work: The Equality and Human Rights Commission (EHRC) funded project **Women Thinking Equality** came to an end with the launch of a series of discussion papers which reflected on the intersections of gender with age, disability, economics, race, religion, sexuality and transgender. The participatory nature of this project stood Engender in good stead for new projects that brought women together in communities-of-interest to address specific issues of disadvantage.

A dinner was held to launch the Women Thinking Equality materials. It was attended by representatives from the Scottish Government, MSPs, women and men from voluntary and public sector bodies and our members. Angela O'Hagan (Scottish Women's Budget Group (SWBG) and EHRC), James Morton (Transgender Alliance) and Rachael Pateman (WTE participant) were the invited speakers.

<http://www.engender.org.uk/UserFiles/File/Partnership%20Work/engender-outrage%20leaflet.pdf>

The outcomes and implications of Women Thinking Equality were presented as a workshop on gender and health at NHS Health Scotland's equality forum.

The success of Women Thinking Equality was used to secure funding for two more projects that progressed the specific objective "*to 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.*" - **'Equality Counting'** and **Who Counts?** This continues to be particularly important in the context of the Local Government Concordat with local authorities and the spending cuts resulting from the recession.

The **Equality Counting** project, funded by EHRC, works with women who are being disadvantaged by the failure of public services to gender their policy. This to date has included mothers of disabled children, women with diverse communications needs and transgender women. They are being supported to use the equality duties to engage with policy makers and to hold them to account to effect change. Research is also underway to identify other communities-of-interest.

Who Counts?, funded by Esmee Fairbairn, is bringing together women experiencing poverty, social exclusion and inequality to better understand the hazards, risks and vulnerabilities they face due to gender blind or neutral policies and practice. They will use this understanding to inform a national day of action where they will make visible the impacts of gender blind and gender neutral policy and advocate that public bodies use gendered poverty indicators in their policy making, equality impact assessments and monitoring.

Engender continued to work with Oxfam on their EU funded **Genderworks** programme to challenge gendered poverty. This involved researching and producing a training pack and DVD, **Real Women, Real Voices** to share learning from campaigns across Europe that successfully demonstrated the links between gender, poverty, social exclusion, violence and exploitation.

The **Eye of the Beholder** funded by Esmee Fairbairn is in the development phase and is working with young people and parents in schools to explore and articulate their perceptions of sexual objectification of young women and men. One of Engender's volunteers carried out desk research into the sexual objectification of young women in preparation for the project that we will be running with young men and women and their parents at Broughton High School and Stevenson College and information sessions with young men and women at the school on feminism, gender and democracy as part of their

Report of the directors (continued)

ACHIEVEMENTS AND PERFORMANCE 2009-10 (continued)

Democracy Week. This was reported in a number of different newspapers including The Scotsman and the Times Educational Supplement Scotland. <http://www.tes.co.uk/article.aspx?storycode=6039914>

The **Women into Public Life** projects that works with rural women in Argyll and Bute, is funded by the European Union Regional Development Fund under the Interreg IVA programme that promotes cross border cooperation. Engender, in partnership with Foyle Women's Information network (Northern Ireland), Second Chance Education Project for Women (Eire) and Donegal County Council are providing training and mentoring for women to who want to participate in public life locally, nationally and in the EU. The project was delayed but Engender has now attended 3 networking meetings with the EU, Donegal Council, *Second Chance Women's Education Project* (SCWEP) and *Foyle Women's Information Network* (FWIN) to develop the *Women into Public Life project* (WiPL). Two Engender Associates have been recruited to work on the training, mentoring and support to women in Argyll and Bute. In Argyll and Bute documents are being accumulated for a literature search as part of the research to identify a baseline of the gender balance in public life in Argyll and Bute in relation to the rest of Scotland. Work to engage local public bodies in WiPL is progressing. e.g. Community Planning Partnership CPP their Local Area Community Planning Groups LACKPGS and the Third Sector Partnership TSP, Community Health Partnership CHP, and their Public Partnership Forums PPFs and other public involvement mechanisms; and Argyll and Bute Council. The CPP Equality and Diversity lead has been contacted and informed of the support to women and the CPP available; CPP Manager has been contacted and presentations on equalities to LACKPGS/CPP planned; a Engender has a stall at the LACKPG Community Conference, 3 women registered interest in WiPL and the lead Councillor was informed of the project and the PPF lead was contacted and informed.

The Associates attended: the Budgeting for Human Rights Cross Party Group on Human Rights, Scottish Parliament to see if HR is a tool that could be used at local level by women looking at LA budgets or budget cuts and attended a Scottish Women's Budget Group seminar; the Innovation in Public Services, festival of Social Sciences to get cutting edge information on innovation as WiPL aims to increase the influence of women on services; *Making Power Work for Women* – 5050 campaigning for gender equality – learning and networking opportunity, link with women MSPs; and the Rural Community Empowerment in the 21st Century Learning and networking, raising gender perspective.

