

Engender
(A company limited by guarantee)

Report and financial statements
Year ended 31 March 2017

Charity no. : SC029053
Company no. : SC286639



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Report of the directors

The directors present their report together with the financial statements for the year ended 31 March 2017.

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 9.

OBJECTIVES AND ACTIVITIES

Mission

Engender is Scotland's feminist organisation. We have a vision for a Scotland in which women and men have equal opportunities in life, equal access to resources and power, and are equally safe and secure from harm.

Engender works to build a clear picture of women's lives. We do this through research, persuading public bodies and other organisations to gather separate data on men and women, and speaking with groups of women directly to gather their stories.

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.

Aims and objectives of the organisation

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

ACHIEVEMENTS AND PERFORMANCE 2016-17

With funding from the Scottish Government

Gender Matters

2016 saw further development of Engender's 'Gender Matters'; a framework for our policy, advocacy and engagement work.

As part of 'Gender Matters', Engender has been delivering an engagement strategy, bringing women together at events, online and through consultation exercises to gather views and reflect on how our ambitions for a Scotland in which women have equal access to power, resources, and safety can be realised.

Report of the directors

ACHIEVEMENTS AND PERFORMANCE 2016-17 (continued)

Engender's public profile continues to rise with strong engagement on social media and regular requests from mainstream media. Our membership continues to grow and our members are engaged and active.

Gender Matters Locally

Engender continued its work with the North West Women's Centre and other local campaign groups on issues relating to Westminster, Holyrood and local government elections as well as providing information talks and facilitating workshops.

In partnership with Women 5050, Engender delivered a participatory project around the local elections, 'What Women Want'. This included holding workshops, and creating downloadable resources to allow groups to explore issues around local councils and hold their elected reps to account. This will culminate in a resource advising councillors of the questions that they should ask themselves to best represent women.

Engender held a number of focus groups around the Scottish Government's Social Security Consultation, including a session one at the North West Women's Centre which was attended by the Minister for Social Security.

On International Women's Day #MakingWorkVisible was launched, a project designed to highlight invisible and undervalued work done by women. This involved a survey which received almost 400 responses, and encouraged women to live-tweet their days. The hashtag was trending across Scotland for most of the day, with the most popular tweet reaching over 65,000 people.

Gender Matters Nationally

A great deal of Engender's work is at a national level, producing policy briefings and influencing and engaging with the Scottish Government and other public bodies to ensure that women's equality remains high on the political agenda.

Engender has produced accessible analysis of gender-related policies, programmes and bills. These have been widely disseminated to Engender members and other stakeholders, including policymakers, elected representatives and intermediary and advocacy organisations. Through this work Engender has clearly identified clear policy asks that would increase women's equality. The Gender Matters Policy Network continues to meet to allow policy workers from the voluntary sector to discuss women's equality issues.

Engender has provided responses to a wide variety of consultations undertaken by Scottish Government, Scottish Parliament committees, Scottish public bodies, and UK public bodies.

The final preparations for the Gender Matters roadmap have been undertaken, with a completion date of June 2017 expected. Four roundtable discussions were held on; media/creative industries, health, education, and childcare, and sector colleagues and academics were consulted on other strands.

Engender is a member of a coalition of equality organisations and this group successfully secured funding from the Scottish Government to improve equal representation in political parties. The aim of the funded project is to produce an online tool to allow political parties, local branches and community groups to audit barriers to participation and create a bespoke action plan. Engender acts as secretariat for the Equal Representation Group and sits on the 'Representation in Public Life' cluster which is a grouping of organisations working on representation issues funded by VAF.

Report of the directors

ACHIEVEMENTS AND PERFORMANCE 2016-17 (continued)

Engender's work in relation to the Holyrood elections in May 2016 included the creation of a 'subsite' for its manifesto and activism support materials. This provided a hub for election-related work including podcasts with party leaders answering questions on gender equality. A gender summary and analysis of political party manifestos were produced in addition to briefings on five of Engender's manifesto calls; The Gender Equality Bill, Gender Matters in Business Scheme, Employment and Enterprise Fund, Women's Social Security and the Media Watchdog.

In the course of the year Engender produced a number of additional reports and papers.

'Our Bodies, Our Choice', a joint report on the devolution of abortion, developed in partnership with Scottish Women's Aid, Rape Crisis Scotland, Zero Tolerance, Close the Gap, NUS Scotland and Amnesty International Scotland organisations was launched. This report sets out issues with current service provision in Scotland, and the scope for modernisation and legal change under devolution of abortion.

