

# IRISE INTERNATIONAL

England & Wales · Charity number 1157722

## Details

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**Other names** IRISE

**Status** Registered

**Legal form** CIO

**Registered** 2014-07-04

**Register** [View on the Charity Commission register](#)

## Contact

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**Address** c/o Zest  
18 Upperthorpe  
Sheffield  
S6 3NA

**Phone** 01147069955

**Email** [info@irise.org.uk](mailto:info@irise.org.uk)

**Website** [www.irise.org.uk](http://www.irise.org.uk)

## Activities

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**Objects:** THE ADVANCEMENT OF EDUCATION, THE PRESERVATION AND PROTECTION OF GOOD HEALTH AND THE PREVENTION OR RELIEF OF POVERTY AMONG WOMEN AND GIRLS BY WORKING TO IMPROVE SANITATION AND HEALTH EDUCATION IN THEIR COMMUNITIES AND SCHOOLS, WITH A FOCUS ON SUB SAHARAN AFRICA AND THE UK.

**Activities:** We work to develop a replicable and sustainable solution to the issues of period poverty and period equality in both the UK & East Africa. Our aim is a world where everyone can reach their full potential, regardless of their period.

## Classification

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- **How:** Makes Grants To Individuals, Makes Grants To Organisations, Provides Human Resources, Provides Services, Sponsors Or Undertakes Research
- **What:** General Charitable Purposes, Education/training, The Advancement Of Health Or Saving Of Lives, The Prevention Or Relief Of Poverty, Economic/community Development/employment
- **Who:** Children/young People, Other Charities Or Voluntary Bodies

## Geography

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- Uganda
- Throughout England

## Finances

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Period end	Income	Expenditure	Assets	Employees
2024-12-31	£200,382	£245,709	-	-
2023-12-31	£234,416	£230,482	-	-
2022-12-31	£289,949	£212,397	-	-
2021-12-31	£186,289	£259,908	-	-
2020-12-31	£261,270	£188,046	-	-

## Trustees

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Name	Role	Appointed
Dr Lilian Mabonga		2025-11-06
Ella McNab		2025-05-01
Joannie Nakakawa Hampson		2018-11-04
Julia Maria Angeli		2025-11-06
Katherine Thiselton		2023-06-12
Kimber Bialik		2023-06-12
Rachel Mclafferty		2024-11-25

**IRISE INTERNATIONAL**

England & Wales - Charity number 1157722

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# Accounts

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# **Irise International**

**Impact Report 2024**

**Global Menstrual Justice**

[www.irise.org.uk](http://www.irise.org.uk)



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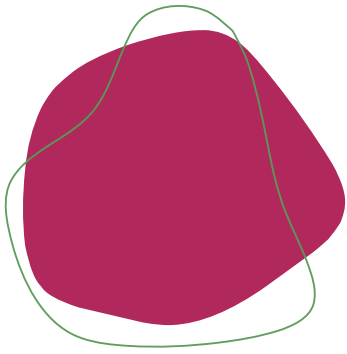
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# Legal and Administrative Information



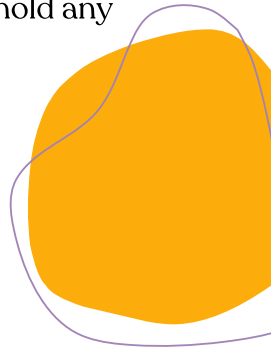
## Trustees

Linda Baines (Chair)  
Rachel McLafferty (Treasurer)  
Joanne Nakakawa-Hampson  
Kimber Bialik  
Amisa Rashid  
Katie Thiselton

Sophie Rowson (stepped down November 24)  
Rowena Collings (stepped down July 24)  
Gloria Diamond (stepped down July 24)

## Empower Period Committee

Our Empower Period Committee is made up of 12 menstrual justice activists from across the UK. They advise the board and staff on our youth-led work in the UK. They do not hold any formal legal or governance responsibilities.



## Executive

Chrissy Cattle (CEO)  
Principal Address:  
7 Castle Street  
Sheffield  
S3 8LT  
[www.irise.org.uk](http://www.irise.org.uk)  
UK Registered Charity Number: 1157722  
Uganda NGO Registration Number: 11946

In East Africa, Irise International works in partnership with our sister organisation, Irise Institute East Africa (IIEA). IIEA are registered in Uganda and their main office is in Kampala. They have an independent board and receive income independently of Irise International. The relationship between Irise International and IIEA and our shared goals are laid out in a Memorandum of Understanding and jointly created Global Strategic Framework. A grant agreement governs the transfer of funds.

# Message from the Chair

Irise was founded in 2014, at a time when the terms "period inequality" and "menstrual injustice" were virtually unknown. Since then, Irise has led the charge in a rapidly growing global movement, achieving worldwide recognition and accolades for our transformative work on a critical issue of gender equality. Our approach to global justice is deeply rooted in the principles of feminist leadership and values, ensuring our work is not only impactful but grounded in a commitment to equality and empowerment.

Whether in the UK or through our sister organisation, Irise Institute of East Africa (IIEA), we continue to support and collaborate with more than 200 grassroots and community-based groups across both regions. Together, we are fighting for local change, advocating for awareness, and pushing for systemic transformation on both national and global stages. Our efforts have had far-reaching effects, empowering women and girls in Uganda, East Africa, the UK, and beyond, and contributing to broader struggles for justice and equality.

2024 has been a year of significant transitions, with the departure of our founders, Emily (former CEO) and Calum (former Head of Operations), whose inspirational leadership has guided us for over a decade. In April, we welcomed Chrissy Cattle as Irise's new CEO, and she has already embraced the challenge with energy and vision. Chrissy has launched several exciting new initiatives for Irise, and there are many more in the pipeline, setting the stage for even greater impact.

As the world grows more threatening, with the rights of women and girls facing unprecedented attacks, it is vital that we hold fast to Irise's vision and purpose: to elevate the voice and power of those most affected by period inequality and injustice. We must renew our collective commitment to fight for menstrual justice and health for all women and girls, wherever they are.

Irise has sparked and nurtured a movement to challenge not only period inequality but also the broader social injustices that it reflects. I look forward to continuing this journey with our new CEO, alongside our incredible youth activists whose leadership, passion, and commitment inspire us all.

Together with my fellow trustees and the board at Irise Institute of East Africa, we will guide the Irise group and our wider community into an even more exciting and impactful second decade of work.



Linda Baines

**Linda Baines,  
Chair of the Board**



# Objectives and Activities

## Our Strategic Priorities for 2021-24



### **Spearhead the creation and expansion of a global Irise community that can shape the global period equality agenda**

- In partnership with Irise Institute East Africa, established, scaled and distributed funding via The Period Equality Network (TPEN) - a network of 160 grassroots organisations across East Africa.
- Led a Global Call to Action for Menstrual Justice at Women Deliver Conference and published our call in the BMJ.
- Published Scarlet Murmurations: Advancing Global Menstrual Justice, a pioneering report that provides a new framework for the global menstrual justice movement, amplifying diverse voices and driving systemic change worldwide.



### **Support young people and their communities across the contexts where we work to recover from the covid-19 crisis and resume progress towards Sustainable Development Goal 5; Achieve Gender Equality and Empower All Women and Girls by 2030**

- Delivered the groundbreaking, evidence-based Period Friendly Schools Programme in 74 government schools across Jinja, Uganda - pioneering inclusive adaptations for refugee settings and learners with special educational needs.
- Published a landmark report with IIEA on the impact of the pandemic on girls' rights under the Period Equality Framework - exposing deepened inequalities and setting an evidence-based agenda for recovery and resilience.



### **Champion diverse leadership and enable more young people to realise their potential to lead and shape a more inclusive agenda**

- Established our youth board, the Empower Period Committee - a dynamic group of diverse youth activists leading bold campaigns, shaping national policy, and placing young voices at the heart of the UK's fight to end period poverty and shame.



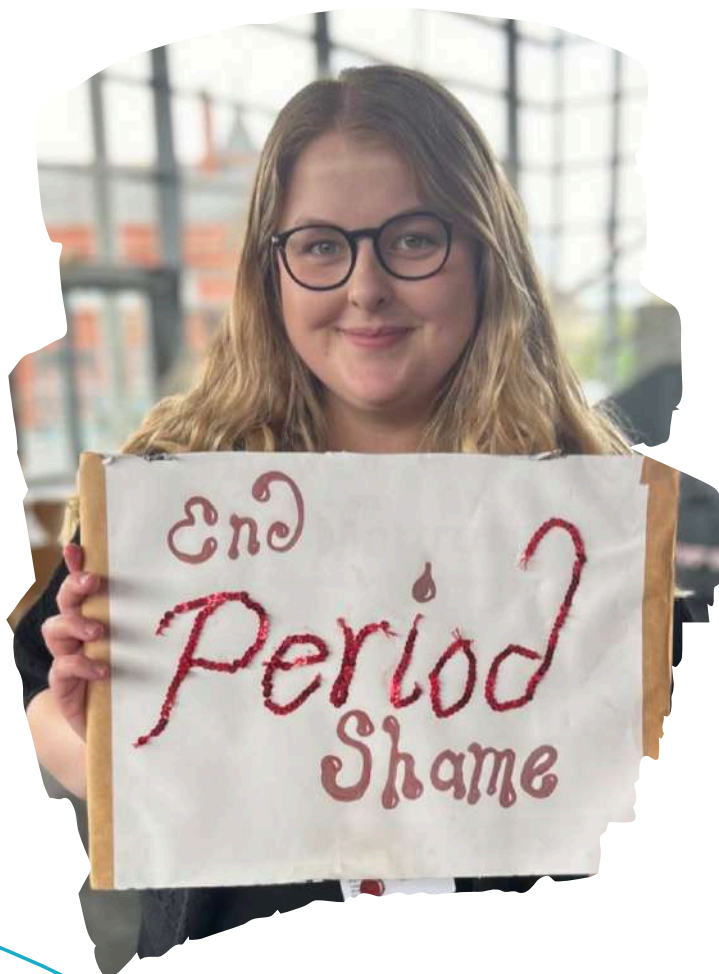
### **Realise period equality across the contexts where we work through a combination of programme delivery, learning-focused work and advocacy - working to realise the UK government target of ending period poverty and shame in the UK by 2025 and globally by 2030**

- Led the UK's youth-driven movement for menstrual justice through the Every Period Counts campaign, our flagship Empower Period Programme and the development of the UK's first Toilet Policy Toolkit - demanding government action of period inequity.
- Made Sheffield the UK's first Period Proud city - establishing 9 community-led period product banks, tackling stigma with local partners, and putting lived experience at the heart of the city's Menopause & Period Charter.

**2024 marks the end of our current strategy. In early 2025, Irise International will launch a new five-year strategy. Over the course of 2025, we will be working with IIEA to update our Global Strategic Framework which guides our partnership and sets out a roadmap for our global sisterhood.**

# Highlights of 2024

- Launched the UK's first city-wide Period & Menopause Charter and distributed 2,228 period products across our network of period products banks in Sheffield.
- Launched the first-of-its-kind State of Period Equity in the UK report in partnership with In-Kind Direct, revealing the intergenerational nature of period inequity and the significant cost to the UK economy in lost workdays
- Developed and launched a youth-led Toilet Policy Toolkit to drive period equity in UK schools and ensure the effective operationalization of the government's free period product scheme in schools.
- Reignited the Empower Period Committee, bringing 12 new young activists to co-produce Irise's strategy and programs, driving change through their own initiatives and campaigns.
- Together with IIEA, mobilise resource to scale and deepen the Period Positive Schools & Communities programme across Uganda and distribute funding to grassroots actions for menstrual justice through the Period Equality Network, comprising 160 organizations, and influencing policy dialogues and agendas in East Africa, and beyond.
- Launched Scarlet Murmurations: Advancing Global Menstrual Justice, a new report and framework to amplify collective action, foster cross-sector collaboration, and advance a justice-centered approach to menstrual action globally.



# In the UK



# Period Proud Sheffield

## The Period & Menopause Charter

We have been working with Sheffield City Council to ensure that youth-voice is centred in the development of the UK's first city-wide Period & Menopause Charter which was officially launched in November 2024.



**Councillor Fran Belbin**  
Deputy Chair of the Strategy and Resources  
Committee  
Sheffield City Council

“Both period poverty and the impacts of the menopause can have a significant impact on people’s lives. It’s important we do all we can create literacy about period equity and the menopause in our communities and this Charter goes some way to achieving that. It’s crucial that anyone who experiences menstruation or the menopause can do so in a supportive environment with the support of their employers, community and their council. The collaborative approach we have taken to create this Charter has been invaluable and I hope together we can continue to raise awareness of these topics.”

## Our Network of Period Product Banks

Irise has established a network of period product banks across Sheffield in host community partners, ensuring that nobody in our home city lacks access to the period products they need. The banks provide judgement-free access to a variety of products including disposable pads and tampons, as well as menstrual cups and period pants.

Thanks to our product partners Modibodi, Nixibodi, Rubycup, Asan Cup, Days for Girls and to our Period Proud Sheffield volunteers.

**2228** period products  
distributed  
via our network of banks  
in 2024



SHEFFIELD

# Every Period Counts



## UK Schools Toilet Policy Toolkit

During our Every Period Counts campaign in 2023, hundreds of young people across the UK shared their experiences with Irise, highlighting the widespread challenges of accessing both toilet facilities and period products at school, despite schools being part of the government's Period Product Scheme.

One 16-year-old pupil shared, **“My school has now put shutters on every single toilet.”**

From locked toilets to cubicle doors being removed, young people across the UK are facing daily barriers to accessing toilets during school hours. This issue extends beyond period inequality to encompass a human rights concern, affecting not only those with periods but also students with bladder and bowel conditions.

As one 22-year-old said, **“The never-ending debate of accessing toilets in schools must be addressed if we want to create inclusive education for all. The best way to do that? Include us. Young people have to be involved to ensure we have lasting change for everyone in the schooling system.”**

In the summer of 2024, Irise brought together a diverse group of young people from across the UK, along with their allies and educators, in a roundtable hosted by the Lord Mayor, Jayne Dunn, to directly inform the creation of a 'Toilet Policy Toolkit.' This toolkit equips schools with the necessary tools to design a Toilet Policy that is inclusive and works for all students.

Ever wondered what a Gold Standard Loo might look like? The toolkit covers a wide range of issues related to toilet access, including supporting pupils with periods during exam time, addressing the intersectional concerns of vaping in toilets, and ensuring LGBTQAI+ students can access both toilets and period products, among others.

Endorsed by leading organisations such as Bloody Good Period and Plan UK, the Toilet Policy Toolkit will be launched in February 2025, along with a Welsh-translated version, in collaboration with phs Group.

The next exciting step for this innovative project is to pilot the toolkit in schools across the UK, taking us one step closer to achieving inclusive and equitable school environments for all students. We will also be working with the Department of Education to use the toolkit to develop national toilet access guidance for all UK schools.

### TOILET POLICY TOOLKIT

A TOOLKIT DEVELOPED BY  
YOUNG PEOPLE &  
EDUCATORS TO HELP  
SCHOOLS REVOLUTIONISE  
THEIR TOILET POLICY FOR  
PERIOD EQUITY

AND BEYOND...!



# EMPOWER PERIOD Committee

**In September 2024, we recruited 12 new menstrual justice activists to our youth board, the Empower Period Committee. Aged 18-30 and from all parts of the UK, they work closely with Irise's team and board of Trustees to co-produce our strategy and programmes, as well as leading on their own campaigns and initiatives.**

So far, the committee has:

- Represented Irise at a number of events at the Houses of Parliament in London
- Kick-started a campaign to include period products as emoji's
- Applied for funding to bring them together and fund their own campaigns and initiatives
- Designing a new program for period equity in women's prisons

and much more...

In July, Irise joined Empower Period Committee member Molly Fenton at the Senedd in Wales for a youth-led event spotlighting period inequity. Hosted by young advocates, the event fostered collaboration around Period Proud Wales, bringing together policymakers, activists, and community leaders to drive meaningful change.