Promoting the equality duties: Work to support Local Authorities and other public bodies to fulfil their obligations under the three equality duties continued. Engender provided mentoring to West Lothian Council's Director of Corporate Services and Fife Council's Equality Committee; and facilitated 'Introduction to Gender Budgeting' workshops for West Lothian, Fife, Angus and Aberdeen Councils. This has led to further opportunities for Engender to influence public authorities from within. Engender engaged with WLC's Community Planning and **Regeneration** lead to develop a gender accountability project with families affected by substance misuse and submitted a proposal to engage their constituents in participatory research and generating service-user-led indicators but they failed to follow it up. However a similar offer was taken up by West Lothian Council's Drug and Alcohol Team. A GEM and a staff member have been working with the managers of the 6 organisations that make up West Lothian Drug and Alcohol team for 6 months. Training was provided in EIAs, and support given in the development of effective EIA processes and how to monitor them. To do this Engender developed a resource that spelt out the gender issues - *Informing Equality- A resource document for substance misuse services in West Lothian, Drug, Alcohol and Tobacco Misuse*

Report of the directors (continued)

ACHIEVEMENTS AND PERFORMANCE 2009-10 (continued)

<http://www.engender.org.uk/UserFiles/File/Engendering%20Equalities/091207%20WLDAT%20Resource%20doc%20final.pdf> This has helped them to develop their equality analysis and has the potential to be used nationally. As part of this work we also assessed the EIA toolkits of the council, which were better than many but not adapted for use in advancing the equality duties through procurement. Engender made two presentations - to senior and operational managers in the West Lothian Council - that spelt out the need for them to resource the service providers who are expected to work in compliance with the duty; that is, resource them terms of time/ money allocations, but more importantly in terms effective collection and collation of equalities data for baseline and monitoring.

Training in gendered equalities was also given to other women's organisations:

- A full day training to *Women onto Work* on using the equality duties to lever change.

Four days training for Scottish Women's Aid on equalities intersections, based on the Women Thinking Equality materials in partnership with BEMIS: 'Equality and Notions of Value: Creating expectations of equality'; 'Gender Discounts: The implications of our gendered economy'; 'Coming of Age: Exploring gender through the life stages'; 'Our Disabling World: Beyond ramps and big print!'; 'Race and Gender: Understanding systemic discrimination'; 'Religion or Belief: The equalities red herring'; 'Object - Subject: Sexual Orientation'; 'Challenging assumptions, stereotypes and 'norms'; and Bio- Logical? And Transgender: Moving beyond gender binaries'.

'Understanding Gender Budgeting' presentations were delivered to four local authorities (10 Nov, Fife; 23 Nov, Aberdeen; 24 Nov, W. Lothian; and 02 Dec Angus). The 2 workshops were delivered to women in Edinburgh and Aberdeen (Aberdeen Women's Alliance) on *'Who's holding the purse strings?'* - Understanding gender budgeting and why women should lobby for it. This has opened the door for further dialogue around gender mainstreaming that we will follow up in the coming year.

International work: Work this year focused ECOSOC and the UK's progress against the covenant on economic, social and cultural rights and the UN Commission on the Status of Women (CSW) which met in New York in March to evaluate the progress made in gender equality since the UN's fourth world conference on women produced the 1995 Beijing Platform.

A session was held at Engender to map out the history of Engender in the *Scottish International Women's Movement*. This map was taken and presented at a Scottish meeting of the Women's National Commission (WNC) to look at how to work on the United Nations Economic and Social Council (ECOSOC) and CSW Beijing +15.

Engender used its ECOSOC status at the UN to work with the SWBG and Close the Gap to develop and submit a shadow report to the ECOSOC committee in Geneva

http://www.engender.org.uk/UserFiles/File/European_International/EngenderReport_toECOSOC6.4.09.pdf Two of the Engender Board members went to the ECOSOC committee meeting to present the report and feed into the process of reviewing the UK (particularly Scotland's) progress against the covenant on economic, social and cultural rights.

Report of the directors (continued)

ACHIEVEMENTS AND PERFORMANCE 2009-10 (continued)

Drawing on learning across the women's sector and from an event in the Scottish Parliament in December that gathered together the views of a wide range of women and men, including MSPs, about what had improved (or not) for women in Scotland, we produced and submitted a Beijing+15 shadow report to CSW. Engender then sent three delegates to the CSW sessions who came back both inspired and frustrated by the experience.

Engender continued to participate in the UK Joint Committee on Women (UKJCW) and European Women's Lobby (EWL) and now also participate as members of both the UN Advisory and EU Advisory groups of the WNC in London. Generally these 2 groups have focused on how to ensure the government is held accountable to CEDAW and resultant EU and national policy. Activities in this regard included:

23 April- WNC Meeting (London) - Represent UKJCW and EWL positions at WNC VAW meeting to ensure Scottish interests on table; Scottish good practice has been highlighted in various Westminster and WNC docs as a result and collaboration with NI and Wales has resulted in WNC focus on 4 nations at CSW this year; 27 April - EHRC VAW event (London): Prevention of VAW linked with addressing women's inequality; 11 May ECOSOC hearing - Concluding observations include recommendation to do a "comprehensive" review of gender policy across UK; established collaboration with Scottish Human Rights Commission (SHRC) that will allow us to progress women's rights as human rights in HR work in Scotland; 12 May - Attended ECOSOC hearing; 21 May - UKJCW teleconference; 18/19 June - VAW Observatory (Gdansk); 20 June - EVAW Strategic Planning (London); 26/27 June - EWL GA (Brussels); 27 June - EWL GA (Brussels); 30 June - represented EWL and Oxfam GenderWorks conference (Glasgow); 23 Sept - Equal Opportunity work in the Czech Republic - disseminated gender budgeting and impact assessment tools and skill building; 5 Oct - meet with MET and WAFE (London); 6 Oct - Participated in WNC EU Advisory Group; Nov - WNC Partners' Conference, London; 26 Nov - WNC United Nations Women's Agenda - International Event, Glasgow; 15 Dec - WNC VAW Meeting; 4 Dec - Attended Baroness Stern enquiry into rape; Attended VAW Event - Not for Sale Screening: Trafficking and prostitution debate in context of EWL DVD; linked local action with EU measures 21 Dec - Attended Baroness Stern re rape enquiry (Roxburgh Hotel, Edinburgh); On behalf of UKJCW - discuss cross-border issues re judicial processes and other devolved matters; 27 Jan EVAW Meeting; 3 and 4 Feb Impact Assessment training in Armenia - same as Czech Republic. Used experience in Armenia to highlight good practice in Scotland to CSW president (Armenian ambassador to UN); 10 Feb Attended meeting with Ministers Harriet Harman & Gareth Thomas - Women's Rights and Gender Equality Roundtable Discussion which focused on the need for the proposed UN gender entity; 12 Feb - WNC EU & Commonwealth Advisory Group (London); UN Advisory Group (London); 30 Mar - WNC VAW; 5-18 Mar Attended the Commission on the Status of Women in New York: A voice for Scottish women's interests in UN setting for first time in a long time; presented feminist economic and VAW issues from Scottish perspective to international audience through Swedish and WNC and EWL side events; created commitment to linking feminist legal community across Celtic countries; built our capacity to integrate feminist macroeconomic analysis into women and poverty analysis in Scotland and will disseminate through post CSW meetings and a conference/training in next year.

The commissioner of the Welsh WNC visited Engender to compare notes.

Report of the directors (continued)

ACHIEVEMENTS AND PERFORMANCE 2009-10 (continued)

The Executive Director attended the European Commission Conference “*Equality between women and men in a time of change in Brussels*” under the auspices of the EWL. The aim of the conference was to discuss the current situation and future challenges for gender equality with stakeholders in this field. This conference took stock of the achievements of the Gender Roadmap, coming to an end 2010, and to discuss future priorities.

Engender’s membership: The membership has continued to grow and a survey confirmed that the priorities we are working on are shared by the majority of our members. Members received a weekly E-update and we produced 3 email newsletters which were sent to our stakeholders and the wider equalities community.

Inspiring Women events are held for Engender members regularly so that they can reflect on policy and current affairs. Engender provides inputs to stimulate debate [e.g. Equality Bill, EU equalities initiatives, equality intersections.] In April, May and June we held three Inspiring Women evenings one on Gender, Religion and Belief and two on the Equality Bill, one with Muriel Robison from the EHRC as a resource. In July and August there were three more sessions, on Adult Entertainment (organised and led by volunteers); ‘Is a Woman’s place in her Union? With Ann Henderson of the Scottish Trades Union Congress (STUC); and Mapping work in Scotland the sexualisation/ objectification of women and girls – part 1’..

The next four sessions were on:

‘What do we want from a Govt at Holyrood?’

<http://www.engender.org.uk/UserFiles/File/Inspiring%20Women/090922%20Inspiring%20Women%20Govt%20at%20Holyrood.doc> Both the Labour and Cooperative Parties had solicited Engender input, but the thinking went to all parties.

‘Criminalising Demand’

<http://www.engender.org.uk/UserFiles/File/Inspiring%20Women/091027%20Criminalising%20Demand.doc>

Inspiring Women – Identification and Use of Wellbeing Indicators to hold public authorities to account.

<http://www.engender.org.uk/UserFiles/File/Inspiring%20Women/100121%20IW%20Wellbeing%20Indicators%20Discussion%20Summary.doc>

Inspiring Women - For International Women’s Day Engender hosted ‘*Joining Agendas*’ with the Scottish Transgender Alliance bringing together feminists and transgender women to explore the commonalities in their agendas.

<http://www.engender.org.uk/UserFiles/File/Inspiring%20Women/100309%20Joining%20Agendas%20Discussion%20summary.doc>

Engender supported 2 volunteers to carry out a piece of research, hold Inspiring Women reflection events and thus develop a discussion paper for members on ‘*Adult Entertainment and the Effects on Women and Society.*’

<http://www.engender.org.uk/UserFiles/File/news/090515%20Adult%20Entertainment%20Question.doc>

The membership of Inspiring Women is very diverse and includes academics, practitioners, women living in poverty, people working in the public sector at all levels, gender consultants, nurses, PHD students, women who are lesbian/ straight, BME/white, over 60/under 30. Each of whom brings a wealth of knowledge and experience to the group but who also influence their own peer group.