'Equal Power, Equal Voice: The case for gender quotas in Scotland' This report sets out the case for gender quotas in Scotland; looking at international examples, analysing the current gender balancing mechanisms at play in Scotland, debunking some commonly held myths about quotas, and making recommendations to the Scottish Government and political parties.

'*Sex and Power*', this report sets out the extent of men's over-representation in positions of authority and influence in Scotland. In 2017, women still have unequal access to power, decision-making and participation throughout all areas of public life, with men holding 73% of the 3029 positions of power and authority identified.

'*Securing Women's Futures: using Scotland's new social security powers to close the gender equality gap*', this joint report from Engender, Close the Gap, Scottish Women's Aid, the Scottish Refugee Council and Carer Scotland summarises why and how women are affected by social security policy and sets out ways in which new powers can be engaged to increase women's equality in Scotland. The recommendations are presented in terms of systemic gender inequalities that dictate the impact of social security policy on women – paid work, unpaid work, domestic abuse and multiple discrimination. The report also highlights the experiences of women with whom we work. It is this documenting of daily realities and of growing anger, fear and stress that remains the basis of our call to action on women's social security.

Following on from a successful development day for the Scottish Women's Budget Group (SWBG) with Close the Gap, Engender contributed to the development of a Scottish *Plan F*, which Engender and others will use for lobbying and advocacy on feminist economic frameworks.

Engender is participating in an advisory role in an exciting new initiative with Scottish Women's Aid and Close the Gap, 'Building Equality'. The project will see the development of gendered employability practices and a gender assessment tool. There will be roundtable discussions on women and the employability pipeline and a briefing on domestic abuse and employability.

Engender's Executive Director is a member of the Joint Strategic Board of Equally Safe. She also chairs the Prevention work-stream and represents the Prevention work-stream on the Accountability work-stream. The output of the work-stream has been a contribution to the *Equally Safe* delivery plan, which was launched on 23 March and is currently out for consultation.

Report of the directors

ACHIEVEMENTS AND PERFORMANCE 2016-17 (continued)

Gender Matters Internationally

Engender attended the UN Committee's examination session on the UK's compliance with the International Covenant on Economic, Social and Cultural Rights. This included a pre-dialogue meeting with the Committee and a presentation on violence against women, social security, gender mainstreaming, and gender budgeting was made.

Engender is Scotland's representative on the UK Joint Committee on Women, which is the national co-ordination of the UK within the European Women's Lobby. Engender has been invited to join an expert group working across Europe on women and the economy.

Engender is also sitting on the external advisory group of an Irish gender budgeting initiative. This is a project of the National Women's Council of Ireland.

PLANS FOR FUTURE PERIODS

- Develop authoritative reports, in partnership with the Gender Matters in Policy Network and other coalitions, which scope specific areas of gendered policy and make proposals for action. Engage with organisations and individuals to develop specific policy work within the framework of the gender roadmap, to create understanding of our theory of change on women's equality. Publish and disseminate a gender roadmap for the next ten years, identifying outcomes, and short and medium term milestones.
- Provide policy support to the Building Equality partnership with Scottish Women's Aid and Close the Gap.
- Produce briefing and/or guidance on intersectional approaches to women's equality.
- Using participatory approaches, explore key gender equality issues with Engender's membership and supporters from intersectional perspectives.
- Undertake small projects or campaigns in partnership with other equalities organisations to highlight intersectional issues and multiple discrimination.
- Produce digital and print resources that summarise women's and men's different life experiences.
- Engage with people across Scotland via social and mainstream media with the key message that gender matters, and women's equality is of benefit to Scotland.
- Analyse gender-related bills, policies, and programmes, and advocate for gender-sensitive bills, policies, and programmes.
- Provide advice and support for national organisations on gender equality and mainstreaming.
- Develop a theory of change for gender and media work.

Report of the directors

PLANS FOR FUTURE PERIODS (continued)

- Build public bodies' capacity to respond effectively to the public sector equality duty.
- Develop Engender's programme of local engagement, to build capacity to tackle women's inequality, and learn about local priorities and experiences.

FINANCIAL REVIEW

The charity had a surplus for the year of £38,994 (2016: deficit of £26,874). The charity's accumulated surplus stands at £95,690 (2016: surplus of £56,696) at the balance sheet date.

Principal funding sources

The main funding sources for the period have been the Scottish Government, payment for consultancy work undertaken and unrestricted membership / donation income.

Reserves policy

The charity has free reserves of £90,558 at 31 March 2017.

Engender's policy is that reserves of between three and six months' running costs should be maintained, and this level of free reserves is consistent with that policy.