# Research & Collaboration

## State of Period Equity in the UK

In partnership with In-Kind Direct and with support from Essity, our [State of Period Equity in the UK](#) report sheds light on the lifelong impact of period inequity. Based on surveys and interviews with over 5,000 people across the UK, the findings expose cycles of exclusion that begin in school, persist into the workplace, and extend throughout life. Period inequity is a hidden burden—but one we can collectively lift. Everyone has a role to play in ensuring access to the right products, support, and education without shame or stigma. Our report outlines clear, actionable steps for policymakers, businesses, and civil society to drive systemic change, including expanding local, culturally sensitive services that meet diverse needs.

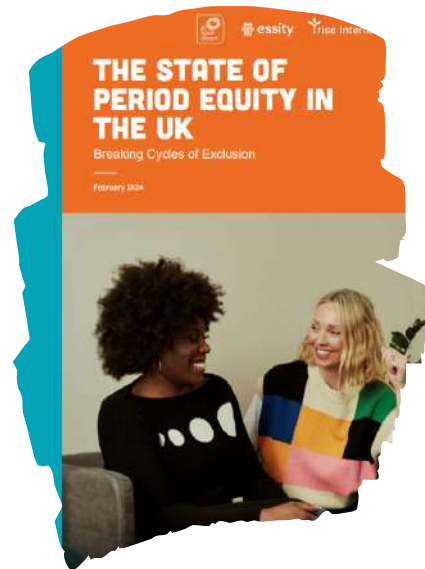
The research highlights several critical findings:

- **Significant Economic Impact:** Period inequity leads to substantial work absences, costing the UK economy approximately £3.25 billion annually.
- **Persistent Product Inaccessibility:** Many individuals lack access to essential period products, negatively affecting their confidence and well-being. Notably, nearly 1 in 5 (18%) who lacked products in childhood continue to face shortages in adulthood.
- **Educational Gaps:** A significant portion of individuals who received menstrual education in school felt it was insufficient, necessitating further self-education post-schooling.
- **Cycles of Exclusion:** Period inequity initiates cycles of exclusion that begin in school, persist into the workplace, and extend throughout life, underscoring the need for systemic change.

The report advocates for collaborative efforts among policymakers, businesses, and civil society to ensure shame-free access to appropriate products, support, and education, aiming to break these cycles of exclusion.

## Period Equity Alliance

The Advisory Group for this research collaboration has evolved into the newly established Period Equity Alliance, a collective of like-minded organizations working together to achieve period equity in the UK. Hosted by In-Kind Direct with support from Essity, the Alliance focuses on joint advocacy and policy influence, especially around key issues such as the RSHE guidance and changes to the government's free period product scheme.



# Research & Collaboration

Irise sits on an advisory board for a number of research collaborations, ensuring youth voice and lived experience leadership.

## **James Lind Alliance - Problematic Menstrual Bleeding**

The aim of the Problematic Menstrual Bleeding Priority Setting Partnership is to identify the unanswered questions about the management (diagnosis, treatment and support) of irregular, frequent, heavy or prolonged menstrual bleeding from the perspective of those with lived experience, their parents and carers, and health and social care professionals, and then prioritise the questions that these groups agree are the most important for research to address.

## **London School of Hygiene and Tropical Medicine**

In June 2024, Irise International played a key role in shaping global conversations on menstrual health research. Our CEO took part in a webinar at the London School of Hygiene and Tropical Medicine (LSHTM) to share the latest research and explore its implications for advocacy and policy. The research presented highlighted menstrual health challenges:

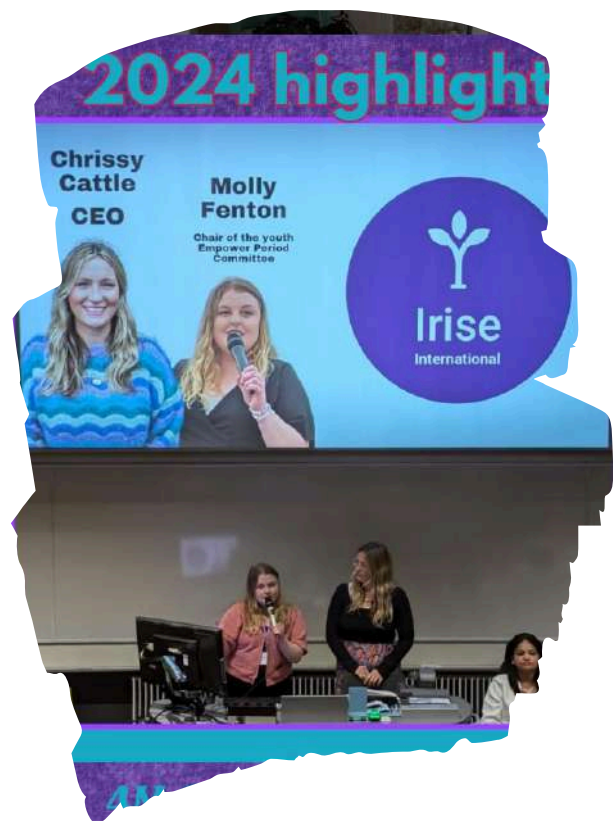
- In schools across The Gambia, Tanzania, and Uganda
- Among women and girls with intellectual disabilities in Vanuatu
- Among women and healthcare workers in Zimbabwe

This event was a critical step in advancing the global menstrual justice movement, sparking discussions on how research can inform policy change, advocacy strategies, and inclusive approaches to menstrual justice worldwide.

## **4M Conference**

Irise, alongside Molly Fenton, a member of the Empower Period Committee, attended the inaugural 4M Conference in Exeter, where we led a panel discussion on the vital role of youth leadership in the menstrual movement.

This groundbreaking event brought together academics, practitioners, and advocates working across the four key areas of menarche, menstruation, menopause, and mental health. As the first conference of its kind, it provided a unique space to bridge research and practice, ensuring that the lived experiences of young people help shape the future of menstrual health policy and action.





**In East Africa**

# Irise & IIEA: A Global Sisterhood for Menstrual Justice



Throughout 2024, the partnership between Irise International and Irise Institute East Africa in Uganda grew even stronger. Irise's new CEO visited the teams in Kampala and Jinja, deepening connections and gaining firsthand insight into their impactful work. New funding partnerships have also been secured, ensuring continued support for grassroots efforts and long-term change. To date, IIEA's work has impacted 186,565 people across East Africa.

## Period Positive Schools & Communities

Irise continued to mobilize resources for IIEA's flagship program, which takes a holistic, community-centered approach to achieving period equity. The program works closely with local government, targeting government-funded schools in Jinja District to shift social norms within the community, improve education, and enhance WASH (Water, Sanitation, and Hygiene) facilities in schools. It also distributes reusable products to students while providing education for both girls and boys. The program has been successfully adapted for humanitarian contexts in Nakivale refugee camp and tailored to support disabled students. Throughout 2024, new funders joined the initiative, enabling the program to deepen its impact and scale. Looking ahead to 2025 and beyond, there are plans to expand to additional districts across Uganda and scale best practice across the East Africa region.

## Faroe ODA Launch Event

On July 31, 2024, Irise Institute East Africa launched the scaling of the Period Positive Schools & Communities Programme in Kampala, Uganda, bringing together 40 key stakeholders from government, academia, and civil society. The programme, supported by Faroe ODA funding, will reach 6,000 girls, including 1,000 with disabilities, improving period management, reducing absenteeism by at least 50%, and enhancing teacher training, WASH facilities, and community engagement. Speakers highlighted the programme's impact, including an 80% drop in absenteeism and better academic outcomes, while TPEN members shared insights on collective advocacy. The event concluded with the formal launch by Dr. Harriet Kebirungi, reinforcing the vision for menstrual justice for all.



# 2024 Impact

74

Schools participated

620

Teachers trained

88%

of Students felt more comfortable talking about periods

85%

of schools updated WASH policies

32

student-led campaigns in schools

1,500,000

Students benefitted

30%

decrease in absenteeism

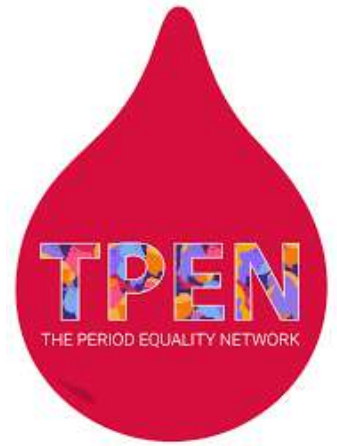
1,000,000

Period products distributed



# The Period Equality Network

**TPEN is emerging as a powerful civil society voice within the East African landscape, and is becoming well known and respected as an expert network within the menstrual space. IIEA has continued to coordinate the 160 member organisations of TPEN to participate in various advocacy processes at national, regional and global levels. These include participation of members in the MHM National Steering Committee meetings hosted by the Ministry of Education and Sports. In the global advocacy space, members of the TPEN network have been invited to host fireside chats with the Global Menstrual Collective, elevating grassroots action in menstrual health to a wider global menstrual sector audience.**



In early 2024, the second round of the small grants programme for TPEN members was launched, providing £28,000 in small grants to the following grassroots actors across the East Africa region. These organizations received the following grants in early 2024:

- Rural Aid foundation Uganda - £3,000 towards a project developing a new harm reduction and human rights approach to menstrual health with Rwandan refugees living in Uganda
- Zamara Foundation - £5,000 to support the menstrual justice movement in Kenya
- Marahaba Music Expo - £1,500 to create a public education campaign focused around a song and music video sharing menstrual health information across Burundi
- Faraja Africa Foundation - £5,000 for a project in Uganda using digital storytelling to combat period stigma
- Child Aid Uganda - £2,000 to support those orphaned by HIV to stay in school during menstruation via a combination of education sessions, support for teachers, and product provision
- Arise Integrated Development Effort - £3,000 to provide holistic period support to girls with disabilities and their carers
- Hope for Single Mothers with Disabilities - £2,000 to establish period product banks and deliver community for single mothers and girls with disabilities in Rwanda
- Tanzania Wote Equality Alliance - £3,000 to provide holistic period support to a community in Tanzania
- Girls Must Uganda - £2,000 to tackle period inequality in Ugandan schools via football champions
- Dodi-Community Foundation - £1,500 to improve period infrastructure in a Ugandan primary school



# Training & Capacity Building for TPEN Members

IIEA secured co-funding from Foundation for a Just Society to resource an online training programme – The Menstrual Justice Academy. This programme, attended by 40 TPEN members to date, is designed to support TPEN member organisations to develop powerful advocacy campaigns around menstrual health. Whilst TPEN itself is a powerful network for joint advocacy, the role that small organisations play within their own contexts in advocating for menstrual justice is key – and for many small organisations it's challenging to access training, specifically relevant for those advocating around menstrual justice.

## Menstrual Health Day Celebrations

On May 23rd, 2024, Irise and IIEA partnered with global and regional organizations including Days for Girls, IMATTER Initiative, Dwona Initiative, and Women Initiative Djibouti, to host a high-level advocacy webinar ahead of Menstrual Health Day. Aligned with the theme "Together for a Period-Friendly World," the event, titled "Building Bridges for Period-Friendly Communities," brought together government officials, policymakers, academics, practitioners, and grassroots advocates to advance the menstrual justice agenda.

The webinar highlighted:

- The critical role of academia in generating evidence for menstrual health programming.
- Progress and context-driven approaches in period-friendly initiatives.
- Key monitoring indicators for improved national and global reporting.
- First-hand experiences from grassroots communities to shape future advocacy.

IIEA mobilized 102 TPEN organizations, engaging them through direct outreach, and the event saw 80 attendees from across the globe. This collaboration strengthened efforts to build a more inclusive, rights-based approach to menstrual health worldwide.

## What Comes Next?

In 2025, Irise and IIEA will continue to drive forward global menstrual justice through strategic collaboration.

Together, we will:

- Launch a third round of TPEN small grants, expanding support for grassroots menstrual justice initiatives.
- Develop a new TPEN strategy to 2030, ensuring long-term impact and sustainability of the network and positioning it for increased investment
- Facilitate a global partnership exploration, updating our Global Strategic Framework and defining a bold roadmap for our global sisterhood beyond 2030
- Co-host a global conference on menstrual justice, bringing together advocates, researchers, and policymakers to advance the movement and drive systemic change.
- Take our new report, *Scarlet Murmurations: Advancing Global Menstrual Justice* on a journey, building momentum for a collective, intersectional approach to menstrual justice and strengthening the global network of changemakers.



GLOBAL  
MENSTRUAL  
JUSTICE



# Irise Global Gathering November 2024



On Thursday, November 28th, 2024, Irise International and IIEA co-hosted the annual Irise Global Gathering, an online event that brought together the global Irise community, allies, researchers, practitioners, and funders to launch the State of Global Menstrual Justice Report. The event celebrated IIEA's work, the launch of the new TPEN strategy, and the 10th anniversary of Irise International's impact in the menstrual justice space.

Key highlights of the event included the unveiling of the State of Global Menstrual Justice Report, which was introduced by CEO Chrissy Cattle and followed by presentations from the report's lead researchers, Ingrid Lynch and Abby Solomons. The event also featured a thought-provoking case study and reflections from sector experts such as Arundati Muralidharan and Tabitha from The Waterloo Foundation.

The event showcased IIEA's grassroots work across East Africa, with insights from Lillian Bagala, Esther Birungi, and Georgina Asizu on building a movement for menstrual justice. The gathering also reflected on Irise's decade of impact, with Emily Wilson and Chrissy Cattle sharing the organization's journey and future strategic goals. The celebration of young activists' contributions through the Empower Period Committee was also a key focus, alongside Acushla Young's presentation on the UK Schools Toilet Policy Toolkit.

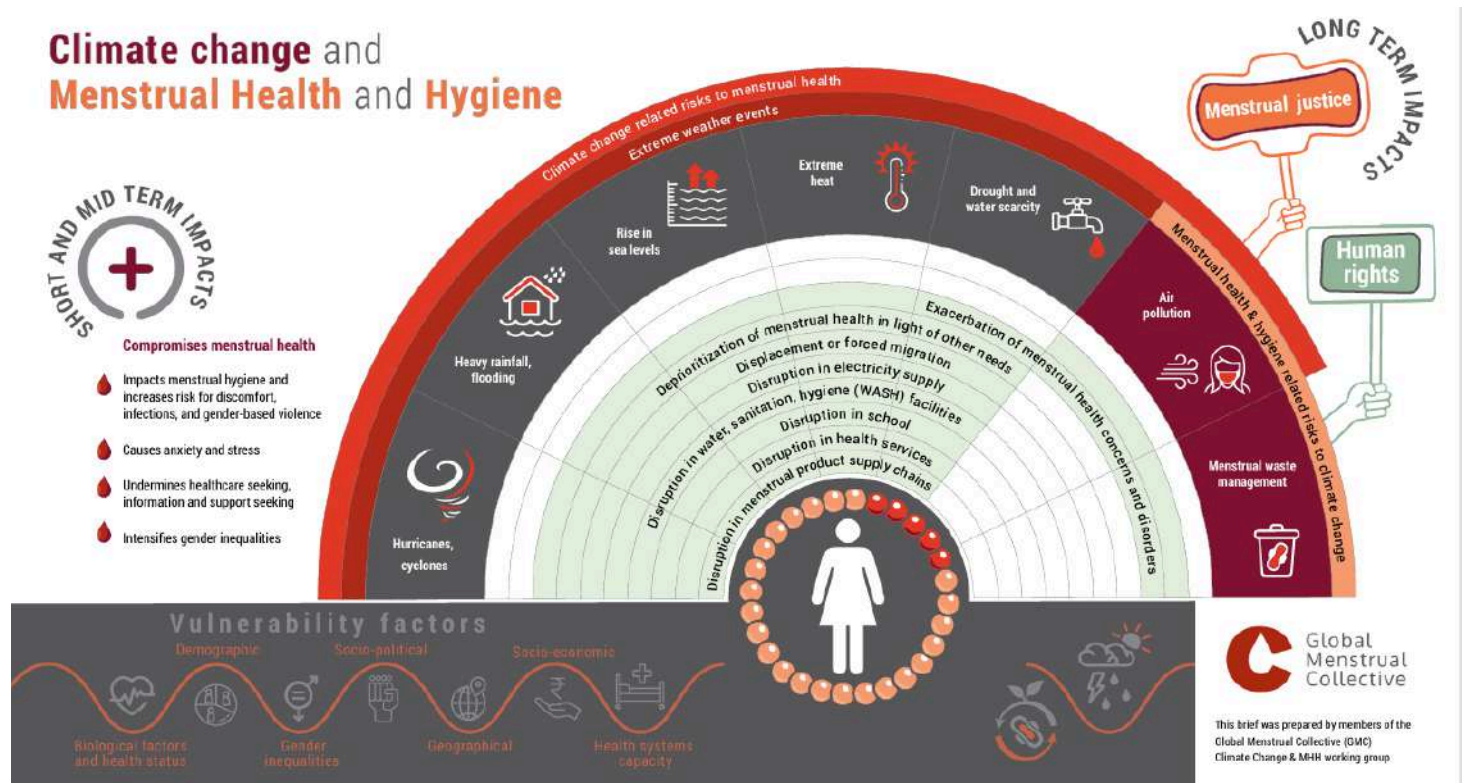
The event successfully positioned Irise and IIEA as leading voices in the menstrual justice movement, while fostering collaboration and inspiring action from practitioners, funders, and policymakers. Looking ahead, the findings from the report will shape future strategies and efforts to drive systemic change across the global menstrual justice landscape.