Report of the directors (continued)

ACHIEVEMENTS AND PERFORMANCE 2009-10 (continued)

Policy work: Engender has raised the profile and understanding of the consequences of women's inequality amongst women and decision makers – poverty, violence, socio-economic disadvantage, poor mental health and well being. This has involved engagement in and organisation of policy consultation activities. Specifically developing our participatory research based policy consultation, campaigning and advocacy processes. Specifically but not exclusively – the Equality Bill, the national budget, Single Outcome Agreements (SOA's) and EU directives. Engender has:

- Submitted written evidence to the Scottish Parliament Justice Committee - *Criminal Justice and Licensing (Scotland) Bill*
<http://www.engender.org.uk/UserFiles/File/Consultation%20Responses/090425%20Evidence%20re%20extreme%20porn.pdf> ;
- Responded to the Equality and Human Rights Commission (EHRC) online consultation on Equality Bill briefings and information; Submitted comments to the Scottish Parliament Equal Opportunities Committee in respect of Legislative Consent Memorandum, UK Equality Bill; and submitted a response to the Government Equalities Office (GEO) discussion document, Equality Bill: Assessing the impact of a multiple discrimination provision
<http://www.engender.org.uk/UserFiles/File/Consultation%20Responses/090605%20Multiple%20Discrimination%20Provision%20response.pdf>.
- Provided a gender input into the Scottish Government Cycle Action Plan.
- Produced an analysis of the local authority SOAs on gendered poverty which the Poverty Alliance has said they refer to regularly.
http://www.engender.org.uk/UserFiles/File/Documents/SOA_title_and_doc.pdf.
- Scottish Govt Consultation on Public Sector Equality Duty, Specific Duties
<http://www.engender.org.uk/UserFiles/File/Consultation%20Responses/Public%20Sector%20Specific%20Duties%20Response.pdf>
- Written evidence to Justice Committee at the Scottish Parliament on the Criminal Justice and Licensing (Scotland) Bill - Stage 2 amendments.
<http://www.engender.org.uk/UserFiles/File/Consultation%20Responses/100316%20Engaging%20in%20Paid-for%20Sexual%20Activity.pdf>
- Beijing+15 event: http://www.engender.org.uk/projects/42/Engender_Events.html
- An event was held in the Scottish Parliament to gather views from women on the progress that has been made by women in Scotland since the CSW Beijing Declaration and Platform for Action for Women in 1995. This was a lunchtime event held that was very well attended with several MSPs dropping in.
- Engender Report to UN CSW 2010 from a Scottish perspective.
<http://www.engender.org.uk/UserFiles/File/CSW54B+15REPORT%20final%20version16%202.10.pdf>

Report of the directors (continued)

ACHIEVEMENTS AND PERFORMANCE 2009-10 (continued)

As a result of the *Women Thinking Equality* work the Executive Director was a member of the EHRC's UK Equality Act Codes & Guidance Reference Group, advising on gender intersections and commenting on the development of guidance materials for the Equality Act (2010).

Power and participation: Engender were contacted by Marlyn Glen MSP of the parliament's Equal Opportunities Committee (EOC) on the question of the socio-economic duty not applying to Scotland. They provided input and the EOC decided to hold a national consultation on the issue and developed a formal response.

Letters were sent to political parties and Scottish EU candidates about the need for gender representation on Europe in preparation for the European elections in June

http://www.engender.org.uk/UserFiles/File/European_International/090507%20Letter%20to%20EU%20candidates.pdf.

Engender participated actively in a range of events where they could influence policy:

- Capturing the Gains of the Public Sector Duties EHRC conference, Edinburgh
- Equality Network Forum event, Glasgow
- Nations, Culture and Wellbeing seminar on using well being indicators, Edinburgh
- Zero Tolerance event Opportunities and Challenges: Preventing Commercial Sexual Exploitation of women in Scotland', Edinburgh
- Ten Years of Devolution: Poverty and Inequality in Scotland, Scot Parliament
- The Congolese Women's Voices conference, Scot Parliament
- Scottish Govt, Public Sector Specific Duties meeting
- Two EHRC Poverty & Inequality Seminars
- Promoting Best Practice on Equality and Human Rights in Scotland
- GEO Equality Bill Consultation event, Edinburgh
- The 'Everyone in' launch (Engender was on the steering group of this research).
- Attended Scottish Women's Aid/Zero Tolerance anti-pornography session.
- Participated in the Scottish Council of Voluntary Organisations (SCVO) Equalities Coalition. As part of the coalition they organised an event with the Scottish Human Rights Commission (SHRC) to explore the relationship between them and the voluntary sector. Liz Rowlett (Disability Equality Forum) along with a colleague and Engender's Executive Director made a presentation on the intersection of gender and disability. As part of the coalition they also developed joint responses to the European Commission Proposal for an Equal Treatment Directive and the Equality Bill.
- Met with the Race equality councils from Edinburgh and Aberdeen who are planning to launch an Equality and Human Rights Council to discuss how this would accommodate gender.
- Made 2 presentations at the International Practice Exchange of Oxfam's GenderWorks one on 'The Gender Policy Environment in Europe' and the other on 'Gendered poverty analysis of SOAs.'
- EHRC 'Give Prostitution the Red Light'
- Edinburgh University's Development Policy Group round table on 'Project 2010', which is campaigning to keep the issues raised by Commission for Africa on the agenda
- Equal Opportunities Committee's 'Mainstreaming Equalities' Event, Scot. Parliament;

Report of the directors (continued)

ACHIEVEMENTS AND PERFORMANCE 2009-10 (continued)

- Scottish Government Equality Duty - Putting it into Practice, looking at the key issues for how to progress the Gender Equality Duty and gender mainstreaming agenda. This discussion led to thinking about accountability and the need for national level gender indicators;
- 'Scottish Attitudes Survey Stakeholders Meeting';
- Breaking Down Stereotypes & 'Engaging Fathers in Services for Children and Families';
- Women's Support Project, Anti-Porn Slideshow Training.
- We also participated in the SCVO Equalities Forum looking at the Equality Bill, The EU Equality Directive and participated in the steering group and facilitated at their event on 25 Nov - 'Equality and Human Rights Work in the sector post 2011';
- Participated in the NHS steering group on Gender and Health and in their event; 23 Feb- 'Gender Equality and Health';
- 26 Jan- 'Has Devolution delivered for women'. We were invited onto an e-committee to provide input into and feedback on the EHRC guidelines on the Equality Bill.
- International Covenant on Economic Social and Cultural Rights (ICESCR) meeting, video conference from Glasgow and 26 Oct - CESCR meeting (with NGOs and government).