Report of the directors

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 Management at an Annual General Meeting shall lodge with Engender a written, signed notice of their willingness to be elected (in such form as the Board of Management set out in Standing Orders).

The Board of Management may at any time co-opt any member, who is willing to so act, as a member of the Board of Management. This may be to fill a vacancy created by any member of the Board of Management vacating office or as an additional member of the Board of Management. Any member so appointed shall retain office only until the next Annual General Meeting, but 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 five full meetings each year. There is also an annual strategic review away-day to review organizational direction.

Risk management

The main risks facing the charity are as follows:

- i) The continued public sector funding cuts will impact on the voluntary sector's access to government funding.
- ii) Funding for gender equality work is not generally a priority for non-governmental funding bodies and so alternative forms of funding can be difficult to access.

Systems in place to manage the identified risks:

- i) Engender has established itself as an organisation that can represent the views and experiences of women's lived experiences and comment effectively on policy and practice from a gendered perspective.
- ii) Engender's profile is steadily increasing and the organisation's contributions are often acknowledged at senior levels.
- iii) Engender works in partnership with other organisations to identify jointly-funded projects.
- iv) Engender will expand on its consultancy work in order to diversify its funding base.

Report of the directors

- v) Engender will continue to expand its membership.

REFERENCE AND ADMINISTRATIVE DETAILS

Company registration number	SC286639
Charity registration number	SC029053
Registered and Principal office address	1a Haddington Place EDINBURGH EH7 4AE
Directors	Nina Murray, Convener Emily Thomson, Vice-Convener Dr Jennifer Bloomfield, Treasurer Lee Banks Chalmers (resigned 12 November 2016) Emma Hutton Maria Pakpahan Marsha Scott (resigned 12 November 2016) Lesley Sutherland Kirstein Rummery Juliet Swann Talat Yaqoob Aoife Keenan (resigned 12 November 2016) Carla McCormack (appointed 12 November 2016) Suzanne McLaughlin (appointed 12 November 2016) Susan Rae (appointed 12 November 2016)
Secretary	Dr Jennifer Bloomfield
Key management personnel	Emma Ritch (Executive Director)
Independent Examiner	Anne Dobson Chartered Accountant Greenbank Accountants 6c Canaan Lane EDINBURGH EH10 4SY

Report of the directors

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:

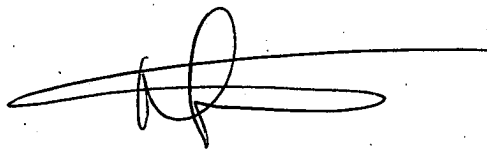
- select suitable accounting policies and then apply them consistently;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable accounting standards and statements of recommended practice have been followed, subject to any material departures disclosed and explained 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.

This report has been prepared in accordance with the Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and in accordance with the special provisions relating to small companies within Part 15 of the Companies Act 2006.

Approved by the board on 21 October 2017 and signed on its behalf by:

Nina Murray
Director



INDEPENDENT EXAMINER'S REPORT ON THE UNAUDITED ACCOUNTS OF ENGENDER

I report on the accounts of the charity for the year ended 31 March 2017 which are set out on pages 12 to 21.

Respective responsibilities of trustees and examiner

The charity's trustees (who are also the directors of the company for the purposes of company law) 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 2006 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 2006 Accounts Regulations. 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 view given by 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 Regulationshave 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
GREENBANK ACCOUNTANTS
EDINBURGH

26 OCTOBER 2017

Statement of financial activities (incorporating income and expenditure account)

		Unrestricted funds		Restricted funds	2017	2016
	Note	General funds	Designated funds			
		£	£	£	£	£
Income from:						
Donations and legacies	2	214,132	-	7,544	221,676	171,658
Charitable activities	3	24,506	-	-	24,506	15,987
Investments		125	-	-	125	72
Total Income		238,763	-	7,544	246,307	187,717
Expenditure on:						
Raising funds	4	6,040	-	-	6,040	5,091
Charitable activities	5	189,296	4,433	7,544	201,273	209,500
Total Expenditure		195,336	4,433	7,544	207,313	214,591
Net income/(expenditure) for the year		43,427	(4,433)	-	38,994	(26,874)
Transfers between funds		-	-	-	-	-
Total funds at 1 April 2016		51,754	4,942	-	56,696	83,570
Total funds at 31 March 2017	12,13	95,181	509	-	95,690	56,696

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

The statement of financial activities includes all gains and losses recognised in the year. All income and expenditure derives from continuing activities.

