

Engender
(A company limited by guarantee)

Report and financial statements
Year ended 31 March 2014

Charity no. : SC029053
Company no. : SC286639

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Engender
Financial statements for the year ended 31 March 2014

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Legal and administrative information

Company registration number	SC286639
Charity registration number	SC029053
Registered office	1a Haddington Place EDINBURGH EH7 4AE
Directors	Marsha Scott, Convener Nina Murray, Vice-Convener (appointed 12 October 2013) Emma Ritch, Vice-Convener (resigned 30 September 2013) Wendy Davies, Treasurer Kath Davies Anne Meikle (appointed 21 November 2013) Angela O'Hagan (appointed 21 November 2013) Lesley Sutherland Kirstein Rummery Kelley Temple Megan Bastick (appointed 25 April 2013) Emily Thomson Stacey Devine (resigned 14 June 2014) Hazel Smith (resigned 25 April 2013)
Secretary	Wendy Davies (appointed 12 October 2013) Emma Ritch (resigned 30 September 2013)
Independent Examiner	Anne Dobson Chartered Accountant Greenbank Accountants 134 Comiston Road EDINBURGH EH10 5QN

Report of the directors

The directors present their report together with the financial statements for the year ended 31 March 2014.

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

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

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

Appointment of Directors

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

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

Directors' induction and training

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

Organisational structure

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

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

Report of the directors (continued)

STRUCTURE, GOVERNANCE AND MANAGEMENT (continued)

Risk management

The main risks facing the charity are as follows:

- i) The financial crisis and consequential public sector cuts will impact on the voluntary sector's access to government funding. However, this context means that our work to embed our policy work in women's lived experience and promote gendered policy is even more valuable.
- ii) The focus on fiscal stimulus and growth in the context of a gender inequality is likely to result in actions that undermine women's economic, social and cultural rights and will therefore require Engender to engage more actively in ensuring that women understand that they have recourse in international human, economic, social and cultural rights instruments and public bodies are held to account. Such work is quite difficult to fund.
- iii) Funders will be looking for added value projects.
- iv) The cost of travelling and working with women's groups face to face is likely to become prohibitive.
- v) Pressure on household budgets mean that membership fees may be an expense that cannot be borne by some current and future members

Systems in place to manage the identified risks:

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

OBJECTIVES AND ACTIVITIES

Mission

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

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

Report of the directors (continued)

OBJECTIVES AND ACTIVITIES (continued)

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 2013-14

With funding from the Scottish Government and Awards For All

Gender and Scotland's futures

The Scottish independence question presented a significant opportunity for women in Scotland to engage with politics, and to imagine constitutional arrangements that might support women's equality.

This year we drew together the findings from our series of Feminists Talk Scotland's Futures discussion events, and our members-only Inspiring Women events, into a paper that set out the division of power and responsibility to tackle women's inequality between Westminster and Holyrood. This was launched at our International Women's Day conference on 7 March.

We hosted a number of discussion events during the year, including in partnership with the Scottish Centre on Constitutional Change, Glasgow's North West Women's Centre, and Glasgow East Women's Aid, and played host to commentators across the two campaigns on our blog. We produced 'gender edits' of the Scottish Government white paper on independence, and the Labour party's 'red paper'.

We have been delivering a significant project in partnership with the University of Stirling, funded by ESRC, on care under different constitutional arrangements, and will be disseminating findings from this work in the year to come.

Women's economic inequality

We launched our Marginal-Eyes film, produced by Media Co-op and funded by Awards for All, at our International Women's Day conference. This film explores the theme of women's unpaid and invisible domestic labour. The main focus of our work on women's economic inequality has centred around 'welfare reform'. We have been working with women from Glasgow's North West Women's Centre to capture the impact on them of 'welfare reform', and to enable them to articulate their experience of poverty. Building on this work, Engender has co-ordinated a coalition of women's organisations, including Close the Gap, Scottish Women's Aid, Scottish Refugee Council, Scottish Women's Convention, and Zero Tolerance to produce a briefing paper on women's negative experience of changes to the welfare benefits system. We have been represented within the Scottish Coalition on Welfare Reform.

Report of the directors (continued)

ACHIEVEMENTS AND PERFORMANCE 2013-14 (continued)

Women's rights are human rights

Engender has played a role in the implementation of the Scottish National Action Plan on human rights, and has taken part in a number of the working groups taking its actions forward, as well as on its leadership group.

We have continued to develop our work on CEDAW; hosting an event in partnership with the Equality and Human Rights Commission to brief members and stakeholders on the examination of the UK. We delivered a similar input to a conference in Wales on CEDAW and its implementation.