A **women's pocket manifesto** for the elections (UK and Scotland) with other women's organisations across Scotland was developed for April.

Partnership working: We worked with **Oxfam** to research and coordinate the development of a film and resource pack 'Real Women Real Power'

<https://www.oxfam.org.uk/resources/ukpoverty/genderworks/toolkit-dvd.html>

which was launched in November in Glasgow where Engender made 2 presentations and London where Engender participated in the Q & A. The participatory research tool we developed for the project to explore the gendered nature of poverty has now been adopted by Oxfam.

Engender continues to participate in the **Scottish Women's Budget Group**. The persistence of the SWBG has led to an Equality Statement Budget to accompany the Scottish Government's draft budget. We were involved in the SWBG's pre Equality Proofing Budget Advisory Group (EPBAG) meeting, now called the Equality Budget Advisory Group – EBAG, and another meeting to discuss gender in the context of the recession and the move to a Single Equality Act.

The SWBG has had really positive feedback from external sources on their input into the budget process and into issues of equal pay in local government, as evidenced in the *Local Government Committee Report* on the issue in the early summer.

Two staff and two Board members are members of the SWBG and participate in their work. Two staff members have successfully completed the *Economics for Equality* Course at Glasgow Caledonian University. Engender hosted a visit from a Bangladeshi delegation with the SWBG: Tahmina Akhter: Director, PATC Shawkat Mostafa: Deputy Secretary, Finance Division, Ministry of Finance Parag: Deputy Secretary, Ministry of Commerce Altaf Husain: Deputy Secretary, Ministry of Industries A T M Mustafa Kamal: Joint Secretary, Economic Relations Division, Ministry of Finance. They were interested in gender budgeting and the gender equality duty.

Report of the directors (continued)

ACHIEVEMENTS AND PERFORMANCE 2009-10 (continued)

Engender continued its partnerships with women's organisations across the UK in **Women and the Vote** and were on the steering group although the actual campaign came to an end during the year.

Engender joined forces with the *Fawcett Society* on the 'What About Women' campaign <http://www.engender.org.uk/pages/73/>, asking the political parties how their policies will affect women.

Engender participated in the organisation of the **Gude Cause** march to commemorate the 100 years of suffrage and the Edinburgh march of 1909, preparing exhibition materials, participating in the steering group and provided space in the evenings for women to meet. The march drew 4000 women on the day. <http://www.flickr.com/photos/43988092@N02/>

Engender worked with the women of the **Scottish Episcopal Church** to carry out a gender audit across the church, this involved providing advice and analysing the data.

Engender met with and provided support to various academics and activists including: Hanna Jedh, MSc Equality & Human Rights, Glasgow University who is doing a comparative study of attitudes towards changes in gender equality policies in Sweden and Scotland; Lynn Graham, NHS Health Scotland who is doing a review of equalities health data needs for Scotland; Katarzyna Kosmala, Researcher West of Scotland University who is on a fellowship looking at representation of domestic violence in the media; Ana Villa from the Observatorio Tercer Sector, Barcelona – who was looking into how women's organisations organise; and Glasgow Women's Library's (GWL) Lifelong Learning worker. Engender worked in partnerships with the Scottish Transgender Alliance, BEMIS, and SWA; the Scottish Disability Equality Forum, LGBT Scotland, LGBT Youth, Help the Aged/Age Concern and are developing new working relationships with Shakti, Saheyliya, Oakland Parents Council, and Govanhill Kiran Women's group, West Dunbartonshire Community and Volunteering Services and the Civic Participation Network.

In preparation for 3 networking seminars from April 2011 Engender met with Ann Henderson as Assistant Secretary, STUC and WNC Scotland Commissioner.

Engender continue to network widely to engage with women and encourage them in participatory democracy, we also attend and speak at events to publicise our work:

- The NUS Scotland, Annual Reception, Scottish Parliament;
- VAF Horizontal Equalities Workshop
- The STUC Women's Conference in Dundee and showed 'Real Women, Real Power'.
- WNC all partners conference, London
- Presented a paper on Women and Policy in Scotland at the WNC Scotland consultation event on the Commission on the Status of Women (CSW) in Glasgow.
- Reception to celebrate 40th Anniversary of WNC, Scotland Office
- Held The Engender AGM with Cocktails and Comedy to raise spirits after the fall of the banks.
- 23 Feb Held a stall at the NHS Gender and Health Conference. 12 Mar – Presented at the WNC's side event at CSW New York
- Held a stall at the Edinburgh University Feminists Day School.
- Poverty Alliance, Poverty in Scotland, Achievements & Opportunities seminar, Edinburgh
- Broughton High School, input to Democracy Week

Report of the directors (continued)

ACHIEVEMENTS AND PERFORMANCE 2009-10 (continued)

- Economics for Equality Seminar, Glasgow

Information: Quarterly newsletters and a weekly e-updates were produced: Spring 2009
[http://www.engender.org.uk/UserFiles/File/\(PREVIEW\)%20Engender%20Spring%202009.htm](http://www.engender.org.uk/UserFiles/File/(PREVIEW)%20Engender%20Spring%202009.htm)
Summer 2009

<http://www.engender.org.uk/UserFiles/File/Newsletters/Engender%20Spring%202009.htm>

Winter 2009 <http://www.engender.org.uk/pages/61/>

Spring 2010 <http://www.engender.org.uk/pages/62>

The layout of the newsletter has been improved the layout and experimented with an electronic format.