# Global Advocacy

## Global Menstrual Collective

Irise continues to engage with the Global Menstrual Collective (GMC), a global platform for UN bodies, international NGOs, and local and regional networks collectively furthering menstrual justice globally. Irise sits on the Advocacy and Climate working groups and has contributed to the development of new briefings around the intersection of menstrual justice and climate.



Since its inception, the GMC, through its members, have co-developed several resources to drive action and investment in the menstrual space. Highlights of this work driven by members include:

- 2024: Exploring new themes of climate change and private sector engagement for menstrual health
- 2023: A focus on integrating menstrual health and SRHR and on menstrual justice for all
- 2022: Advocating for menstrual health to be a health and human rights issue
- 2021: Defining Menstrual Health for policy and practice
- 2020: Responding to Covid-19 pandemic with comprehensive online resource and infographic



# **Scarlet Murmurations**

Advancing Global Menstrual Justice

**"This report has the potential to change the global discourse on menstrual justice work - if we use and share it"**

# Scarlet Murmurations

Advancing Global Menstrual Justice

**Scarlet Murmurations: Advancing Global Menstrual Justice report, commissioned by Irise International in partnership with the Global Menstrual Collective, has emerged as a vital tool for the menstrual movement. It strengthens and complements existing efforts to shape a global consensus on menstrual justice, offering a clear framework for embedding a justice lens across action globally. The report equips advocates and organizations with the tools to critically assess their own practices, championing a rights-based approach that prioritises equity, inclusion, and empowerment. By fostering deeper reflection and action, it paves the way for more transformative, community-driven solutions in the pursuit of menstrual justice.**

A Global Advisory Group came together to collectively define a Terms of Reference, leading to an open call for consultants. In March 2024, after a thorough interview process, Ingrid Lynch and Abigail Solomons were appointed as lead consultants for this crucial work. Together with the Global Advisory Group and through extensive desk reviews, the development of case studies, and consultations with grassroots networks, the team engaged with organizations and communities across the Global South. These efforts have played a pivotal role in elevating impactful examples of menstrual justice, demonstrating the breadth of issues and highlighting the diverse populations involved in the movement. The case studies, developed by in-country leads, explore how menstrual justice intersects with other critical issues. These include the challenges faced in humanitarian and conflict contexts, the experiences of Indigenous communities, and the unique needs of LGBTQIA+ individuals. The report also examines the intersection with disability, religious and cultural practices, and the climate crisis—further deepening the understanding of menstrual justice in its full context.

The report and Executive Summary are available for download on Irise’s website. Throughout 2025 and beyond, Irise will actively disseminate the findings, engaging stakeholders across sectors in the report’s recommendations and fostering global communities of practice to drive meaningful change in menstrual justice.

**Menstrual Justice** can be understood as a rights-based, intersectional approach that seeks to dismantle structural inequities related to menstruation and the menstrual cycle.

**Scarlet Murmurations urges movement actors to first consider our own readiness and commitment to justice-oriented action**





# **Behind the Scenes**

# Fundraising & Comms

Women & Girls Match Fund  
BigGive

Amount raised **£20,720**

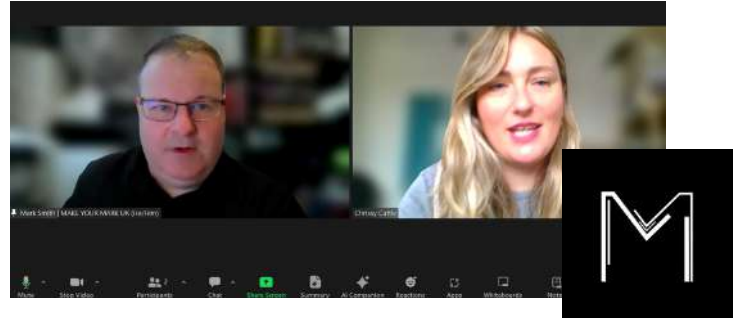
Campaign target **£20,000**

104%

**We did it!**

IRISE INSTITUTE  
LONDON

We celebrated huge success in the Big Give Women and Girls Match fund in October 2024, raising £20,720 for our work globally.



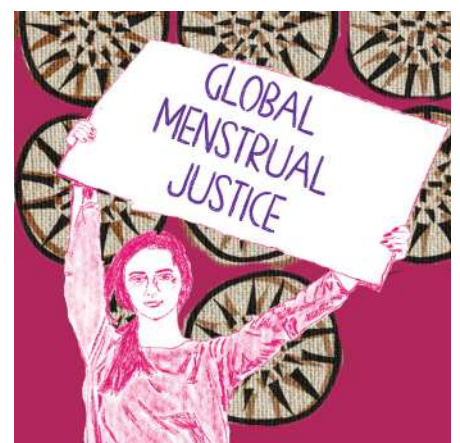
Huge thanks to Make Your Mark who chose Irise as their charity partner of the year!

We completed a brand refresh and updated our website - adding in some colour and new graphics and imagery to reflect the vibrancy of our work and the global relevance of our organisation. We also started a new blog series 'Spotlight on the Youth Movement' to showcase the action of young activists across the world.



**Spotlight on the Youth Movement**

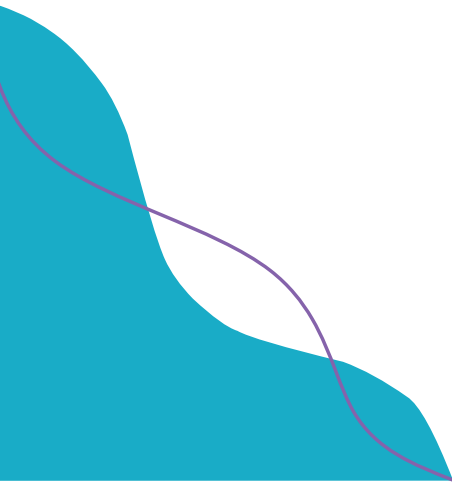
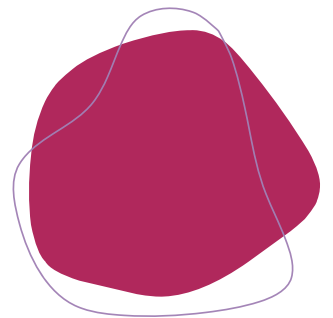
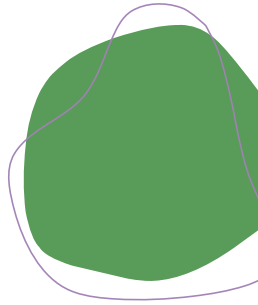
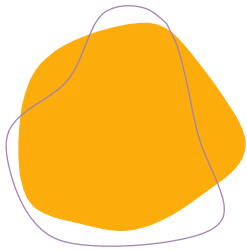
A blog series written by young activists from across the globe, platforming their intersectional, impactful work which is driving the social transformation required to realise menstrual justice for all.



# Our Partners, Supporters and Collaborators

**A massive thank you to all our incredible funders, supporters and collaborators:**

Asan Cup  
Austin Bailey  
Be One  
Big Issue North  
The Big Give Women and Girls  
The Brelms Trust  
British & Foreign Schools Society  
CEU  
Children in Need  
Coles Medlock Foundation  
Darnall Wellbeing  
Days for Girls  
Donated Products  
Faroe ODA  
The Evan Cornish Foundation  
The Allan & Nesta Ferguson Charitable Trust  
The Global Menstrual Collective  
HILDEN Charitable Fund  
The Hugh Neill Charity  
In Kind Direct  
Irise Institute East Africa  
Isaac  
JG Graves Charitable Trust  
The Joffe Charitable Trust  
Love Your Period  
LUSH Charity Pot  
LSHTM  
Make Your Mark  
Modibodi Changemaker Grant  
The National Lottery Community Fund – The People's Project  
NixiBodi  
One Stop  
Period Action Sheffield  
Peter Stebbings Memorial Charity  
Plan International UK  
The Period Equality Network  
Rosa Foundation  
Schroder Charity Trust  
Sense Foundation Brussels  
Sex Ed Matters  
Sheffield Autism Partnership Network  
Shipshape Community Hub  
SOAR Burngreave  
South Yorkshire Community Development Foundation  
Stocksbridge CIC  
Souter Charitable Trust  
Swire Charitable Trust  
The Waterloo Foundation  
Voluntary Action Sheffield  
Zest Centre



# Structure, Governance and Management

## Board of Trustees

Irise International is a Charitable Incorporated Organisation (CIO) registered with the UK's Charity Commission, governed by a constitution. The Board of Trustees comprises 6 people who are responsible for supervising the management of all the affairs of Irise International. Board meetings are held four times yearly at the end of every quarter. Trustee recruitment and appointment are done based on the specific skills and experiences required and the nomination of an existing trustee, and they are voted upon. No other organisation or body has the right to appoint trustees to the charity.

## Trustees' Responsibilities

The board of trustees is responsible for ensuring that all the activities are within UK law and fall within the agreed charitable objectives. Its work includes setting strategic direction and agreeing to the financial plan. The trustees are responsible for maintaining proper accounting records which reveal the charity's financial position with reasonable accuracy at any given time. They are responsible for safeguarding the charity's assets and, hence, for taking reasonable steps to prevent and detect fraud or any other irregularities. The board delegates day to day running of the charity to the Chief Executive Officer and acts on advice and information from regular meetings with members of the Executive Team.

## Staff and Structure

Irise International is firmly committed to young people's leadership, particularly of diverse women and girls and other marginalised genders. Irise International aims to be a high-impact, agile organisation. It, therefore, employs a small core team that can create opportunities for emerging young leaders, and works flexibly with a network of freelancers and consultants to achieve cost-effective, high-impact work. This model has helped us to be resilient to the impacts of a challenging landscape for small charities everywhere.

In our East Africa work, we are committed to supporting East African leadership, particularly young women's leadership. We continue to invest in supporting the growth and development of our sister organisation, Irise Institute East Africa. Efforts include enabling them to build a diverse funding portfolio with international and African-based funders to support their long-term independence and sustainability.

## Risk Management

The trustees actively review the significant risks that the charity faces regularly, together with an annual review of the financial systems. The trustees have taken steps to put in place and regularly review a reserves policy as detailed in the financial statements. The trustees periodically identify and review the risks the organisation faces through an organisational risk management process and confirm that they have established systems to mitigate significant risks.

# Structure, Governance and Management

## Equal Opportunities

Irise International is a charity committed to promoting equal opportunity. It takes affirmative action to ensure gender-equal access to education and employment. In carrying out this objective, Irise treats individuals with respect within the organisation and in the field. Wherever possible, we create a broad base for consultation and decision-making.

To accomplish the overall objectives as expressed in the Constitution, Irise will:

- Comply with all applicable laws and regulations governing employment in the UK and host countries, which include the Equal Pay Act 1970, Race Relations Act 1976, Sex Discrimination Acts 1975, Disability Discrimination Act 2005, Employment Equality (Religion or Belief) Regulations 2003, Employment Equality (Sexual Orientation) Regulations 2003 and the Employment Equality (Age) Regulations 2006 as amended from time to time;
- Provide equal opportunity to all employees and all applicants for employment;
- In employment, prohibit unlawful discrimination or harassment because of race, colour, nationality, religion or religious beliefs, ethnic or national origin, age, gender, marital status, civil partnership or gender reassignment, sexual orientation or disability;
- Advise all employees or respective employees of Irise's Equal Opportunities Policy;
- Pay particular attention to recruitment procedures, probationary periods, terms and conditions of employment, dismissal, leave, promotion and deployment patterns;
- Develop mechanisms for resolving grievances about unfair discrimination and harassment;
- Review its Equal Opportunities Policy regularly

## Liability of Members

Irise International is a registered Charitable Incorporated Organisation limited by guarantee. If the CIO is wound up, its members have no liability to contribute to its assets and no personal responsibility for settling its debts and liabilities.

## Public Benefit

The Trustees confirm that they have complied with the duty in Section 17 of the Charities Act 2011 to consider the public benefit guidance published by the Commission in determining the charity's activities.

Signed on behalf of the Trustees,



Linda Baines, Chair of the Board of Trustees

**Independent Examiner's Report to the Trustees of  
Irise International CIO Charity number 1157722**

I report to the trustees on my examination of the accounts of Irise International CIO ("the charity") for the year ended 31 December 2024.

**Responsibilities and basis of report**

As the charity's trustees you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ('the Act').

I report in respect of my examination of the charity's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

**Independent examiner's statement**

I am qualified to undertake the examination by being a qualified member of the Institute of Chartered Accountants in England and Wales.

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination which gives me cause to believe that, in any material respect:

- accounting records were not kept in accordance with section 130 of the Charities Act; or
- the accounts did not accord with the accounting records; or
- the accounts do not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a 'true and fair' view which is not a matter considered as part of an independent examination.

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

Simon Porter FCA  
120 Woodcote Road  
Caversham  
Reading  
Berkshire  
RG4 7EZ

May 2025

**Irise International CIO**

**Statement of Financial Activities  
for the Year Ended 31 December 2024**

	Note	2024 Unrestricted funds £	Restricted funds £	Total Funds £	2023 Total Funds £
<b>INCOMING RESOURCES</b>					
<b>Incoming resources from generated funds</b>					
Income from grants and donations	2	40,281	160,101	200,382	234,416
Other income	2	-	-	-	-
<b>Total income</b>		<b>40,281</b>	<b>160,101</b>	<b>200,382</b>	<b>234,416</b>
<b>Expenditure</b>					
Expenditure on generating funds	3	17,435	56,134	73,569	28,096
Expenditure on charitable activities	3	2,961	169,179	172,140	202,386
<b>Total Expenditure</b>		<b>20,396</b>	<b>225,313</b>	<b>245,709</b>	<b>230,482</b>
Net movement income for the year		<b>19,885</b>	<b>(65,212)</b>	<b>(45,327)</b>	<b>3,934</b>
Balance brought forward		4,544	161,814	166,358	162,424
<b>Balance carried forward</b>		<b>24,429</b>	<b>96,602</b>	<b>121,031</b>	<b>166,358</b>

**Balance Sheet****At 31 December 2024**

	Note	2024 Unrestricted funds £	2024 Restricted funds £	2024 Total funds £	2023 Total funds £
Stock		-	16,400	16,400	26,700
Accounts receivable		-	-	-	450
Cash at bank and in hand		31,130	80,202	111,332	141,260
		<u>31,130</u>	<u>96,602</u>	<u>127,732</u>	<u>168,410</u>
Creditors	5	(6,701)	-	(6,701)	(2,052)
<b>Total Net Assets</b>		<b><u>24,429</u></b>	<b><u>96,602</u></b>	<b><u>121,031</u></b>	<b><u>166,358</u></b>
Unrestricted funds		24,429	-	24,429	4,544
Restricted funds		-	96,602	96,602	161,814
<b>Total funds</b>		<b><u>24,429</u></b>	<b><u>96,602</u></b>	<b><u>121,031</u></b>	<b><u>166,358</u></b>

The accounts were approved by the Board of Trustees on 13th May 2025 and were signed on its behalf by:



Linda Baines  
Chair of Trustees

## **Irise International CIO**

### **Notes to the Financial Statements** **for the Year Ended 31 December 2024**

#### **1. ACCOUNTING POLICIES**

##### **1.1 Basis of Accounting**

The financial statements have been prepared in accordance with the Charities SORP (FRS 102) '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 the Charities Act 2011. Irise International CIO meets the definition of a public benefit entity under FRS102.