Engender and Rape Crisis Scotland co-hosted a discussion event on the Council of Europe convention on violence against women (Istanbul Convention), and secured commitment from the violence against women sector for action to encourage the Scottish Government to implement the convention in Scotland. This was part of the European Women's Lobby's 'Act Against Rape!' pan-European campaign.

Engender has played a full part in its capacity as Scotland's representative on the UK Joint Committee on Women, the UK's national co-ordination of the European Women's Lobby, and is currently serving as the convener of this group.

Communities of interest

Women are not a homogenous group, and Engender has always worked intersectionally and to tackle multiple discrimination and disadvantage.

Over the past year we have focused work on four specific intersecting identities. We have worked with women across Scotland from all faith communities and with women who have no belief to gather their perspectives on sectarianism, and to identify how this manifests in communities and in women's lives. This has been a significant project, involving events attracting hundreds of women and a participatory film project. We have worked with disabled people's organisations and violence against women organisations on disabled women's experience of men's violence, and have co-hosted events with Inclusion Scotland and with Rape Crisis Scotland and Shakti Women's Aid. We have worked with the black women's network W1 MEWS to support their development and sustainability. We have worked with young women to enable them to contribute to a NAWO-led young women's manifesto for the European elections.

Membership and communications

We have refreshed our website this year, and changed the ways that we communicate with our members. Engender members now receive a weekly bulletin on gender equality matters in Scotland, the UK, and Europe.

Report of the directors (continued)

ACHIEVEMENTS AND PERFORMANCE 2013-14 (continued)

Voluntary Action Fund

Engender has received funding to undertake a substantial piece of research on women and sectarianism. Engender has been developing and delivering a project that provides opportunities for women to share their experience and understanding of intra-Christian sectarianism in Scotland. The aim of the project will be to generate a gendered perspective on sectarianism and increase awareness amongst community groups, partners working on sectarianism and women's sector organisations. The project will have three key areas of activity:

- Partnership working with other CSU funded partner organisations to develop an understanding of women's experiences and of their views of sectarianism in their communities.
- Facilitated groupwork with women using participatory research techniques to provide women with a safe space in which to reflect on their views and experiences.
- Film-based project to capture young women's perspectives of sectarianism, faith and community.

PLANS FOR FUTURE PERIODS

With Scottish Government funding

Engender will continue its work to raise awareness of the importance of gender amongst other organisations.

- **Independence referendum:** In the coming year we will be working to create space for women to articulate their views on the constitutional arrangements in Scotland, and providing information on the current division of power and responsibility and how this relates to women's equality. We will be acting in the post-referendum period to gender the discussion about Scotland's constitutional development.
- **Refugee and asylum:** We will be working closely with the Refugee Women's Strategy Group, and will be creating briefing materials from the work undertaken with Umoja Inc to explore the gendered dimensions of women's experience of asylum.
- **Economic inequality:** We will continue to work closely with our partners in the Scottish Campaign On Welfare Reform (SCOWR), and the coalition of women's organisations that we have brought together to continue to gender the 'welfare reform' debate, and to build capacity within policymakers and others to gender the mitigation of income inequality.
- **Disability:** We will continue to develop our partnership with disability organisations to highlight issues specifically facing disabled women, and to contribute to shadow reporting with regard to the UN Convention on the Rights of Disabled People.
- **Care:** We will continue our project in partnership with the University of Stirling on care and constitutional futures.

Report of the directors (continued)

- **Employment:** We will co-host a gender and employability event and will disseminate the learning from it.

To promote gendered policy and measurement of success we will engage in networks relevant to these goals. These networks will include:

- The Scottish Women's Budget Group.
- European Women's Lobby.
- UK Joint Committee on Women.

Engender will use its ECOSOC status to engage with UN bodies to hold the UK and Scottish Government's accountable for the realisation of women's rights in Scotland.

Providing a gendered analysis of public policy in response to policy consultations will be a key area of work.

Developing Engender's digital presence and capacity in using social media will engage people more effectively in the issues impacting on women's equality and rights. In the coming year we aim to build on our existing capacity to facilitate wider and more diverse engagement.

In the year ahead we will be continuing to develop our membership structure and aim to provide more opportunities for members to be active within the organisation.

With Community Safety Unit (CSU) funding

Engender will finalise our project that provides opportunities for women to share their experience and understanding of intra-Christian sectarianism in Scotland. We will have generated a gendered perspective on sectarianism and increase awareness amongst community groups, partners working on sectarianism and women's sector organisations.