Engender
Financial statements for the year ended 31 March 2017

Balance Sheet

		Note	2017 £	2016 £
Fixed assets				
Tangible assets	9		4,623	2,586
Current assets				
Debtors	10	3,600	6,683	
Cash at bank and in hand		93,551	74,584	
		<u>97,151</u>	<u>81,267</u>	
Creditors: amounts falling due within one year	11	<u>6,084</u>	<u>27,157</u>	
Net current assets		<u>91,067</u>	<u>54,110</u>	
Net assets		<u>95,690</u>	<u>56,696</u>	
Funds				
Unrestricted funds				
General funds	12	95,181	51,754	
Designated funds	12	509	4,942	
Restricted funds	12	-	-	
		<u>95,690</u>	<u>56,696</u>	

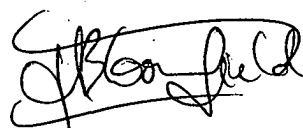
For the financial year ended 31 March 2017 the charitable company was entitled to exemption from audit under section 477 Companies Act 2006 and no notice has been deposited under section 476.

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 applicable in the UK and Republic of Ireland (FRS 102).

Approved by the Board of Directors on 21st October 2017 and signed on their behalf by:

Dr Jennifer Bloomfield
Director
Engender
SC286639



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 applicable in the UK and Republic of Ireland (FRS 102), the Companies Act 2006, the Charities and Trustee Investment (Scotland) Act 2005 and the Charities Accounts (Scotland) Regulations 2006 (as amended), and follow the recommendations in the Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 Jan 2015) – Charities SORP (FRS102).

The charity constitutes a public benefit entity as defined by FRS 102.

The Trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern.

Incoming resources

Income is recognised when the charity has entitlement to the funds, any performance conditions attached to the item(s) of income have been met, it is probable that the income will be received and the amount can be measured reliably. Income from government and other grants, whether "capital" grants or "revenue" grants, is recognised when the charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably and is not deferred. Income is deferred only when the charity has to fulfil conditions before becoming entitled to it or where the donor has specified that the income is to be expended in a future period.

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 raising funds are those costs incurred in attracting voluntary income.

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

1 Accounting policies (continued)

Debtors

Trade and other debtors are recognised at the settlement amount due after any discount offered. Prepayments are valued at the amount prepaid net of any discounts due.

Creditors

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any discounts due.

Pensions

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

Leases

Rentals paid under operating leases are charged to the profit and loss account on a straight line basis over the period of the lease.

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 process.

Notes to the financial statements

2 Donations and legacies

	Unrestricted funds		Restricted funds	2017 £	2016 £
	General funds £	Designated funds £	£		
Donations & Membership income	5,683	-	-	5,683	4,367
Scottish Executive	208,449	-	-	208,449	157,741
SCTS	-	-	-	-	150
Joseph Rowntree	-	-	-	-	9,240
SCVO	-	-	7,544	7,544	-
Zero Tolerance	-	-	-	-	160
	<u>214,132</u>	<u>-</u>	<u>7,544</u>	<u>221,676</u>	<u>171,658</u>

Income from donations and legacies was £221,676 of which £214,132 (2016: £162,418) was unrestricted and £7,544 (2016: £9,240) was restricted.

3 Income from charitable activities

	Unrestricted funds		Restricted funds	2017 £	2016 £
	General funds £	Designated funds £	£		
Consultancy	24,506	-	-	24,506	15,987

Income from charitable activities was £24,506 of which £24,506 (2016: £15,987) was unrestricted. No amounts were restricted in the current or prior year.

4 Raising funds

	Unrestricted funds		Restricted funds	2017 £	2016 £
	General funds £	Designated funds £	£		
Wages and salaries	4,357	-	-	4,357	4,345
Employer's NI contributions	623	-	-	623	376
Staff pension costs	1,060	-	-	1,060	370
	<u>6,040</u>	<u>-</u>	<u>-</u>	<u>6,040</u>	<u>5,091</u>

Expenditure on raising funds was £6,040 of which £6,040 (2016: £5,091) was unrestricted general. No amounts were restricted in the current or prior year.

Notes to the financial statements

5 Expenditure on charitable activities

	Unrestricted funds		Restricted funds	2017	2016
	General funds	Designated funds			
	£	£	£	£	£
Staff costs	138,522	-	6,282	144,804	105,603
Premises costs	16,413	-	-	16,413	14,662
Running costs	23,970	4,433	1,262	29,665	76,354
Motor and travel costs	3,966	-	-	3,966	4,708
Legal and professional fees	4,264	-	-	4,264	3,991
Interest and finance charges	140	-	-	140	685
Depreciation	842	-	-	842	2,157
Governance costs					
Accountancy fees	1,056	-	-	1,056	1,176
Committee expenses	123	-	-	123	164
	189,296	4,433	7,544	201,273	209,500

Expenditure on charitable activities was £201,273 of which £189,296 (2016: £168,386) was unrestricted general, £4,433 (2016: £nil) was designated and £7,544 (2016: £41,114) was restricted.