Assets and liabilities are wholly recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note(s). The financial statements are prepared under the historical cost convention, in sterling, which is the functional currency of the Charity.

##### **Going concern**

At the time of approving the financial statements, the trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. The trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

##### **Incoming resources**

All income is recognised once the charity has entitlement to the income, it is probable that the income will be received, and the amount of the income receivable can be measured reliably.

Donations are recognised when the charity has been notified in writing of both the amount and settlement date. In the event that a donation is subject to conditions that require a level of performance before the charity is entitled to the funds, the income is deferred and not recognised until either those conditions are fully met, or the fulfilment of those conditions is wholly within the control of the charity and it is probable that those conditions will be fulfilled in the reporting period.

##### **Resources expended**

All expenditure is accounted for on an accruals basis. All expenses, including support costs and governance costs are allocated or apportioned to applicable expenditure headings.

Support and governance costs have been split between the fund-raising and charitable activities based upon staff time. Governance costs comprise all costs involving the public accountability of the charity and its compliance with regulation and good practice. These costs include those relating statutory compliance and legal fees on constitutional matters.

Staff costs are allocated to activities on the basis of staff time spent on those activities. Costs of charitable activities include governance costs and an apportionment of support costs (shown in note 4). Expenditure on equipment, fixtures and fittings that exceeds £1,000 is capitalised. All fixed assets are initially recorded at cost. Currently the charity has no fixed assets.

## **Irise International CIO**

### **Notes to the Financial Statements - continued for the Year Ended 31 December 2024**

#### **1. ACCOUNTING POLICIES (continued)**

##### **Fund accounting**

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Further explanation of the nature and purpose of each fund, where material, is included in the notes to the financial statements.

##### **Pension costs**

The charity operates a defined contribution pension scheme for employees. Contributions payable to the charity's pension scheme are charged to the Statement of Financial Activities in the period to which they relate. The assets of the scheme are held separately from those of the charity.

**Irise International CIO****Notes to the Financial Statements - continued  
for the Year Ended 31 December 2024**

	2024	2023
	£	£
<b>2. VOLUNTARY INCOME</b>		
Income from grants and donations	<u>200,382</u>	<u>234,416</u>
	<u>200,382</u>	<u>234,416</u>
Grants received, included in the above, are as follows:		
<b>Restricted funds</b>		
Ashworth	3,000	-
Austin Bailey	-	1,000
Be One	-	3,765
Brelms	6,000	6,000
British & Foreign Schools Society	-	5,000
CEU	7,022	-
Coles Medlock Foundation	5,000	-
Faroe ODA	40,729	-
HILDEN	-	5,000
JG Graves Charitable Trust	2,000	-
Joffe Charitable Trust	2,000	22,000
Lush	-	1,500
Modibodi	-	20,000
One Stop	1,000	-
People Projects	-	10,000
Rosa Foundation	5,220	-
Plan UK	-	2,500
Schroder	-	3,000
Sense Foundation	14,930	-
Souter	3,000	-
South Yorkshire Community Development Foundation	-	7,500
The Big Give	2,500	7,803
The Evan Cornish Foundation	-	10,000
The Peter Stebbings	-	4,000
The Waterloo Foundation	67,700	100,200
Voluntary Action Sheffield	-	1,000
Young Water Solutions	-	2,415
Donated Products	-	11,250
<b>Total restricted grant income</b>	<u>160,101</u>	<u>223,933</u>
<b>Unrestricted grants</b>	<u>40,281</u>	<u>10,483</u>
<b>Total unrestricted grants and donations</b>	<u>40,281</u>	<u>10,483</u>
<b>Total</b>	<u>200,382</u>	<u>234,416</u>

## Irise International CIO

### Notes to the Financial Statements - continued for the Year Ended 31 December 2024

	Unrestricted £	Restricted £	2024 £	2023 £
<b>3. Expenditure</b>				
Generating Funds				
Staff costs	13,609	8,490	22,099	15,608
Direct costs	3,826	2,848	6,674	0
Support costs	0	44,796	44,796	12,488
Total	<u>17,435</u>	<u>56,134</u>	<u>73,569</u>	<u>28,096</u>
Charitable Activities				
Staff costs	0	25,471	25,471	46,824
Direct costs	2,961	124,577	127,538	143,962
Support costs	0	19,131	19,131	11,600
Total	<u>2,961</u>	<u>169,179</u>	<u>172,140</u>	<u>202,386</u>
Total				
Staff costs	13,609	33,961	47,570	62,432
Direct costs	6,787	127,425	134,212	143,962
Support costs	0	63,927	63,927	24,088
Total	<u>20,396</u>	<u>225,313</u>	<u>245,709</u>	<u>230,482</u>

Support costs are allocated on the basis of staff cost.

#### Support Costs include

Rent and rates	3,184	3,078
Governance	680	680
Other overheads	12,747	16,770
	<u>16,611</u>	<u>20,528</u>

#### 4. Staff Costs

UK net salaries	45,976	70,944
UK employers NI	413	1,365
UK staff pensions	1,181	1,629
	<u>47,570</u>	<u>73,939</u>

The headcount of employees over the year was:

UK	3	3
	<u>3</u>	<u>3</u>

#### 5. Creditors

Trade Creditors	3,225	116
Payroll creditors	2,796	1,256
Accruals	680	680
	<u>6,701</u>	<u>2,052</u>

**Irise International CIO**

**Notes to the Financial Statements - continued  
for the Year Ended 31 December 2024**

**6. Analysis of Funds**

	Balance B/fwd £	Received in year £	Spent in year £	Balance C/fwd £
<b>Restricted Funds</b>				
Ashworth	-	3,000	-	3,000
Austin Bailey	39	-	39	-
Be One	3,765	-	3,765	-
Brelms	1,031	6,000	7,031	-
British & Foreign Schools Society	1,896	-	1,896	-
CEU	-	7,022	7,022	-
Children in Need	402	-	402	-
Coles Medlock Foundation	3,675	5,000	8,675	-
Faroe ODA	-	40,729	21,221	19,508
HILDEN	64	-	64	-
JG Graves	-	2,000	1,983	17
Joffe Charitable Trust	22,205	2,000	24,205	-
Lush	1,500	-	1,500	-
Modibodi	200	-	200	-
One Stop	-	1,000	-	1,000
People Projects	2,700	-	2,700	-
Rosa Foundation	-	5,220	5,209	11
Schroder	3,000	-	3,000	-
Sense Foundation	-	14,930	14,930	-
Souter	-	3,000	3,000	-
South Yorkshire Community Development Foundation	2,100	-	2,100	-
Swire Charitable Trust	2,577	-	2,577	-
The Allan & Nesta Ferguson Charitable Trust	254	-	254	-
The Big Give	6,659	2,500	9,159	-
The Evan Cornish Foundation	2,700	-	2,700	-
The Hugh Neill Charity	154	-	154	-
Peter Stebbings	4,000	-	4,000	-
The Waterloo Foundation	74,262	67,700	85,296	56,666
Voluntary Action Sheffield	1,000	-	1,000	-
Young Water Solutions	931	-	931	-
Donated Products	26,700	-	10,300	16,400
<b>Total Restricted Funds</b>	<b>161,814</b>	<b>160,101</b>	<b>225,313</b>	<b>96,602</b>
<b>Unrestricted Funds</b>	<b>4,544</b>	<b>40,281</b>	<b>20,396</b>	<b>24,429</b>
<b>Total Funds</b>	<b>166,358</b>	<b>200,382</b>	<b>245,709</b>	<b>121,031</b>

**Irise International CIO**  
**Notes to the Financial Statements - continued**  
**for the Year Ended 31 December 2024**

**7. Comparative SOFA for year ended 31 December 2023**

	<b>2023</b>		
	<b>Unrestricted</b>	<b>Restricted</b>	<b>Total</b>
	<b>£</b>	<b>£</b>	<b>£</b>
<b>Income</b>			
Income from grants and donations	10,483	223,933	234,416
Other income	-	-	-
<b>Total income</b>	<b><u>10,483</u></b>	<b><u>223,933</u></b>	<b><u>234,416</u></b>
<b>Expenditure</b>			
Expenditure on generating funds	8,621	19,475	28,096
Expenditure on charitable activities	4,351	198,035	202,386
<b>Total Expenditure</b>	<b><u>12,972</u></b>	<b><u>217,510</u></b>	<b><u>230,482</u></b>
Net movement income for the year	(2,489)	6,423	3,934
Balance brought forward	7,033	155,391	162,424
<b>Balance carried forward</b>	<b><u>4,544</u></b>	<b><u>161,814</u></b>	<b><u>166,358</u></b>

**IRISE INTERNATIONAL**

England & Wales - Charity number 1157722

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# Accounts

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# IRISE INTERNATIONAL ANNUAL REPORT 2023



**Consolidating Community,  
Championing Change.**

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*“Thank you for your unwavering support and belief in my abilities.”*

*Patricia Kajumba, Tweekonyere Foundation Uganda*



## *Trustees:*

Linda Baines (Chair)

Rowena Collings

Sophie Rowson

Joanne Nakakawa-Hampson

Chloe Reeves (stepped down- 31/01/2023)

Cianne Jones (stepped down- 6/6/2023 )

Kimber Bialik (joined- 12/06/2023)

Gloria Diamond (joined- 12/06/2023)

Amisa Rashid (joined- 12/06/2023)

Katie Thiselton (joined- 12/06/2023)

## *Empower Period Committee:*

*Our Empower Period Committee advises the board and staff on our youth-led work in the UK.*

*They do not hold any formal legal or governance responsibilities.*

Molly Fenton (Co-Chair)

Ellie Finneran (Co-Chair)

Cynthia Pokuah

Heather Know

Nawasha Mishra

## *Executive:*

Chrissy Cattle (CEO)

*Principal Address:*

7 Castle Street

Sheffield

S3 8LT

In East Africa Irise International works in partnership with our sister organisation, Irise Institute East Africa (IIEA). IIEA are registered in Uganda and their main office is in Kampala. They have an independent board and receive income independently of Irise International. The relationship between Irise International and IIEA and our shared goals are laid out in a Memorandum of Understanding and jointly created Global Strategic Framework. A grant agreement governs the transfer of funds.



## Message from the Chair

Irise was set up to enable the voice and power of the people most held back by period inequality and injustice. Since day one, our incredible team of staff, board, volunteers, local activists, and donors has been working to build a resilient institution that could belong to and channel the leadership of these groups.

We always knew that a critical stepping stone on this journey would be enabling Irise to move beyond its founders. As we come to the end of our second five-year strategic cycle now is an opportunity for exciting change.

Over the last decade, we have built and financed a global, grassroots community fighting for Period Equality for All. We have not only survived but thrived through a global pandemic, a cost-of-living crisis and significant cuts to UK aid spending.

Together we now host and support over 200 grassroots and community-based groups across the UK and East Africa, fighting for change in their own communities and advocating together nationally and globally.

Over the last decade, we have directly supported over 100,000 young people and 287 organisations to end period poverty and shame.

We've achieved global recognition and awards for our trailblazing work on a forgotten but transformative gender equality issue.

As a global community, we have also built a shared understanding of how to build equal partnerships for global justice across geographical and cultural divides by embedding our institution in the principles of feminist leadership.

This exciting next step together will only add to our collective power to drive positive change.

As we undertake this important transition, I want to thank Emily (Founding CEO) and Calum (previously Head of Operations) for their inspirational leadership over the last decade. Irise has created and inspired a movement to tackle period inequality and the much wider social injustices it covers. I look forward to working with our new CEO, Chrissy Cattle, my fellow trustees and the board at Irise Institute East Africa to guide the Irise group and wider community into a new decade of work even more exciting and impactful than the first.



Linda Baines

Linda Baines,  
Chair of the Board





## Our Strategic Priorities for 2021-24



*Spearhead the creation and expansion of a global Irise community that can shape the global period equality agenda.*



*Support young people and their communities across the contexts where we work to recover from the covid-19 crisis and resume progress towards Sustainable Development Goal 5; Achieve Gender Equality and Empower All Women and Girls by 2030.*



*Champion diverse leadership and enable more young people to realise their potential to lead and shape a more inclusive agenda.*



*Realise period equality across the contexts where we work through a combination of programme delivery, learning-focused work and advocacy- working to realise the UK government target of ending period poverty and shame in the UK by 2025 and globally by 2030.*







# Achievements and Performance

Irise continues to be a global leader for Period Equality For All. Key achievements in 2023 include:

- Delivering a national youth-led campaign for period dignity in UK schools, reaching over 791 million people on social media and leading to policy change.
- Partnering with our sister organisation, Irise Institute East Africa, to build the regional grassroots movement for Period Equality for All via the TPEN network, small grants, convening and joint advocacy.
- Facilitating global dialogue to produce a new global call to action for Menstrual Justice For All and commission the first Global Status of Menstrual Justice Report.
- Distributed 3,471 period products across South Yorkshire

This year the Irise community:

- Empowered ~650 young people in the UK and 8,354 in East Africa to overcome the barriers they face because of their period.
- Enabled 160 organisations and groups to work together towards a period-equal world.
- Influenced policy dialogues and agendas in the UK, East Africa and beyond.



## In the UK

# The Every Period Counts Campaign

The campaign was co-created by 60 young people from 10 groups across the UK.

- Three groups led by young campaigners received small grants.
- Seventeen UK charities, including Plan International UK and Girl Guiding, backed the campaign.
- Young people collected over 600 stories of period challenges in schools.
- Four campaign partners commissioned new nationally representative data which supported young people's stories:



*over a third of girls across the UK were still unable to get period products in school when they needed them and were missing out on class as a result...*

*...an estimated 3.5 million days of school every year.*

*61% have had issues accessing a toilet during lessons when on their period.*



# Campaign Impact



- Our social media campaign reached 791 million people
- 200+ young people paraded through Westminster to hand in their stories to 10 Downing Street.
- The UK government's Women's Health Ambassador met with them to listen to their experiences.
- The Department for Education hosted Roundtable discussions with young people, schools, and Every Period Counts partners, improved guidance for the Period Product Scheme in England, and plans to hold termly roundtables with young people.
- Feedback from the Every Period Counts stakeholders was shared with the UK government's Women's Health ambassador, Lesley Regan, who is chairing a review into the Relationships, Sex and Education curriculum.