Report of the directors (continued)

FINANCIAL REVIEW

The charity had a surplus for the year of £28,794 (2013: deficit of £5,711). The charity's accumulated surplus stands at £25,169 (2013: deficit of £3,625) at the balance sheet date.

Principal funding sources

The main sources of funding for the year have been the Scottish Government, the Voluntary Action Fund, Awards for All Scotland and consultancy work carried out. There is also unrestricted membership/donation income. These monies have enabled Engender to carry out its objectives.

Reserves policy

The charity does not have free reserves at 31 March 2014. 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. The trustees plan to work towards this objective.

TRUSTEES' RESPONSIBILITIES FOR THE FINANCIAL STATEMENTS

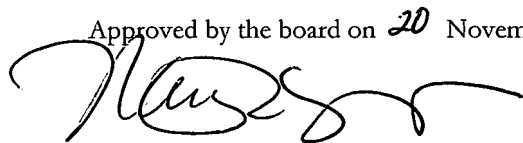
Company law requires the trustees to prepare financial statements for each financial year which give a true and fair view of financial activities of the charitable company during the year and of the financial position at the end of the year. In preparing those financial statements, the trustees are required 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 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 20 November 2014 and signed on its behalf by:



Marsha Scott
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 2014 which are set out on pages 12 to 20.

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 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 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 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
GREENBANK ACCOUNTANTS
EDINBURGH

18 December 2014

Statement of financial activities (incorporating income and expenditure account)

		Unrestricted funds		Restricted funds	2014	2013
	Note	General funds	Designated funds			
		£	£	£	£	£
Incoming resources						
Incoming resources from generated funds						
Voluntary income	2	122,242	-	100,868	223,110	124,330
Investment income		77	-	-	77	21
Incoming resources from charitable activities						
	3	8,540	6,200	-	14,740	56,693
Total incoming resources		130,859	6,200	100,868	237,927	181,044
Resources expended						
Costs of generating funds						
Costs of generating voluntary income	4	3,744	-	-	3,744	4,874
Charitable activities	5	121,394	1,767	80,376	203,537	180,696
Governance costs	6	1,852	-	-	1,852	1,185
Total resources expended		126,990	1,767	80,376	209,133	186,755
Net income/(expenditure) for the year		3,869	4,433	20,492	28,794	(5,711)
Total funds at 1 April 2013		(5,134)	1,509	-	(3,625)	2,086
Total funds at 31 March 2014	14	(1,265)	5,942	20,492	25,169	(3,625)

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

Engender
Financial statements for the year ended 31 March 2014

Balance sheet

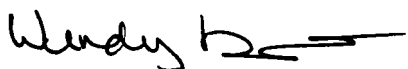
		2014		2013	
	Note	£	£	£	£
Fixed assets					
Tangible assets	10		1,824		23
Current assets					
Debtors	11	7,088		15,023	
Cash at bank and in hand		61,574		19,352	
		<u>68,662</u>		<u>34,375</u>	
Creditors: amounts falling due within one year	12	<u>45,317</u>		<u>38,023</u>	
Net current assets / (liabilities)			<u>23,345</u>		<u>(3,648)</u>
Net assets / (liabilities)			<u>25,169</u>		<u>(3,625)</u>
Funds					
Unrestricted funds					
General funds	14		(1,265)		(5,134)
Designated funds	14		5,942		1,509
Restricted reserves	14		20,492		-
			<u>25,169</u>		<u>(3,625)</u>

For the financial year ended 31 March 2014 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 20 November 2014 and signed on their behalf by:



Wendy Davies
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 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. The accounts have been prepared on the going concern basis as the trustees are satisfied that funding secured will enable the organisation to continue in existence.

Incoming resources

Income is recognised in the period in which the charity is entitled to receipt and the amount can be measured with reasonable accuracy. 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 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

1 Accounting policies (continued)

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 processes.