The first newsletter to be produced this way was issued in March and was sent out to 400 contacts. It was opened by almost 52% with a click through rate of 35%.

The weekly e-update to members which carried news from the equality sector, current media stories and events and training was very successful with a 50% open rate and a click through rate of almost 59%.

The Daily Mail published Engender's commentary on women and the recession

<http://www.engender.org.uk/UserFiles/File/Press/270809%20Scottish%20Daily%20Mail.pdf>

A press release was issued on the **Committee on Economic, Social and Cultural Rights (CESCR)**

<http://www.engender.org.uk/UserFiles/File/Press/ECOSOC%20-%20final%20to%20Scotsman.pdf>.

Engender had an opinion piece in Herald on the Equality Bill

http://www.theherald.co.uk/search/display.var.1352151.0.let_us_put_scotland_on_a_more_equal_footin_g.php

The Scotsman (Feb 10 – female chief constable <http://news.scotsman.com/dundee/39Supermum39--who-flew-up.6046267.jp>

Third Force News continues to be supportive and featured our Everywoman campaign

<http://www.engender.org.uk/projects/36/Poverty.html> in their 'Pro Activists' section in November.

On 10th March the Executive Director participated in a live discussion forum on France 24 TV looking at the changing nature, opportunities and constraints for women in the work place across Europe.

The website continues to grow. We have made changes to allow us to alter the Home page and to add sub pages to main pages to accommodate more information in a logical format. Our website gets around 2000 hits per month and we have visits from around the world, in particular India, Germany and the USA. We have recently joined Twitter and have around 30 followers which include news and equality organisations. We also have our own photo stream on Flickr. There is now an Engender Facebook page.

Learning and Implications

Engender has widened its participation in local, national and international fora beyond those areas typically thought of 'women's policy issues. Whilst as Engender they have known that everything from child birth to climate change are gendered issues they have not always been invited to attend wider events or become involved in wider policy agendas. In the last year months they have engaged with women and policy makers on issues ranging from:

Report of the directors (continued)

ACHIEVEMENTS AND PERFORMANCE 2009-10 (continued)

Issues traditionally considered women's issues

Pornography
Prostitution
Violence against women
Care
Violence against BME women
Sexual Objectification of women and girls
The gender pay gap
Women in public office
Women's sexual and reproductive health
WNC
UNIFEM
WRC - CEDAW
Fawcett – women and political representation

Equality issues that include women

Equalities
Fathers and families
Equality Bill
Health
Democracy
STUC
Criminal justice
1325

Wider gendered issues

Poverty
Child poverty
Africa MDG's
International development and participation
Disability
Public Attitudes
Public health
Transgender issues
Devolution
Debt
Electricity tariffs
Transport
SWBG
Economics and budgets
Housing / ownership
Drugs, alcohol and tobacco
Age
LGB Issues
Gender audits of the Episcopal church
Climate change
Rural political participation
Local government accountability
UN accountability
Human rights
Refugee rights
WILPF – no trident

This has allowed them to raise gender issue in fora that would not usually take gender into account. Gender neutrality and gender blindness have been the biggest hindrance to gender equality in the past, so this is a very exciting development and demonstrates that their approach of grounding our policy work in women's lived experience is working. They are working with women to analyse their situation, work out what policies and or practices are contributing to this situation and then take action. For Engender, this means they can contribute more meaningfully to local, national and international policy discussions.

They are now involved in poverty policy debates where they can evidence the gendered nature of poverty; whilst this is acknowledged globally in terms in international development, it is strangely not acknowledged in Scotland. Engender are succeeding in getting policy makers to understand that child poverty is intrinsically linked to women's poverty and gendered notions of household.

Report of the directors (continued)

ACHIEVEMENTS AND PERFORMANCE 2009-10 (continued)

Following the Women Thinking Equality, work with SWBG and their Economics for Equality work, our work around the film *'Sex, lies and global economics'* to promote gendered thinking in policy and planning Engender have established a network with a very wide range of actors and are gendering the debate in terms poverty, social exclusion, environmental and economic concerns. This joining up of agendas will enable them to address some of the bigger issues that affect society, for example 'What is the economy for?' 'What is the value system that underpins what we measure as success?' 'Is success only measured in GDP, and how does GDP relate to well being?' These are things that feminists have been discussing and working on for many years but with the banking crisis and associated recession and the increasing commodification of life that threatens our shared future (e.g. children's sense of who they are, our girls' safety, our environment, peace etc) Engender are finding common ground with many other civil society voices. This includes: (the following lists are not exhaustive)