*And more...*

*"I'd use one of my socks from that day over night and then go to school the next day using the second sock from the day before. I didn't really have a choice because I couldn't get pads and toilet paper wouldn't hold but my socks absorbed and I wasn't creating any more washing. The [free period product] scheme was out 4 years and I'd never heard of it."*

*"Irise has helped me a lot to be more confident in myself and my periods...I myself have suffered from period poverty so I'm so glad I got to be part of the Every Period Counts campaign."*





### BIG READ

## 'If you need period products, the caretaker escorts you to a locked cupboard – no wonder girls miss school'

As figures reveal 148,675,512 lessons are missed every year due to period shame and lack of access to products, one teenager tells the difficulties some girls encounter

**Schoolgirl fighting period stigma in Asian community insists they are not to be ashamed of**  
15-year-old Sabiha Ali is tackling the stigma surrounding periods in many Asian households, as well as becoming a 'period champion' at to help friends access period products

inews.co.uk / Jun 4



activist working with charities to campaign about period poverty and shame-free in all schools. (Photo: supplied)

**EVERY PERIOD COUNTS**

time to shift the shame



GRAZIADAILY.CO.UK

### More Than Three Million Days Of School Missed Because Of Period Shame



### PERIOD CAMPAIGN

Research by Irise International has found that more than 40% of girls struggle to access period products at school



Period poverty: How the cost of living is impacting women | 5 News  
5 News 155K subscribers



### BIG READ

'It's easier to get a condom than a pad': Lacking period products, a third of girls miss school  
inews.co.uk • 8 min read



### BBC NEWS

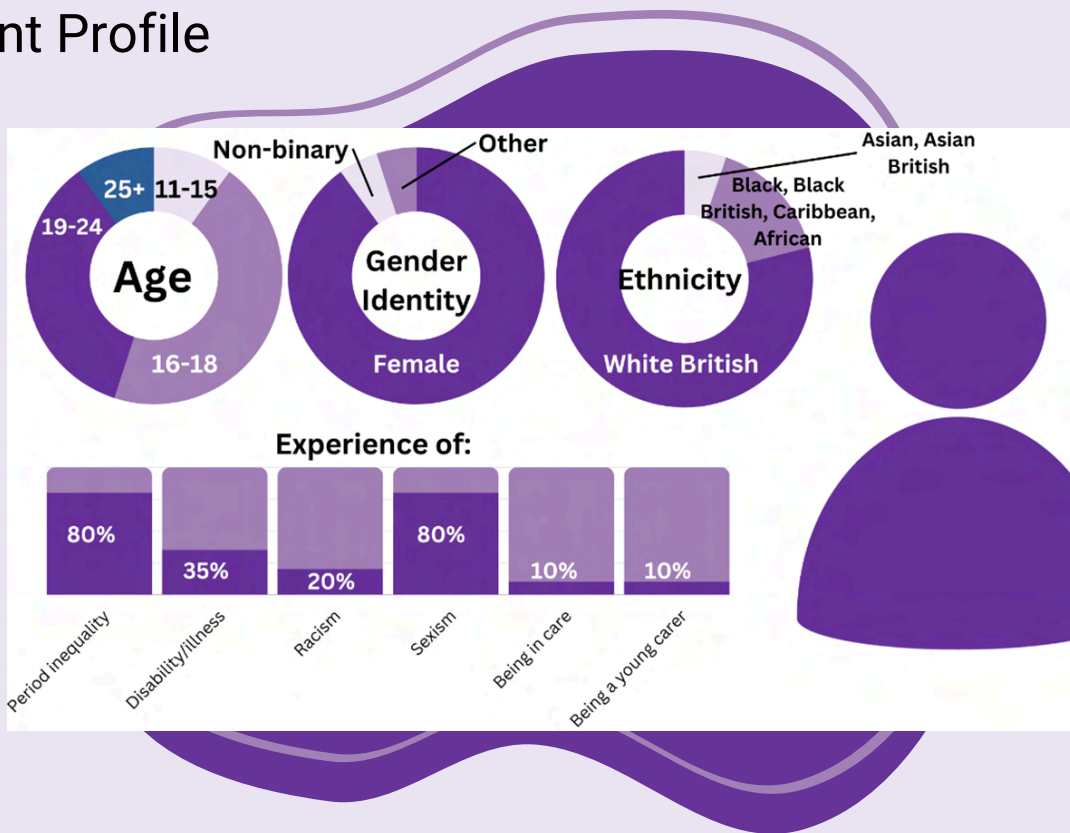
**'No pads at school, so my period leaked on exam chair'**  
Some pupils are struggling to access period products in schools, data shared with BBC News suggests.  
BBC News / May 25



# The Empower Period Programme

- The programme is based in South Yorkshire, supporting 6 organisations and reaching approximately 1,500 young people annually.
- An innovative way to meet the menstrual health needs of young people that puts their voice and leadership front and centre.
- It provides paid opportunities for young people to become peer educators and work with their school or community organisation to deliver peer-led education, provide their peers with free period products, and organise events to educate the wider community about how to be period-friendly.
- Peer-led support breaks down barriers by providing relatable content from young people's current "go-to" source of information.

## Participant Profile



## Impact



*Over half of young people receiving support feel more able to go to school and work during their period and improve their mental health and wellbeing.*



*Youth champions also benefit from the professional development opportunity, with 75% feeling more confident and able to lead.*





# The Period Proud Peer Support Guide


Leading Girls' Rights charity, Plan International UK commissioned Irise to co-produce a Peer-led support guide with young people involved in Irise's work.

The guide equips young people to provide peer-led support and includes stories and experiences from a diverse group of young Irise champions.

We are excited to use this guide in our programmes in 2024 and explore ways to share it with more young people.



### HOW TO BE A PERIOD PROUD PEER



1. Peer-led support is a powerful way for you to develop your own skills and confidence whilst helping your friends and wider peer group.
2. Many young people feel more comfortable opening-up to someone who is a similar age to them and who understands their experiences first hand. Peer-led support can create spaces where everyone feels more comfortable to share and learn together.
3. As a Period Proud Peer, you're not expected to have all the answers or to teach everyone. Instead, you can help others feel more confident to share their concerns and find the help, information and support they need. Just by talking about periods openly and without shame you can help everyone feel more comfortable and confident.
4. There are some qualities and behaviours that you and everyone involved in providing peer-led support can adopt to help make it a success.



**POSITIVE ROLE MODELLING**  
Demonstrate the values and behaviours you talk about in your own day to day behaviour. For example, if you are talking about ending period shame try to speak openly about periods with your own friends and family.

**ENCOURAGING OTHERS**  
Be approachable so that everyone feels comfortable sharing and asking questions. Be a good listener and find lots of ways to get everyone involved in the sessions.

**EXPRESSING YOURSELF**  
Don't be afraid to be yourself! You can share your own worries and experiences with your peers and always ask for help when you need it.

**RESPECTING EVERYONE**  
Be non-judgemental and enable everyone to share their views.

**KNOWLEDGE IS POWER**

Always remember, as a Period Proud Peer you are not expected or required to have all the knowledge. The Get the Facts section will help you and your peers develop the lifelong skills to find the information you need about your menstrual health when you need it.

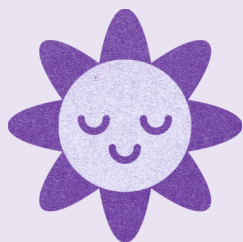
**LET YOUR PERIOD PROUD PEER JOURNEY BEGIN!**

## Period Product Provision

Across 2023, Irise distributed **3,471** period products across South Yorkshire, ranging from tampons to cups, and pads to pants. We believe that when it comes to period products, its all about choice and accessibility.

Thanks to ModiBodi and InKind Direct for the donation of products and to the University of Sheffield Period Action Society for their support in distribution.





82% feel less anxious about their period and feel they have more knowledge about their own period and body



88% feel more able to talk about periods without feeling ashamed



81% have increased their confidence



82% feel more positively about their future

*"Irise supported me as a young person to continue doing what I love in a positive space as a young, disabled person. The team are always amazing and the space is safe for all."*

*"Irise has helped me a lot to be more confident in myself and my periods...I myself have suffered from period poverty, so I'm so glad I got to be part of the Every Period Counts campaign."*

\*Based on an online survey shared with our youth network and completed by 20 young people.

# In East Africa



## The Period Equality Network



### THE PERIOD EQUALITY NETWORK

Championing grassroots action to improve menstrual health.

- Irise International works with Irise Institute East Africa to develop and support The Period Equality Network (TPEN).
- TPEN is a Regional Network of grassroots groups and community-based organisations working to address period inequality in their community.
- Irise supports their goal of achieving Period Equality for All in East Africa by 2030 and works with them to influence the global agenda.
- The work is partly funded through Irise International and partly funded independently by Irise Institute East Africa.





- Irise secured £60,000 for two additional small grant rounds for TPEN in 2023 and 2024.
- Irise facilitated a local committee to award the 2023 small grants in line with these priorities:
  - Deliver holistic, community-led action to tackle period inequality
  - Support grassroots advocacy and influencing related to period inequality
  - Support people affected by period inequality to play an active role in creating positive change

## TPEN Regional Symposiums

- Irise Institute East Africa hosted a second Regional Symposium in November 2023, building on the first regional symposium in 2022, convened with partner organisations, including the United Nations Fund for Population Activities (UNFPA) East and Southern Africa Regional Office (ESARO) and The East Africa Community Secretariat (Gender Department).
- The first symposium established a menstrual health community that advocates, influences and monitors the development and effective implementation of Menstrual Health policies, strategies, and practices within the East African Community.
- The second symposium encouraged reflection on commitments from the first symposium and provided an advocacy framework for menstrual justice by partners in East Africa.





- After participating in the Foundation For A Just Society global roundtables, Irise Institute East Africa secured two years of funding.
- The funding enabled them to build on their Feminist Leadership training for Menstrual Justice work in 2022, funded by the African Women Development Fund. They delivered feminist leadership and advocacy training to 20 young women involved in TPEN. These young feminist leaders went on to train and support 2323 secondary school students and 2294 primary school students.
- New funding enables them to support Menstrual Justice initiatives led by young feminists like Lizza Marie Kawooya. The Dwona Initiative, founded by Lizza, uses feminist art advocacy to amplify girls' voices to local and national policymakers.
- Overall, the initiative will strengthen community-level action to tackle structural drivers of period injustice at the community level and the TPEN platform for collective and consistent engagement with government stakeholders through a feminist lens.





# TPEN A Shared Platform

- The network has continued to grow to 160+ organisations, and Irise secured funding for a dedicated network coordinator to host regular in-person, virtual, and hybrid meetings for the network.
- The network is temporarily closed to new members while IIEA works with a consultant to develop a long-term sustainability plan to manage the increased demand and expectations of the network.
- The platform has provided a single entry point for influential stakeholders wishing to learn from or collaborate with the grassroots movement for period equality in East Africa.

## *Some examples of collaborative advocacy and policy and influencing work:*

Lillian Bagala (Regional Director) at IIEA joined the Advisory Group for the Global Period Poverty Forum and was able to share TPEN's key successes at the conference in Australia at the end of 2022.

IIEA provided detailed feedback during a consultative meeting on the East Africa Community Sex and Reproductive Health and Rights Bill.

IIEA spoke about community-based Models of period product provision used by TPEN members at the Pad Project's global webinar- Period Equity for the Last Mile.

IIEA collaborated with the Gender Equity and Budgeting Unit under The Ministry of Education and Sports in Uganda on a two-day meeting to review, cost, and draft the national Menstrual Hygiene Management Strategic Plan, bringing together TPEN members to contribute.

Irise International and IIEA presented Irise's advocacy approach as part of a global webinar series called 'Period Posse', hosted by the Mailman School of Public Health at Columbia University.





- Irise International and Irise Institute East Africa completed and evaluated a three-year programme in Jinja District in partnership with the local government.
- The programme provided period education and support to over 3,000 girls in 9 schools, achieving a 62% fall in menstruation-related school absence.
- Despite the pandemic-related disruption, meaning baseline school performance was significantly worse than the anticipated baseline, the percentage of girls in project schools achieving top grades increased **by over 70% more than the district average.**
- Pupils, teachers, and local authority leaders all cite the project as having a significant and positive impact on education outcomes with increased ability of girls to recover from the pandemic, register good grade performance in school, having high completion levels for critical stages at primary leaving examination as well as a significant reduction in school dropout rates.
- Local governments have supported the project from the outset and been involved in the selection of most vulnerable public remote schools to benefit from the PPS project. They have adopted Irise's period-friendly school checklist into their framework for monitoring schools across the district and are supporting schools in making changes.
- The evaluation found significant shifts in community attitudes towards girls during menstruation and community-led initiatives to support them. Community attitudes have shifted from a pre-planning phase where the issue was not prioritised to a stabilising phase where the community is identifying and allocating resources to help solve the problem long-term.
- Irise is now exploring scaling via a national training programme for The Period Equality Network in collaboration with the Ugandan Ministry of Education.



*"Before the project, I didn't have menstrual pads, so I used to stay in the dormitory and miss classes. However, ever since they provided us with pads, I have not missed a lesson because of periods. I no longer worry about menstruation, and I am even capable of making reusable pads and teaching others to do the same if am given enough time because am a bit slower. I thank Irise for helping us and I ask them to continue doing the good job."*

*Mercy, 16 year old girl with disabilities*



*"Before Irise came, I used to miss school for four days because I didn't have pads. Now, after the project, I come to school even during my periods and feel comfortable in class. I used to worry about missing four days of school every month, especially as I am in primary seven. However, now I study every day, and when a teacher asks a question, I confidently stand up to give an answer without the fear of my dress being stained. I was afraid that I might get my period during the Primary Leaving Examination (PLE), but after Irise came, I am no longer afraid. Even if I have my period during PLE, I will come and sit my exams without fear. I am thankful to Irise for everything they have done for us."*

*"When I started my periods, I saw blood coming out but when told my step mother she did not care. I got cloths which irritated me but when I told her she laughed at me and my father did not have money for pads. I used to stay home during menstruation but now I come to school even when am in periods because I know that even if I don't have a pad I can go to the senior woman teacher and get a changing uniform, soap and water, wash what is stained and continue with classes."*



# Global Work



- Irise has developed a strong partnership with the Global Menstrual Collective (GMC), a global platform for UN bodies, international NGOs, and local and regional networks working on menstrual health. Irise successfully nominated Lillian Bagala, Regional Director at IIEA, to join the Core Group in 2022, and Irise International's former CEO, Emily Wilson, began working with The GMC Co-ordinator and host organisation, Water Aid UK, on their advocacy strategy in 2023.
- Together, we have built a better representation of Global South and grassroots leaders and created a more shared global agenda. Large Global North Based institutions, female tech entrepreneurs, and investors had previously dominated global priorities and framing of the issue.

## Women Deliver 2023

- Irise and the GMC co-hosted the only concurrent session on Period Equality at the Women Deliver Conference 2023. This conference is the largest global gathering of gender equality actors worldwide. Securing a concurrent session is highly competitive and is part of the conference's official agenda.
- Funding from the Waterloo Foundation enabled six members of the Period Equality Network to attend the conference and speak in the session.
- Irise worked with the Co-ordinator of the GMC to organise and promote the session and its outputs, including leading on social media and communications using the hashtag #MenstrualJusticeForAll.





# A new Global Call to Action

- The session produced a new global Call to Action for Menstrual Justice For All, representing a new global consensus on how to frame the issue and push for more action\*.
- The international editor at the British Medical Journal commissioned an opinion piece based on the session and call to action\*\*.

**Linked Opinion**  
Menstrual health must be prioritised in global policies

Article   Related content   Metrics   Responses

*Cillian Bagala, regional director<sup>1</sup>, Therese Mahon, regional programme manager South Asia<sup>2</sup>, Arundati Muralidharan, coordinator, co-founder<sup>3,4</sup>, Emily Wilson, chief executive<sup>5</sup>*

Author affiliations ▾

## Menstrual justice should be at the heart of health and gender equity interventions, write **Emily Wilson and colleagues**

The menstrual cycle and menstruation are normal, physiological processes. But the experience of menstruation is shaped by social, economic, and structural factors and associated inequalities. These factors pose substantial challenges to accessing information about their bodies, menstrual products, toilets, water, disposal facilities, and health services to women, girls, and other people who menstruate.<sup>1 2 3</sup> A menstrual justice lens can help us to tackle the inequities that underlie poor menstrual health, bringing about change for improved reproductive health, and gender inequality.