Support costs have not been separately identified as the Trustees consider there is only one charitable activity. Therefore, support costs relate wholly to that activity and have not been separately identified.

6 Net outgoing resources

Net outgoing resources are stated after charging:

	2017	2016
	£	£
Amounts payable to Independent Examiner:		
External scrutiny services	756	720
Accountancy services	4,564	4,447
Depreciation on owned assets	842	2,157
Other operating lease rentals	11,644	11,197

Notes to the financial statements

7 Staff costs

	2017 £	2016 £
Salaries and wages	134,012	95,795
Social security costs	6,232	6,742
Pension costs	10,599	8,155
	<u>150,843</u>	<u>110,692</u>

No staff member earned more than £60,000 (2016: none).

The average number of staff employed during the year was 6 (2016: 4).

The pension costs noted above relate to contributions made by the company in respect of certain employees to a defined contribution scheme. Pension costs are wholly charged to unrestricted funds.

The charity benefits from the contribution made by volunteers. In accordance with the Charities SORP (FRS 102), the general volunteer time is not recognised.

8 Trustees remuneration and related party transactions

No remuneration was paid to trustees in their capacity as trustees in the year (2016: £nil).

£49 of travel expenses were reimbursed to trustees in the year to 31 March 2017 (2016: £30), relating to three trustees.

9 Tangible assets

	Fixtures, fittings and equipment £	Computer equipment £	Total £
Cost			
At 1 April 2016	3,057	16,581	19,638
Additions	-	2,879	2,879
31 March 2017	<u>3,057</u>	<u>19,460</u>	<u>22,517</u>
Depreciation			
At 1 April 2016	1,606	15,446	17,052
Charge for the year	363	479	842
At 31 March 2017	<u>1,969</u>	<u>15,925</u>	<u>17,894</u>
Net book value			
At 31 March 2017	<u>1,088</u>	<u>3,535</u>	<u>4,623</u>
At 31 March 2016	<u>1,451</u>	<u>1,135</u>	<u>2,586</u>

Notes to the financial statements

10 Debtors

	2017	2016
	£	£
Trade debtors	200	2,995
Other prepayments and accrued income	3,400	3,688
	<u>3,600</u>	<u>6,683</u>

11 Creditors: amounts falling due within one year

	2017	2016
	£	£
Trade creditors	1,445	12,639
Other taxes and social security costs	3,062	2,224
Accruals and deferred income	1,143	11,366
Other creditors	434	928
	<u>6,084</u>	<u>27,157</u>

12 Movement in funds

	At 1 April 2016	Incoming resources	Outgoing resources	Transfers between funds	At 31 March 2017
	£	£	£	£	£
Restricted funds					
SCVO/Employee fund	-	7,544	7,544	-	-
	<u>-</u>	<u>7,544</u>	<u>7,544</u>	<u>-</u>	<u>-</u>
Unrestricted funds					
Designated funds					
Sue Innes Memorial Fund	509	-	-	-	509
W1 MEWS fund	4,433	-	4,433	-	-
General funds	51,754	238,763	195,336	-	95,181
	<u>56,696</u>	<u>246,307</u>	<u>207,313</u>	<u>-</u>	<u>95,690</u>
Total funds					

Notes to the financial statements

Restricted funds

SCVO/ Employee fund

The SCVO fund is provided by Community Jobs Scotland that is managed by Scottish Council for Voluntary Organisations. This Scottish Government funding was provided to support an employee to develop the skills required to enable them to enter sustainable employment through providing meaningful paid employment and training opportunities in the third sector.

Designated funds

Sue Innes Memorial Fund

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

W1 Minority Ethnic Women in Scotland

The W1 MEWS fund is being held for the steering group of this network of black and minority ethnic women, to which Engender has been providing development support.

13 Analysis of net assets between funds

	General funds £	Designated funds £	Total £
Tangible fixed assets	4,623	-	4,623
Net current assets	90,558	509	91,067
Net assets at 31 March 2017	<u>95,181</u>	<u>509</u>	<u>95,690</u>

14 Share capital

Engender is a private company limited by guarantee.

Notes to the financial statements

15 Financial commitments

At 31st March 2017 the company's future minimum operating lease payments are as follows:

	2017 £	2016 £
Within one year	7,977	11,644
Between one and five years	1,451	9,428
Over five years	-	-