Scotland

SWBG, SWA, Rape Crisis, Zero Tolerance, Women's Support Project, Shakti, Saheyliya, BEMIS, LGBT Youth, The Equality Forum, WILPF, Age Concern/Help the Aged UNIFEM, Disability Forum Scotland and other local disability associations, Oxfam, UNIFEM, the Poverty Alliance, Communication Forum Scotland, WWF, Friends of the Earth, Edinburgh University, Close the Gap, Glasgow Caledonian University, SDC

UK

WNC, Women's Resource Centre, Fawcett, New Economics Foundation. UKJCW, Oxfam

International

WNC UN Advisory, WNC European and Commonwealth Advisory, EWL

This year Engender has developed a methodology that enables both women and public bodies to progress equality legislation. As part of this methodology they are supporting women to reflect on their situation using participatory research and engage actively in developing opportunities for dialogue with public service providers using the gender equality duty as a lever. This means they get the opportunity to reflect with their peers on what the implications of different policies have on practice and their lives and develop a coherent analysis of the gendered nature of the issue. This empowers them to take action in their own lives, to engage with public service bodies to lever change and or advocate for change nationally.

Another aspect of the methodology is to work with public bodies to understand the gender equality duty (and other equality legislation) and how to establish effective EIA processes. Where Engender have been successful in getting into public bodies this is creating an atmosphere very conducive for change; Not because the policy says so or they are afraid of complaints and bad press but because they recognise that getting it right with regard to gender is about quality services. They eventually understand that they cannot have a quality service unless issues of equality are addressed in policy and practice. Getting buy-in to this concept at practice and management levels is a very effective mechanism for mainstreaming. For example in West Lothian Council we have made six presentations to different parts of the management structure, have gender and equality mentored their Director of Corporate Services for 6 months and have worked with a whole service delivery team (NHS, Social Work, Circle, WLDAS and Cyrenians) to help them understand how equality impact assessments of policy and practice will improve their services and are not an add-on for compliance. By the end of the process the managers of the services were acknowledging that managing for equality was part of their overall performance management but that in order to do it

Report of the directors (continued)

ACHIEVEMENTS AND PERFORMANCE 2009-10 (continued)

they needed to understand how the different aspects of equality impacted on their service users (in this case people with problems of substance misuse). They realised that they were indeed doing a lot of things right, because they cared about their service users, but had never thought of this mitigating against inequality. So, in this way we could build their confidence that they knew how to treat people well, dispel fears of being labelled a racist, sexist or homophobic etc and integrate equality responsiveness and monitoring into all parts of their policy and practice without a huge add-on investment.

The third part of the methodology, the Inspiring Women think tank, allows board, staff and members to meet on an equal footing to explore issues arising from our work outwith the confines of a project (all participate as volunteers). In this group women work creatively to share thoughts and experiences to generate creative ideas around some of the more difficult issues women face.

The summaries of these discussion go on line for further discussion, but more importantly along with the grounded research work with women's communities-of-interest they inform our policy consultation responses and advocacy work and our thinking about Engender's strategic direction.

PLANS FOR FUTURE PERIODS

The focus of work for 2010-11

- To ground Engender's policy work in women's real experience and articulate the impacts of ungendered 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

FINANCIAL REVIEW

The charity had a surplus of £12,395 for the year (2009: deficit £18,672). The surplus arises from funds allocated to the Esmée Fairbairn funded projects 'Who Counts' and 'The Eye of the Beholder'. The charity's accumulated reserves stand at £19,719 (2009: £7,324) at the balance sheet date.

Report of the directors (continued)

FINANCIAL REVIEW (continued)

Principal funding sources

The main source of funding for the year has been a grant from the Scottish Government, the EHRC and Esmée Fairbairn. There is also unrestricted membership/donation income and income from training and consultancy services. The Interreg IVA funding started toward the end of the year. These monies have enabled Engender to carry out its objectives.

Reserves policy

The free reserves of the charity at 31 March 2010 are -£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.

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 23 September 2010 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 2010 which are set out on pages 22 to 30.

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.

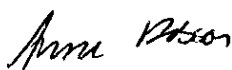
Basis of independent examiner's statement

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

29 September 2010

Statement of financial activities (incorporating income and expenditure account)

		Unrestricted funds		Restricted funds	2010	2009
	Note	General funds	Designated funds			
		£	£	£	£	£
Incoming resources						
Incoming resources from generated funds						
Voluntary income	2	19,360	-	134,285	153,645	158,162
Investment income		41	-	-	41	524
Incoming resources from charitable activities	3	35,716	-	-	35,716	37,148
Total incoming resources		55,117	-	134,285	189,402	195,834
Resources expended						
Costs of generating funds						
Costs of generating voluntary income	4	4,730	-	-	4,730	4,215
Charitable activities	5	57,612	-	112,850	170,462	207,239
Governance costs	6	1,815	-	-	1,815	3,052
Total resources expended		64,157	-	112,850	177,007	214,506
Net income/(expenditure) for the year		(9,040)	-	21,435	12,395	(18,672)
Total funds at 1 April 2009		2,749	1,509	3,066	7,324	25,996
Total funds at 31 March 2010	14	(6,291)	1,509	24,501	19,719	7,324