\*This can be viewed on our website: [www.irise.org.uk/menstrualjusticeforall](http://www.irise.org.uk/menstrualjusticeforall)

\*\* Available here: [www.bmj.com/content/382/bmj.p2079](http://www.bmj.com/content/382/bmj.p2079)



*"I am writing to express my deepest appreciation for the support you provided me in attending and speaking at the Women Deliver Conference.*

*Your generosity made it possible for me to be present at this renowned conference and join forces with other passionate individuals working tirelessly to advance gender equality and women's rights. The opportunity to connect, engage, and learn from experts and advocates in this field has been truly transformative. The knowledge I gained and the connections I made will have a lasting impact on my work. I am determined to translate this experience into tangible actions and contribute to the global movement towards a more equitable society."*

*Patricia Kajumba, Twekonyere Foundation Uganda*



*"The session reflected Irise's deep commitment to menstrual justice, representing grassroots voices, and highlighting grassroots leadership. Irise's approach broadened our perspective to appreciate the strength of bringing grassroots and feminist voices on the same stage as global decision makers, and include them in framing global advocacy asks. Together, the GMC, Irise International, Irise Institute East Africa framed a powerful Call to Action for Menstrual Justice for All, soon after the session, and disseminated it to the wider community. This helped galvanize greater attention to the issue across stakeholder groups.*

*Menstrual Justice is a pivotal lens to further the menstrual health agenda, and we are delighted that Irise is championing this perspective, and look forward to partnering with them further to ensure menstrual justice for all!"*

*Arundati Muralidharan, GMC Co-ordinator*



# State of Global Menstrual Justice Report



- Irise is working with the Global Menstrual Collective to commission the first-ever State of Global Menstrual Justice Report.
- We have assembled a diverse advisory group to co-produce the report's Terms of Reference, combining technical expertise with on-the-ground experience of period advocacy and policy work.
- The current members of the advisory group include:

Lillian Bagala, Irise Institute East Africa and The Period Equality Network

Halima Lila, UNFPA East and Southern Africa, African Coalition for Menstrual Health Management

Inga Winkler, Associate Professor in Human Rights Law

Professor Sivakami is a specialist in the impact of programs and policies related to health with a gender focus.

Professor Margaret Johnson is an expert in menstruation, law, and justice.

Camilla Rostvik, period inequality in the Nordic region

Arundati Muralidharan, Co-founder of Menstrual Health Alliance India

Sumaira Lokhandwala, HER Pakistan, period inequality in Pakistan

Flávia Castelhana and Brazil's National Menstrual Health Collective and Menstrual Dignity Research Observatory

Hannah Tamata and The Pacific Menstrual Health Network

Bahar Aldanmaz Fidan, We Need To Talk, period inequality in Turkey

Days for Girls, period inequality in the US and globally

Irise International, period inequality in the UK

Deborah Maufi, Population Services International, period equality in multiple country contexts

Jan Schlenk, GIZ, GMC Global Advocacy Group

Dr Jennifer Martin, Pandemic Periods



# 2024 A New Era for Irise International



In 2024, we're delighted to welcome Chrissy Cattle as Irise's new CEO.

Chrissy, who joins Irise in April 2024, is moving on from her role as Foundation Manager of the Old Dart Foundation, a grantmaking organisation partnering with social change actors in Peru and Papua New Guinea. Since graduating from a Masters in Environmental Change and International Development at the University of Sheffield, Chrissy has collaborated with small international organisations for over a decade to develop strategy, fundraising and communications. She is a trustee of Papua Partners, an organisation that accompanies indigenous human rights defenders in occupied West Papua, and an organising member of the Grant Givers' Movement. Chrissy lives in Walkley, Sheffield.

*"It's an honour to join Irise as it moves into a second decade after 10 years of Emily's transformational leadership. I have greatly admired Irise's commitment to feminist values of non-hierarchical decision-making, courage and sharing of power. As an ally which stands behind young people and grassroots movement builders, both here in the UK and in East Africa, I am inspired by how Irise accompanies powerful and collective action to challenge injustice and build a world where no one is held back by their period. I can't wait to get started in April – to spend time getting to know the team, the board of Trustees, the Empower Period Committee, and the Irise Institute East Africa, as well as of course all the many individuals and organisations which make up Irise's global community. I look forward to sharing my experiences and perspectives as we look forward together to imagine Irise's next phase – building upon strong foundations and harnessing the creativity of this collective of changemakers."*

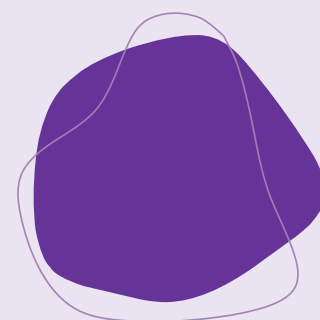
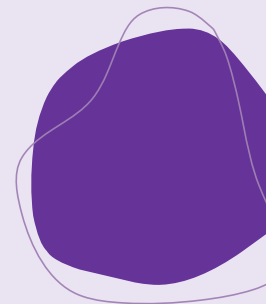
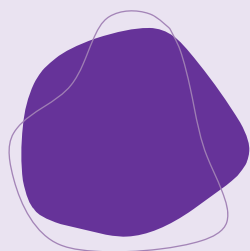


# Our Partners, Supporters and Collaborators



A massive thank you to all our incredible funders, supporters and collaborators in 2023.

Irise Institute East Africa  
The Period Equality Network  
Friends of Irise Sheffield  
Austin Bailey  
Be One  
The Brelms Trust  
The Evan Cornish Foundation  
The Hilden Charitable Fund  
The Joffe Charitable Trust  
The LUSH Charity Pot  
Modibodi Changemaker Grant  
The National Lottery Community Fund- The People's Project  
Plan International UK  
Schroder Charity Trust  
South Yorkshire Community Fund  
The Christmas Big Give  
The Big Give Women and Girls  
Peter Stebbings Memorial Charity  
The British and Foreign School Society  
Children In Need  
Coles Medlock Foundation  
JG Graves Charitable Trust  
The Waterloo Foundation  
Young Water Solutions  
The National Lottery Community Fund  
The Dillingham Family  
The Global Menstrual Collective  
In Kind Direct  
Shipshape Community Hub  
Chula Education  
Sheffield and Hallamshire County Football Association  
Israac  
Love Your Period Campaign  
Sex Ed Matters  
Cysters  
Sheffield Fostering Service  
Sheffield Autism Partnership Network



# Structure, Governance and Management



## Board of Trustees

Irise International is a Charitable Incorporated Organisation (CIO) registered with the UK's Charity Commission, governed by a constitution. The Board of Trustees comprises 8 people who are responsible for supervising the management of all the affairs of Irise International. Board meetings are held four times yearly at the end of every quarter. Trustee recruitment and appointment are done based on the specific skills and experiences required and the nomination of an existing trustee, and they are voted upon. No other organisation or body has the right to appoint trustees to the charity.

## Trustees' Responsibilities

The board of trustees is responsible for ensuring that all the activities are within UK law and fall within the agreed charitable objectives. Its work includes setting strategic direction and agreeing to the financial plan. The trustees are responsible for maintaining proper accounting records which reveal the charity's financial position with reasonable accuracy at any given time. They are responsible for safeguarding the charity's assets and, hence, for taking reasonable steps to prevent and detect fraud or any other irregularities. The board delegates day to day running of the charity to the Chief Executive and acts on advice and information from regular meetings with members of the Executive Team.

## Staff and Structure

Irise International is firmly committed to young people's leadership, particularly of diverse women and girls and other marginalised genders. In the UK, we create paid opportunities as part of our youth-led work designed for young people entering the workforce for the first time. These roles included mentorship, training and leadership development from senior staff. Irise International aims to be a high-impact, agile organisation. It, therefore, employs a small core team that can create opportunities, like the above, for emerging young leaders. It can work flexibly with a network of freelancers and consultants to achieve cost-effective, high-impact work. This model has helped us to be resilient to the impacts of the pandemic.

In our East Africa work, we are committed to supporting East African leadership, particularly young women's leadership. We continue to invest in supporting the growth and development of our sister organisation, Irise Institute East Africa. Efforts include enabling them to build a diverse funding portfolio with international and African-based funders to support their long-term independence and sustainability.

## Risk Management

The trustees actively review the significant risks that the charity faces regularly, together with an annual review of the financial systems. The trustees have taken steps to put in place and regularly review a reserves policy as detailed in the financial statements. The trustees periodically identify and review the risks the organisation faces through an organisational risk management process and confirm that they have established systems to mitigate significant risks.

# Structure, Governance and Management



## Equal Opportunities

Irise International is a charity committed to promoting equal opportunity. It takes affirmative action to ensure gender-equal access to education and employment. In carrying out this objective, Irise treats individuals with respect within the organisation and in the field. Wherever possible, we create a broad base for consultation and decision-making.

To accomplish the overall objectives as expressed in the Constitution, Irise will:

- Comply with all applicable laws and regulations governing employment in the UK and host countries, which include the Equal Pay Act 1970, Race Relations Act 1976, Sex Discrimination Acts 1975, Disability Discrimination Act 2005, Employment Equality (Religion or Belief) Regulations 2003, Employment Equality (Sexual Orientation) Regulations 2003 and the Employment Equality (Age) Regulations 2006 as amended from time to time;
- Provide equal opportunity to all employees and all applicants for employment;
- In employment, prohibit unlawful discrimination or harassment because of race, colour, nationality, religion or religious beliefs, ethnic or national origin, age, gender, marital status, civil partnership or gender reassignment, sexual orientation or disability;
- Advise all employees or respective employees of Irise's Equal Opportunities Policy;
- Pay particular attention to recruitment procedures, probationary periods, terms and conditions of employment, dismissal, leave, promotion and deployment patterns;
- Develop mechanisms for resolving grievances about unfair discrimination and harassment;
- Review its Equal Opportunities Policy regularly

## Liability of Members

Irise International is a registered Charitable Incorporated Organisation limited by guarantee. If the CIO is wound up, its members have no liability to contribute to its assets and no personal responsibility for settling its debts and liabilities.

## Public Benefit

The Trustees confirm that they have complied with the duty in Section 17 of the Charities Act 2011 to consider the public benefit guidance published by the Commission in determining the charity's activities.

Signed on behalf of the Trustees,

Linda Baines, Chair of the Board of Trustees

**Independent Examiner's Report to the Trustees of**  
**Irise International CIO**  
**Charity number 1157722**

I report to the trustees on my examination of the accounts of Irise International CIO ("the charity") for the year ended 31 December 2023.

**Responsibilities and basis of report**

As the charity's trustees you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ('the Act').

I report in respect of my examination of the charity's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

**Independent examiner's statement**

I am qualified to undertake the examination by being a qualified member of the Institute of Chartered Accountants in England and Wales.

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination which gives me cause to believe that, in any material respect:

- accounting records were not kept in accordance with section 130 of the Charities Act; or
- the accounts did not accord with the accounting records; or
- the accounts do not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a 'true and fair' view which is not a matter considered as part of an independent examination.

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

Simon Porter FCA  
120 Woodcote Road  
Caversham  
Reading  
Berkshire  
RG4 7EZ

16 July 2024

## Irise International CIO

### Statement of Financial Activities for the Year Ended 31 December 2023

		2023			2022
	Note	Unrestricted funds	Restricted funds	Total Funds	Total Funds
		£	£	£	£
<b>INCOMING RESOURCES</b>					
<b>Incoming resources from generated funds</b>					
Income from grants and donations	2	10,483	223,933	234,416	289,403
Other income	2	-	-	-	546
<b>Total income</b>		<b>10,483</b>	<b>223,933</b>	<b>234,416</b>	<b>289,949</b>
<b>Expenditure</b>					
Expenditure on generating funds	3	8,621	19,475	28,096	22,726
Expenditure on charitable activities	3	4,351	198,035	202,386	189,671
<b>Total Expenditure</b>		<b>12,972</b>	<b>217,510</b>	<b>230,482</b>	<b>212,397</b>
Net movement income for the year		<b>(2,489)</b>	<b>6,423</b>	<b>3,934</b>	<b>77,552</b>
Balance brought forward		7,033	155,391	162,424	84,872
<b>Balance carried forward</b>		<b>4,544</b>	<b>161,814</b>	<b>166,358</b>	<b>162,424</b>

**Balance Sheet****At 31 December 2023**

	Note	2023 Unrestricted funds £	2023 Restricted funds £	2023 Total funds £	2022 Total funds £
Stock		-	26,700	26,700	42,275
Accounts receivable		450	-	450	262
Cash at bank and in hand		6,146	135,114	141,260	122,783
		<u>6,596</u>	<u>161,814</u>	<u>168,410</u>	<u>165,320</u>
Creditors	5	(2,052)	-	(2,052)	(2,896)
<b>Total Net Assets</b>		<b><u>4,544</u></b>	<b><u>161,814</u></b>	<b><u>166,358</u></b>	<b><u>162,424</u></b>
Unrestricted funds		4,544	-	4,544	7,033
Restricted funds		-	161,814	161,814	155,391
<b>Total funds</b>		<b><u>4,544</u></b>	<b><u>161,814</u></b>	<b><u>166,358</u></b>	<b><u>162,424</u></b>

The accounts were approved by the Board of Trustees on 16 July 2024 and were signed on its behalf by:



Linda Baines  
Chair of Trustees

## **Irise International CIO**

### **Notes to the Financial Statements** **for the Year Ended 31 December 2023**

#### **1. ACCOUNTING POLICIES**

##### **1.1 Basis of Accounting**

The financial statements have been prepared in accordance with the Charities SORP (FRS 102) '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 the Charities Act 2011. Irise International CIO meets the definition of a public benefit entity under FRS102.

Assets and liabilities are wholly recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note(s). The financial statements are prepared under the historical cost convention, in sterling, which is the functional currency of the Charity.

##### **Going concern**

At the time of approving the financial statements, the trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. The trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

##### **Incoming resources**

All income is recognised once the charity has entitlement to the income, it is probable that the income will be received, and the amount of the income receivable can be measured reliably.

Donations are recognised when the charity has been notified in writing of both the amount and settlement date. In the event that a donation is subject to conditions that require a level of performance before the charity is entitled to the funds, the income is deferred and not recognised until either those conditions are fully met, or the fulfilment of those conditions is wholly within the control of the charity and it is probable that those conditions will be fulfilled in the reporting period.

##### **Resources expended**

All expenditure is accounted for on an accruals basis. All expenses, including support costs and governance costs are allocated or apportioned to applicable expenditure headings.

Support and governance costs have been split between the fund-raising and charitable activities based upon staff time. Governance costs comprise all costs involving the public accountability of the charity and its compliance with regulation and good practice. These costs include those relating statutory compliance and legal fees on constitutional matters.

Staff costs are allocated to activities on the basis of staff time spent on those activities. Costs of charitable activities include governance costs and an apportionment of support costs (shown in note 4).

Expenditure on equipment, fixtures and fittings that exceeds £1,000 is capitalised. All fixed assets are initially recorded at cost. Currently the charity has no fixed assets.

## **Irise International CIO**

### **Notes to the Financial Statements** **for the Year Ended 31 December 2023**

#### **1. ACCOUNTING POLICIES (continued)**

##### **Fund accounting**

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Further explanation of the nature and purpose of each fund, where material, is included in the notes to the financial statements.

##### **Pension costs**

The charity operates a defined contribution pension scheme for employees. Contributions payable to the charity's pension scheme are charged to the Statement of Financial Activities in the period to which they relate. The assets of the scheme are held separately from those of the charity.