2 Voluntary income

	2014 £	2013 £
Donations	783	1,258
Scottish Executive	120,000	120,000
EHRC	-	902
Awards for all	10,000	-
Membership income	1,459	2,170
VAF CSU	90,868	-
	<u>223,110</u>	<u>124,330</u>

Notes to the financial statements

3 Incoming resources from charitable activities

	2014	2013
	£	£
Consultancy	14,740	36,904
Interreg IVA	-	19,789
	<u>14,740</u>	<u>56,693</u>

4 Costs of generating voluntary income

	2014	2013
	£	£
Wages and salaries	3,312	4,129
Employer's NI contributions	359	466
Staff pension costs	73	279
	<u>3,744</u>	<u>4,874</u>

5 Charitable activities

	2014	2013
	£	£
Staff costs	94,464	103,604
Premises costs	16,938	15,829
Running costs	86,863	53,522
Motor and travel costs	3,363	6,895
Legal and professional fees	1,743	519
Interest and finance charges	160	319
Depreciation	6	8
Total	<u>203,537</u>	<u>180,696</u>

Notes to the financial statements

6 Governance costs

	2014 £	2013 £
Accountancy fees	980	962
Committee expenses	872	223
	<u>1,852</u>	<u>1,185</u>

7 Net outgoing resources

Net outgoing resources are stated after charging:

	2014 £	2013 £
Amounts payable to Independent Examiner/ Reporting Accountant:		
External scrutiny services	770	750
Accountancy services	1,418	212
Depreciation on owned assets	6	8
	<u> </u>	<u> </u>

8 Staff costs

	2014 £	2013 £
Salaries and wages	89,935	97,285
Social security costs	7,546	7,756
Pension costs	726	3,437
	<u>98,207</u>	<u>108,478</u>

No staff member earned more than £60,000 (2013: none).

The average number of staff employed during the year was 5 (2013: 5).

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 (2013: £nil).

£90 of expenses were reimbursed to trustees in the year to 31 March 2014 (2013: none).

Notes to the financial statements

10 Tangible assets

	Fixtures, fittings and equipment £	Computer equipment £	Total £
Cost			
At 1 April 2013	410	13,321	13,731
	-	1,807	1,807
	<u>410</u>	<u>15,128</u>	<u>15,538</u>
31 March 2014			
Depreciation			
At 1 April 2013	387	13,321	13,708
Charge for the year	6	-	6
	<u>393</u>	<u>13,321</u>	<u>13,714</u>
At 31 March 2014			
Net book value			
At 31 March 2014	<u>17</u>	<u>1,807</u>	<u>1,824</u>
At 31 March 2013	<u>23</u>	<u>-</u>	<u>23</u>

11 Debtors

	2014	2013
	£	£
Trade debtors	4,449	6,549
Interreg debtor	-	6,384
Other prepayments and accrued income	2,639	2,090
	<u>7,088</u>	<u>15,023</u>

12 Creditors: amounts falling due within one year

	2014	2013
	£	£
Trade creditors	41,465	5,282
Other taxes and social security costs	2,387	2,317
Accruals and deferred income	1,465	30,424
	<u>45,317</u>	<u>38,023</u>

Notes to the financial statements

13 Deferred income

	£
Balance at 1 April 2013	30,000
Income allocated during the year	(30,000)
	<hr/>
Balance at 31 March 2014	-
	<hr/>

14 Movement in funds

	At 1 April 2013	Incoming resources	Outgoing resources	At 31 March 2014
	£	£	£	£
Restricted funds				
VAF CSU	-	90,868	(70,376)	20,492
Awards for All	-	10,000	(10,000)	-
	<hr/>	<hr/>	<hr/>	<hr/>
	-	100,868	(80,376)	20,492
Unrestricted funds				
Designated funds				
Sue Innes Memorial Fund	1,509	-	-	1,509
W1 MEWS fund	-	6,200	(1,767)	4,433
General funds	(5,134)	130,859	(126,990)	(1,265)
	<hr/>	<hr/>	<hr/>	<hr/>
Total funds	<u>(3,625)</u>	<u>237,927</u>	<u>(209,133)</u>	<u>25,169</u>

Restricted funds

VAF CSU

The Scottish Government, through the Voluntary Action Fund have provided a grant to Engender contribute to tackling intra-Christian sectarianism in Scotland through their community based anti-sectarian project.

Awards for All

Awards for All have provided a grant to make the CEDAW animation.

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.

Notes to the financial statements

15 Analysis of net assets between funds

	General funds £	Designated funds £	Restricted Funds £	Total £
Tangible fixed assets	1,824	-	-	1,824
Net current assets	(3,089)	5,942	20,492	23,345
Net assets at 31 March 2014	<u>(1,265)</u>	<u>5,942</u>	<u>20,492</u>	<u>25,169</u>

16 Share capital

Engender is a private company limited by guarantee

17 Financial commitments

At 31st March 2014 the company had annual commitments under non-cancellable operating leases as follows:

	2014 £	2013 £
Expiry date:		
In 1-2 years	792	-
In 2-5 years	11,000	-
In over five years	<u>-</u>	<u>12,311</u>