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

Balance sheet

	Note	2010 £	£	2009 £	£
Fixed assets					
Tangible assets	10		55		73
Current assets					
Debtors	11	22,860		9,835	
Cash at bank and in hand		6,921		16,939	
		<u>29,781</u>		<u>26,774</u>	
Creditors: amounts falling due within one year	12	<u>(10,117)</u>		<u>(19,523)</u>	
Net current assets			<u>19,664</u>		<u>7,251</u>
Net assets			<u>19,719</u>		<u>7,324</u>
Funds					
Unrestricted funds					
General funds	13	(6,291)		2,749	
Designated funds	13	1,509		1,509	
Restricted reserves	13	24,501		3,066	
			<u>19,719</u>		<u>7,324</u>

For the financial year ended 31 March 2010 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 23 September 2010 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 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

	2010	2009
	£	£
Donations	398	70
Scottish Executive	88,325	89,125
Esme Fairbairn grant	45,960	-
Oxfam	-	25,000
EHRC Thinking Women	14,100	39,081
Membership income	3,691	4,886
Other income	1,171	-
	<u>153,645</u>	<u>158,162</u>

3 Incoming resources from charitable activities

	2010	2009
	£	£
Genderwise	-	3,072
Commissioned work	30,053	34,076
Interreg IVA	5,663	-
	<u>35,716</u>	<u>37,148</u>

Notes to the financial statements (continued)

4 Costs of generating voluntary income

	2010 £	2009 £
Wages and salaries	4,000	3,589
Employer's NI contributions	412	246
Staff pension costs	318	380
	<u>4,730</u>	<u>4,215</u>

5 Charitable activities

	2010 £	2009 £
Staff costs	101,306	104,102
Premises costs	14,292	15,700
Running costs	46,603	72,443
Motor and travel costs	3,221	8,040
Legal and professional fees	318	419
Accountancy fees	4,300	4,665
Interest and finance charges	404	317
Depreciation	18	1,553
Total	<u>170,462</u>	<u>207,239</u>

6 Governance costs

	2010 £	2009 £
Accountancy fees	1,005	950
Committee expenses	810	2,102
	<u>1,815</u>	<u>3,052</u>

Notes to the financial statements (continued)

7 Net outgoing resources

Net outgoing resources are stated after charging:

	2010 £	2009 £
Amounts payable to Independent Examiner/ Reporting Accountant:		
External scrutiny services	750	750
Accountancy services	255	200
Depreciation on owned assets	18	1,553
	<hr/>	<hr/>

8 Staff costs

	2010 £	2009 £
Salaries and wages	90,590	94,598
Social security costs	8,847	8,904
Pension costs	6,599	4,815
	<hr/>	<hr/>
	106,036	108,317

No staff member earned more than £60,000 (2009: none).

The average number of staff employed during the year was 4 (2009: 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 (2009: £nil).

No trustees were reimbursed expenses in the year to 31 March 2010 (2009: none).

Notes to the financial statements (continued)

10 Tangible assets

	Fixtures, fittings and equipment £	Computer equipment £	Total £
Cost			
At 1 April 2009 and 31 March 2010	<u>410</u>	<u>13,321</u>	<u>13,731</u>
Depreciation			
At 1 April 2009	337	13,321	13,658
Charge for the year	<u>18</u>	<u>-</u>	<u>18</u>
At 31 March 2010	<u>355</u>	<u>13,321</u>	<u>13,676</u>
Net book value			
At 31 March 2010	<u>55</u>	<u>-</u>	<u>55</u>
At 31 March 2009	<u>73</u>	<u>-</u>	<u>73</u>

11 Debtors

	2010 £	2009 £
Trade debtors	21,027	-
Prepayments and accrued income	1,833	9,835
	<u>22,860</u>	<u>9,835</u>

12 Creditors: amounts falling due within one year

	2010 £	2009 £
Trade creditors	6,723	14,264
Other taxes and social security costs	2,739	2,611
Other creditors	655	1,389
Accruals and deferred income	-	1,259
	<u>10,117</u>	<u>19,523</u>

Notes to the financial statements (continued)

13 Movement in funds

	At 1 April 2009 £	Incoming resources £	Outgoing resources £	At 31 March 2010 £
Restricted funds				
Oxfam GB Fund	3,066	-	(1,545)	1,521
Scottish Executive Development Grant	-	88,325	(88,325)	-
Esmee Fairbairn Grant	-	45,960	(22,980)	22,980
	<u>3,066</u>	<u>134,285</u>	<u>(112,850)</u>	<u>24,501</u>
Unrestricted funds				
Designated funds				
Sue Innes Memorial Fund	1,509	-	-	1,509
General funds	2,749	55,117	(64,157)	(6,291)
	<u>7,324</u>	<u>189,402</u>	<u>(177,007)</u>	<u>19,719</u>
Total funds				

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 grant of £68,940 over 18 months from October 2009 to March 2011 is a contribution towards 2 project 'Who Counts' and 'The Eye of the Beholder' and Engender's core costs over the period October 2009 to March 2011.

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	55	-	-	55
Current assets	3,771	1,509	24,501	29,781
Current liabilities	(10,117)	-	-	(10,117)
Net assets at 31 March 2010	<u>(6,291)</u>	<u>1,509</u>	<u>24,501</u>	<u>19,719</u>

15 Share capital

Engender is a private company limited by guarantee

16 Financial commitments

At 31 March 2010 the company had annual commitments under non-cancellable operating leases as follows:

	2010	2009
	£	£
Expiry date:		
In over five years	<u>11,508</u>	<u>11,508</u>