**Irise International CIO****Notes to the Financial Statements - continued  
for the Year Ended 31 December 2023**

	2023	2022
	£	£
<b>2. VOLUNTARY INCOME</b>		
Income from grants and donations	234,416	302,060
Other income (all unrestricted)	-	546
	<u>234,416</u>	<u>302,606</u>
Grants received, included in the above, are as follows:		
<b>Restricted funds</b>		
Austin Bailey	1,000	-
Be One	3,765	-
Brelms	6,000	-
British & Foreign Schools Society	5,000	38,000
Children in Need	-	10,500
Coles Medlock Foundation	-	5,000
FCDO UK Aid Direct	-	5,000
JG Graves Charitable Trust	-	2,000
HILDEN	5,000	-
Joffe Charitable Trust	22,000	21,000
Liz and Terry Bramall Foundation	-	2,000
Lush	1,500	-
Modibodi Gamechanger Grant	20,000	20,000
People Projects	10,000	-
Plan UK	2,500	-
Sheffield Town Trust	-	2,500
Schroder	3,000	-
South Yorkshire Community Development Foundation	7,500	4,984
Swire Charitable Trust	-	15,000
The Allan & Nesta Ferguson Charitable Trust	-	15,000
The Arnold Clark Community Fund	-	1,000
The Big Give Christmas Challenge 2021	-	2,500
The Big Give Christmas Challenge 2022	-	2,832
The Big Give Christmas Challenge 2023	6,391	-
The Big Give Women and Girls Comms Support	-	700
The Big Give Women and Girls Matched Fund	1,412	10,436
The Blagrave Trust	-	15,000
The Evan Cornish Foundation	10,000	-
The Hugh Neill Charity	-	1,000
The Peter Stebbings	4,000	-
The Souter Charitable Trust	-	3,000
The Waterloo Foundation	100,200	19,500
Voluntary Action Sheffield	1,000	-
Young Water Solutions	2,415	-
Donated Products	11,250	75,000
<b>Total restricted grant income</b>	<u><b>223,933</b></u>	<u><b>271,952</b></u>
<b>Unrestricted grants</b>	<u>10,483</u>	<u>30,108</u>
<b>Total unrestricted grants and donations</b>	<u><b>10,483</b></u>	<u><b>30,108</b></u>
<b>Total</b>	<u><u><b>234,416</b></u></u>	<u><u><b>302,060</b></u></u>

## Irise International CIO

### Notes to the Financial Statements - continued for the Year Ended 31 December 2023

	Unrestricted £	Restricted £	2023 £	2022 £
<b>3. Expenditure</b>				
Generating Funds				
Staff costs	0	15,608	15,608	13,764
Direct costs	0	0	0	7,454
Support costs	8,621	3,867	12,488	1,508
Total	<u>8,621</u>	<u>19,475</u>	<u>28,096</u>	<u>22,726</u>
Charitable Activities				
Staff costs	0	46,824	46,824	94,334
Direct costs	4,351	139,611	143,962	84,998
Support costs	0	11,600	11,600	10,339
Total	<u>4,351</u>	<u>198,035</u>	<u>202,386</u>	<u>189,671</u>
Total				
Staff costs	0	62,432	62,432	108,098
Direct costs	4,351	139,611	143,962	92,452
Support costs	8,621	15,467	24,088	11,847
Total	<u>12,972</u>	<u>217,510</u>	<u>230,482</u>	<u>212,397</u>

Support costs are allocated on the basis of staff cost.

#### **Support Costs include**

Rent and rates			3,078	3,003
Governance			0	680
Other overheads			17,450	8,164
			<u>20,528</u>	<u>11,847</u>

#### **4. Staff Costs**

UK net salaries			70,944	65,809
UK employers NI			1,365	1,454
UK staff pensions			1,629	1,459
Uganda staff costs			0	39,376
			<u>73,939</u>	<u>108,098</u>

The headcount of employees over the year was:

Uganda			0	8
UK			3	3
			<u>3</u>	<u>11</u>

The Uganda staff are all employed by Irise Institute East Africa, which is separately registered and independent to Irise International. Previously all Uganda staff costs were covered by a grant from Irise International to Irise Institute East Africa, but this is no longer the case, and so this year the cost of this grant has been shown within charitable activities rather than as staff costs.

#### **5. Creditors**

Trade Creditors			116	97
Payroll creditors			1,256	2,119
Accruals			680	680
			<u>2,052</u>	<u>2,896</u>

## Irise International CIO

### Notes to the Financial Statements - continued for the Year Ended 31 December 2023

#### 6. Analysis of Funds

	Balance B/fwd £	Received in year £	Spent in year £	Balance C/fwd £
<b>Restricted Funds</b>				
Austin Bailey	-	1,000	961	39
Be One	-	3,765	-	3,765
Brelms	-	6,000	4,969	1,031
British & Foreign Schools Society	19,576	5,000	22,680	1,896
Children in Need	6,520	-	6,118	402
Coles Medlock Foundation	5,000	-	1,325	3,675
HILDEN	-	5,000	4,936	64
Joffe Charitable Trust	16,040	22,000	15,835	22,205
Lush	-	1,500	-	1,500
Modibodi	670	-	670	-
Modibodi Gamechanger Grant	17,879	20,000	37,679	200
National Lottery Community Fund	4,152	-	4,152	-
People Projects	-	10,000	7,300	2,700
Plan UK	-	2,500	2,500	-
Schroder	-	3,000	-	3,000
South Yorkshire Community Development Foundation	-	7,500	5,400	2,100
Swire Charitable Trust	15,000	-	12,423	2,577
The Allan & Nesta Ferguson Charitable Trust	1,145	-	891	254
The Arnold Clark Community Fund	1,000	-	1,000	-
The Big Give Christmas Challenge 2021	5,040	-	5,040	-
The Big Give Christmas Challenge 2022	2,832	-	2,832	-
The Big Give Christmas Challenge 2023	-	6,391	6,391	-
The Big Give Women and Girls Comms Support	45	-	45	-
The Big Give Women and Girls Matched Fund	8,284	1,412	3,037	6,659
The Blgrave Trust	8,933	-	8,933	-
The Evan Cornish Foundation	-	10,000	7,300	2,700
The Hugh Neill Charity	1,000	-	846	154
Peter Stebbings	-	4,000	-	4,000
The Waterloo Foundation	-	100,200	25,938	74,262
Voluntary Action Sheffield	-	1,000	-	1,000
Young Water Solutions	-	2,415	1,484	931
Donated Products	42,275	11,250	26,825	26,700
<b>Total Restricted Funds</b>	<b>155,391</b>	<b>223,933</b>	<b>217,510</b>	<b>161,814</b>
<b>Unrestricted Funds</b>	<b>7,033</b>	<b>10,483</b>	<b>12,972</b>	<b>4,544</b>
<b>Total Funds</b>	<b>162,424</b>	<b>234,416</b>	<b>230,482</b>	<b>166,358</b>

**Irise International CIO**

**Notes to the Financial Statements - continued**  
**for the Year Ended 31 December 2023**

**7. Comparative SOFA for year ended 31 December 2022**

	<b>2022</b>		
	<b>Unrestricted</b>	<b>Restricted</b>	<b>Total</b>
	<b>£</b>	<b>£</b>	<b>£</b>
<b>Income</b>			
Income from grants and donations	17,451	271,952	289,403
Other income	546	-	546
<b>Total income</b>	<b>17,997</b>	<b>271,952</b>	<b>289,949</b>
<b>Expenditure</b>			
Expenditure on generating funds	7,944	14,782	22,726
Expenditure on charitable activities	19,362	170,309	189,671
<b>Total Expenditure</b>	<b>27,306</b>	<b>185,091</b>	<b>212,397</b>
Net movement income for the year	(9,309)	86,861	77,552
Balance brought forward	16,342	68,530	84,872
<b>Balance carried forward</b>	<b>7,033</b>	<b>155,391</b>	<b>162,424</b>

**IRISE INTERNATIONAL**

England & Wales - Charity number 1157722

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# Accounts

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# Irise International Annual Report 2022



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**“Thank you Irise for seeing my capability.” Leilah**

## Legal and Administrative Information

### Trustees:

Linda Baines (Chair)  
 Rowena Collings  
 Sophie Rowson  
 Joanne Nakakawa-Hampson  
 Chloe Reeves (stepped down- 31/01/2023)  
 Cianne Jones (stepped down- 6/6/2023 )  
 Kimber Bialik (joined- 12/06/2023)  
 Gloria Diamond (joined- 12/06/2023)  
 Amisa Rashid (joined- 12/06/2023)  
 Katie Thistleton (joined- 12/06/2023)

### Empower Period Committee:

*Our Empower Period Committee advises the board and staff on our youth-led work in the UK. They do not hold any formal legal or governance responsibilities.*

Molly Fenton (Co-Chair)  
 Ellie Finneran (Co-Chair)  
 Cynthia Pokuah  
 Heather Know  
 Nawasha Mishra

### Executive:

Emily Wilson (CEO)  
 Principal Address:  
 7 Castle Street  
 Sheffield  
 S3 8LT

In East Africa Irise International works in partnership with our sister organisation, Irise Institute East Africa (IIEA). IIEA are registered in Uganda and their main office is in Kampala. They have an independent board and receive income independently of Irise International. The relationship between Irise International and IIEA and our shared goals are laid out in a Memorandum of Understanding and jointly created Global Strategic Framework. A grant agreement governs the transfer of funds. Irise Institute East Africa's Annual Report for 2022 can be viewed here:

[www.irise.org.uk/wp-content/uploads/2023/10/Annual-Report-IIEA-2022.pdf](http://www.irise.org.uk/wp-content/uploads/2023/10/Annual-Report-IIEA-2022.pdf)

**Website:** [www.irise.org.uk](http://www.irise.org.uk)

**Contact:** [info@irise.org.uk](mailto:info@irise.org.uk)

**Registered charity number:** 1157722

## Objectives and Activities

Charity objectives (as stated in governing document): THE ADVANCEMENT OF EDUCATION, THE PRESERVATION AND PROTECTION OF GOOD HEALTH AND THE PREVENTION OR RELIEF OF POVERTY AMONG WOMEN AND GIRLS BY WORKING TO IMPROVE SANITATION AND HEALTH EDUCATION IN THEIR COMMUNITIES AND SCHOOLS, WITH A FOCUS ON SUB SAHARAN AFRICA AND THE UK.

We're an award-winning global leader in period equality programming and advocacy. Our vision is a world where a female body is not a disadvantage. We bring together young people held back by their periods and their allies to create change in their own communities and in wider society. We work in the UK and in East Africa in partnership with our sister organisation, Irise Institute East Africa and together, use our experience and power to shape the global agenda on this issue.

At the start of the covid-19 pandemic, following a rapid consultation with our community, we launched an interim emergency strategy: Irise took action across 3 strands:

**Ensuring Provision-** immediate support for overlooked gender specific needs.

**Providing Protection-** safeguarding vulnerable young people.

**Restoring Power-** amplifying the experiences and priorities of those we support.

Our Annual Plan for 2021 combined our original 2019-2024 Strategy with our interim covid-19 strategy described above, and the learning gained from our experiences in 2020. It also aligned with and championed Irise's first Global Strategic Framework, created by Irise International and Irise Institute East Africa, to guide the Irise group into a new phase of growth and development.

### **1. Spearhead the creation and expansion of a global Irise community that can shape the global gender equality agenda.**

*a. Establish structures for global community building.*

### **2. Support young people and their communities across the contexts where we work to recover from the covid-19 crisis and resume progress towards Sustainable Development Goal 5; Achieve Gender Equality and Empower All Women and Girls by 2030.**

*a. Complete delivery of our emergency response*

*b. Launch recovery initiatives in both contexts*

*c. Launch our Needs Assessment reports and advocate for their recommendations to be addressed by relevant stakeholders*

### **3. Champion diverse leadership and enable more young women to realise their potential to lead and shape a more inclusive agenda.**

*a. Launch Empower Period Award to celebrate and build community around transformational leadership*

*b. Establish Irise Mentorship Circle*

*c. Establish Equality Subcommittee at board level to champion and develop equality agenda within Irise*

*d. Develop and fund young women's focused leadership initiatives across the contexts where we work*

**4. Realise period equality across the contexts where we work through a combination of project delivery, learning focused work and advocacy- working to realise the UK government target of ending period poverty and shame in the UK by 2025 and globally by 2030.**

- a. Run and support Empower Period Forum to undertake national advocacy towards period poverty and shame in the UK*
- b. Scale up period friendly schools in Uganda in partnership with IIEA*
- c. Build community of menstrual health programming best practice in East Africa*

## Achievements and Performance

Irise is a driving force for Period Equality locally, nationally and globally. In 2023 we:

- Catalysed youth-led action for Period Equality across the UK.
- Equipped a grassroots network of 100+ grassroots groups across East Africa.
- Shaped the global agenda on this issue in line with our community's priorities.

### Key Successes UK:

**Our priority in the UK is to host and equip that national, youth-led movement for Period Equality.**

#### Empower Period

- **Empower Period is Irise's youth-led network working on Period Equality in the UK. Our programmes are currently focused on South Yorkshire but with a national reach and scope. Our advocacy is national.**

#### Programming

- Irise successfully launched the Empower Period Programme<sup>1</sup> in South Yorkshire, working closely **with 4 community-based organisations** to empower **15 young champions** to provide peer led support in their own communities. Young people directly reached over **200 peers with support**. We also brought together champions and partners to work with Local Councillor Jayne Dunn to pass a motion committing Sheffield to becoming a Period Friendly city.



The launch of The Empower Period Programme brought together youth champions, the Lord Mayor of Sheffield and staff from partner organisations.

The partners were:

- **Adira-** a survivor led mental health charity supports black people with mental health issues. Together with their period champion Eunice, we provided a pampering and self-care event to their community alongside some conversations to tackle stigma around periods and free good bags with period products, toiletries and education materials. We also included Adira in

<sup>1</sup> Read more about the programme at: [www.irise.org.uk/2022/08/the-empower-period-programme-south-yorkshire/](https://www.irise.org.uk/2022/08/the-empower-period-programme-south-yorkshire/)

a series of social media posts highlighting Black Feminists championing period health and wellbeing as part of Black History Month.

- **Chula Education**- a girls' rights charity based in Sheffield aiming to support young women to reach their full potential. Chula together with 8 Period Champions has led education workshops within schools to tackle period stigma. They have reached **120 young people** in 2022 and will reach a further 150 by the end of March 2023.
- **Shipshape**- is a community hub organisation working with four teenage girls from their Sports Programme to create a dedicated space for girls to come and access peer-support and free period products. The space was launched at a special wellbeing and self-care event for girls and their mothers, alongside a formal opening with local community leaders.
- **Sheffield and Hallamshire County Football Association**- We worked with Sheffield and Hallamshire County Football Association to train coaches to provide more support to young people when they start their period so that they can keep playing sport and not be disadvantaged. Together we trained **120 coaches**.
- We expanded the programme towards the end of the year to include working with young people in care with Sheffield Fostering.

## Advocacy

- We continued to convene the Period Equality space in the UK, bringing together researchers, politicians, organisations and young people on Menstrual Health Day 2022 to share new learning and discuss next steps for Period Equality in the UK<sup>2</sup>.



- We wrote to civil servants and submitted written questions in the House of Lords about the suspended UK government's Period Poverty Taskforce and its £250,000 budget.
- In October we brought together young period equality activists and the organisations who support them at the "Empower Period Summit<sup>3</sup>". Youth-led groups shared their work and led training on successful campaigning and advocacy. Together we planned a youth-led national campaign for Period Equality in 2023.

<sup>2</sup> Read the full briefing from our event, 'Menstrual Health Day 2022; What's next for Period Equality in the UK?'

[www.irise.org.uk/2022/07/whats-next-for-period-equality-in-the-uk/](http://www.irise.org.uk/2022/07/whats-next-for-period-equality-in-the-uk/)

<sup>3</sup> View a write-up of the event and a video recorded with Empower Period Young people about their advocacy priorities here:

[www.irise.org.uk/2022/12/the-empower-period-summit/](http://www.irise.org.uk/2022/12/the-empower-period-summit/)



Young people and supporters from across the UK took part in person and virtually in the 'Empower Period' Summit.

### Youth Voices from the Empower Period Summit:

"My school had to take the box with pads in away because they thought people were stealing them."

"The only pads available in school toilets were the massive night ones, and you can't play sport or be that comfortable in them."

"In a perfect world, we wouldn't have to do this and advocate for improved access to menstrual health."

"We shouldn't have to pay for bleeding."

### Key impacts of our work with young people in the UK:

- 82% feel less anxious about their period and feel they have more knowledge about their own period and body
- 88% feel more able to talk about periods without feeling ashamed
- 52% are more able to participate in work and school during their period
- 58% say their mental health and wellbeing has improved
- 81% have increased their confidence and ability to lead
- 82% feel more positively about their future

*"Irise supported me as a young person to continue doing what I love in a positive space as a young, disabled person. The team are always amazing and the space is safe for all."*

*"Irise has helped me a lot to be more confident in myself and my period. As part of Love Your Period it's also been amazing for me to learn so much from the period parade speeches and social media posts. I myself have suffered from period poverty so I'm so glad I got to be part of the Every Period Counts campaign."*

*"I think volunteering with Irise has been pivotal to my personal development but also my career and advocacy."*

*"Irise helped me see the truth around periods and it has helped me break out of my shell after covid. It's given me many opportunities that have helped me with school and outside too."*

## Case Study- Sabiha, Hina, Harissa and the Shipshape Period Wellness Space



Shipshape champions Sabiha (left) with other champions, Hina and Harissa and Shipshape CEO Tanya Basharat (right)

Sabiha, Hina and Harissa worked with Irise to create a Period Wellness Space for girls and young women in the Shipshape community building. They organised a special launch event for women in the wider community with free period goody bags, Bollywood dancing, nail painting and henna.

*“I chose to be a period champion because I saw the lack of knowledge in the community not only for women but also the men and large families. I also saw the way girls are fearful because of it and would want that to change. The issues that are facing young people when it comes to periods are negative views or periods are viewed as a joke. Also, the lack of knowledge; people do not know what’s happening to us women or they don’t know the help is here or where to get products. In my role as period champion I can help break some of these barriers and make people feel comfortable with their periods.”*

*Sabiha, age 15*

Sabiha then championed periods in her school by helping her peers access products.

*“In our school, the period products are kept in the library. Some of my friends feel embarrassed or uncomfortable about going to get period products from the library, but I know it’s nothing to be embarrassed about so I just fetch the pads for other pupils when they need them.”*

Sabiha was asked to do a presentation at school on any topic of her choosing and she decided to talk about periods and the challenges accessing period products, as well as suggesting changes the school could make. Sabiha’s presentation was well received by her teacher and she was later invited to share her experiences and ideas with the UK government’s Department for Education to help improve the free period product scheme for schools and colleges across England.

### Case Study- Caitlin, Amy, Meg and Power Over Periods



Caitlin (left) with Amy, Safiya, Josie and Sarah, CEO of Chula (right)

Caitlin, Amy and Meg founded Power Over Periods started Power Over Periods when they were studying their A-levels together to dispel myths and harmful ideas about periods that were holding them and their peers back. They made funny TikTok videos together about their experiences having their period to help others feel more comfortable seeking help and support.

Their body positivity and acceptance of everyone has had a big impact in their own school, across the whole city where they live.

Through Irise, they teamed up with Chula to deliver period education sessions in local schools as part of the Empower Period Programme.

*"I think the current issues facing young people when it comes to periods is the stigma and lack of role models for anyone experiencing periods. Also the lack of effective education about periods from an intersectional point of view leading to conversation barriers between the sexes. Period poverty is a problem for both men and women and non-binaries. I feel this is a great opportunity to further our work and progress made with our campaign Power over Periods. I also believe that giving young people a platform and role models to talk and relate to further helps to end stigmas around periods."*

*Caitlin, age 17*

Caitlin went on to work with Irise and Sheffield City Council to develop the city's Period Equality and Menopause Charter. She helped Irise and Plan International UK develop a Peer-Led Peer Education Guide to be used across the UK and spoke to the national and local media about her work with Irise.

*"Our main aim is to try and break that stigma, challenge stereotypes and the misconceptions. The way that I personally do it is by using my social media platform. We also have been going into schools to actually talk to young people and get them involved. We make sure that it doesn't feel like a gender issue or a taboo subject and that everyone feels that they can talk about it."*

## Period Product Provision during the Cost-of-Living Crisis

- **Since the start of the pandemic Irise has been taking practical action to tackle rising levels of period poverty in the UK. We plan to do this as long as the need remains significant and unmet by local and national government. Provision is focused around South Yorkshire but has included organisations across the UK.**
- Our partnership with Australian Period Pants company, Modibodi, has enabled us to provide a free, reusable and sustainable option to our network.
- In 2022 we worked with **33 community based organisations** to distribute:
  - **2,222 pairs of Period Pants**
  - **1,053 other products**

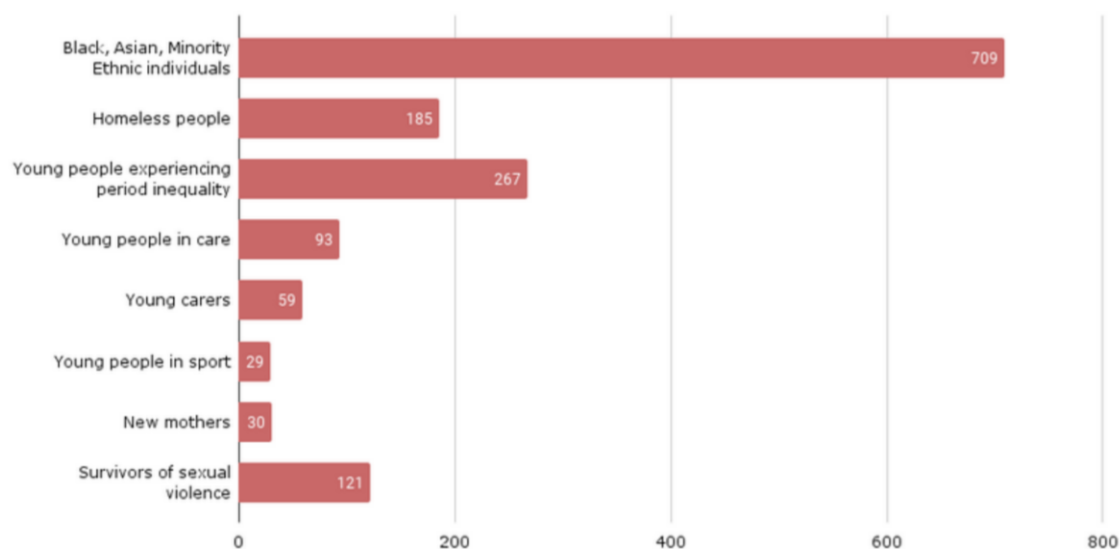


Irise's partners unpack Modibodi Period Pants

"[A benefit was] being able to have a product they can reuse. The dignity in providing different sizes so they could choose ones that fitted."

Organisation receiving Period Pants

- Evaluation of the impact<sup>4</sup> of Modibodi Period Pants found that products we're reaching people most affected by period inequality:
  - 57% of recipients have had trouble accessing period products every month.
  - 86% of recipients had previously missed an event that mattered to them because they did not have period products.



Breakdown of Period Pants Recipients by group

- Since receiving Period Pants:
  - 100% of recipients have not had to miss any activities since receiving Period Pants
  - 86% of recipients experienced reduced stress and anxiety and 100% felt more confident managing their periods.

#### Voices of recipients of Modibodi Period Pants:

"Don't have to worry about leaks and smells. [The pants are] discreet, comfortable, and always have a spare with me."

"I can take kids to play school without worry."

"Felt more relaxed, less stressed, less anxious, able to socialise more."

"No stress, no concerns of leakage, I can do things I couldn't do before."

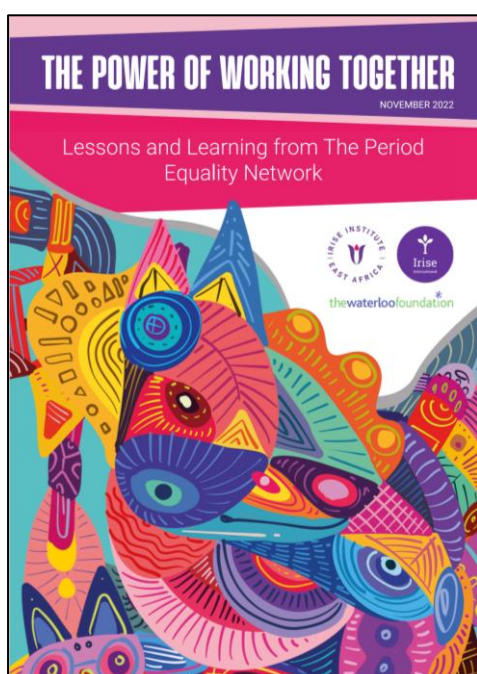
<sup>4</sup> Based on annual evaluation surveys with organisations and recipients- available on request.

## Key Successes East Africa:

### Our priority in East Africa is to support grassroots action, leadership and advocacy for Period Equality for All.

#### The Period Equality Network

- Period Equality Network (TPEN) is a network of **100+ community based organisations and grassroots groups** across the East Africa Community (EAC), hosted by IIEA.
- In 2022 we completed an independent impact evaluation<sup>5</sup> of the first two years of TPEN and producing four learning briefings<sup>6</sup> to capture lessons and learnings from the the network, including our first small grant round, in partnership with The Waterloo Foundation.
- We launched the ‘Power of Working Together’ Report and the learning briefings at a virtual event for 85+ stakeholders from 11 countries, including funders, TPEN members, researchers and other civil society organisations.



The Power Together Report (right), the launch event (left)



<sup>5</sup> Read the full report, The Power of Learning Together; lessons and learning from The Period Equality Network, here: <https://www.irise.org.uk/tpen-resources/>

<sup>6</sup> Read the four learning briefings: <https://www.irise.org.uk/tpen-resources/>

**THE POWER OF WORKING TOGETHER**

Lessons and Learning from The Period Equality Network

**Measuring Collective Impact**  
How to use tried and tested measures to track impact at the community level






© Dohi Community Foundation

**THE POWER OF WORKING TOGETHER**

Lessons and Learning from The Period Equality Network

**Centring Lived Experience**  
How to centre the leadership of girls, young women, and all people affected by period inequality to make menstrual health initiatives more inclusive

**THE POWER OF WORKING TOGETHER**

Lessons and Learning from The Period Equality Network



**Pathways to Sustainable Change**  
How to create sustainable change through integrating into existing infrastructure and advocating together for policy commitments




**THE POWER OF WORKING TOGETHER**

Lessons and Learning from The Period Equality Network

**Community-led Holistic Solutions**  
How to develop effective menstrual health solutions for communities using the best available evidence

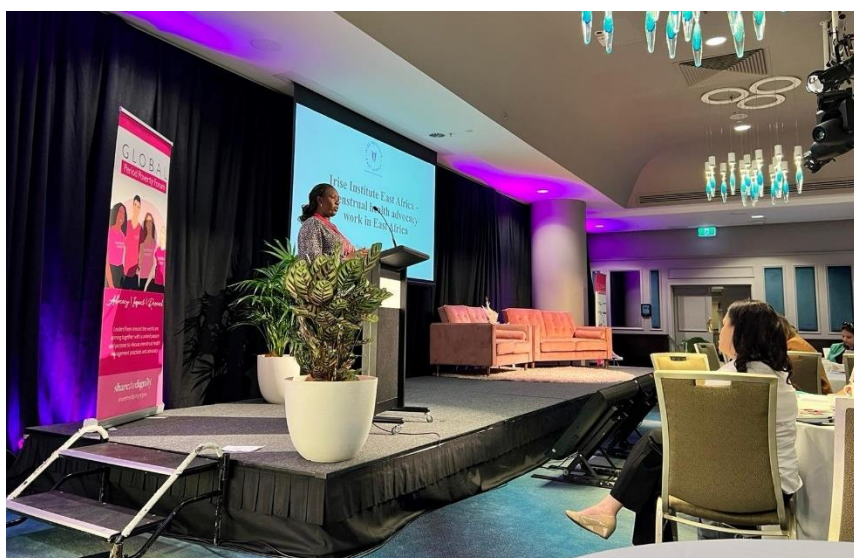



*"Giving a community a space to raise their voice is the best way to understand their needs."*  
A member of The Period Equality Network

Learning Briefings from the first two years of The Period Equality Network

### TPEN Influencing, Advocacy and sharing Learning:

- Lillian Bagala (Regional Director) at IIEA joined the Advisory Group for the Global Period Poverty Forum was able to share TPEN's key successes at the conference in Australia at the end of 2022.
- Irise International successfully nominated Lillian to join the Core Group of the Global Menstrual Health Collective, a global network and platform for UN agencies and civil society working on menstrual health.
- IIEA participated in a detailed consultative meeting on the East Africa Community Sex and Reproductive Health and Rights Bill, providing detailed feedback.
- IIEA spoke about Community Based Models of period product provision at the Pad Project's webinar- Period Equity for the Last Mile.
- IIEA collaborated with the Gender Equity and Budgeting Unit under The Ministry of Education and Sports in Uganda on a two day meeting to review, cost and draft the national Menstrual Hygiene Management Strategic Plan.



*Regional Director at IIEA, Lillian Bagala, present at the Global Period Poverty Forum*

### Voices from the Period Equality Network:



*“I can now implement my own ideas because IIEA supported me with a small grant and capacity building for grantees.”*

Bridget Kigambo, 24 years old, Founder and Executive Director of Girls Power Connect

*“The Period Equality Network is a platform to communicate and speak with one voice to champion period equity for all women and girls in their diversity. It encourages collaboration and learning from one another through the different intersections of work.”*

Esther Wambui, Zamara Foundation



*“The network has contributed to the visibility of our work integrating menstrual health into mental health.”*

Don Zane Muwanguzi, Awesome Mind Speaks

## The Recipients of the first TPEN Small Grants Round

Irise Institute East Africa ran a small grants round focused on Uganda as part of their broader package of support for The Period Equality Network. Grants were awarded by a committee of local stakeholders whose decisions were informed by Irise's Funder Assessment Framework which summarises available evidence and expert consensus on effective menstrual health programming. All the projects were evaluated using Irise's standard Evaluation Toolkit.

### Health for Youth with Parents Involved- Promoting safe periods, free from violence and harm



*School girls read resources created by HEYPI*

Between November 2021 and January 2022 HEYPI supported 6 schools and 1 refugee community in Nansana. They set up a Gender Based Violence desk to manage and handle cases of violence, carried out music, dance and drama sensitizing the young people about menstruation and ensured safe spaces in schools where young girls could change during their periods. They also formulated content to be put on the radio and engaged with influencers to develop social media content on menstrual health.

#### **People reached:**

3,369 - Women, girls and boys reached at schools and the larger community

2,000- Indirect beneficiaries: young people, women and men, reached with social media channels

70 - People involved in the interventions: Health workers, teachers, police, and non-government organisations.

#### **Key impacts:**

- Significant decrease in self-reported menstrual related absenteeism and improvement in knowledge and attitudes around menstruation.
- By the end of the project no one was using potentially harmful menstrual materials and the majority were using purpose made products.

*“We have been able to have local leaders get involved in Menstrual Hygiene Management. We have seen systems in schools improve planning for the girls in terms of setting up safe spaces and providing commodities for the girls for free as policy in the schools. lastly because of the work and support from Irise. I have been nominated as Best Health worker in the country this is all because of the work we have done with support and guidance from TPEN.”*

Muhumuza Michael Clyde, HEYPI

**Menstrual Cycle**

**ALWAYS REMEMBER**

- A menstrual cycle varies from one person to another.
- Menstruation periods are irregular for most girls in the first few years.
- It is your right to access information and services on menstruation management.

For more information talk to your parent, a trusted adult, peer educator, senior woman teacher or visit a health center.

**BE AMAZING. PERIOD**  
Understand Your Menstrual Cycle And Prepare For The Next One

For more info, call Ministry of Health toll free # 0800 100 066

REPUBLIC OF UGANDA  
MINISTRY OF HEALTH  
Adolescent and School Health Division

THE WORLD BANK  
Global Development

For more information talk to a trained health Worker or Visit any health facility OR call TOLL FREE lines on all networks:  
0800 100 066 or 0800 200 600 or 116.

What you need to know about **Menstruation**

A resource created by HEYPI

## Faraja Africa Foundation- Digital Storytelling to end Period Stigma



Girls who shared their stories with Faraja

Digitalizing Access to Menstrual Hygiene Management to Young Girls in Uganda was a three-month project implemented by Faraja Africa Foundation (FAF) in 3 administrative regions in Uganda: Central, Western and Eastern Uganda. The project aimed to provide awareness on the effects of negative culture and social norms around menstruation on young girls in Uganda through digital storytelling. FAF engaged with 16 young girls aged between 13-18 years via menstrual health talks. They developed online and printed messages targeting 6 districts: Kampala, Wakiso, Rubirizi, Fort Portal, Kasese and Mbale Districts. FAF used their official social media platforms; Twitter, Facebook, and Instagram and Faraja Television, to share the content<sup>7</sup>.

### Key impacts:

- Significant improvement in knowledge and attitudes around menstruation
- Change in 'Community Readiness to Change Score' indicating a positive in social norms and associated community behaviours
- Significant decrease in self-reported menstrual related absenteeism

<sup>7</sup> You can watch Faraja's short documentary here: [www.youtube.com/watch?v=aKzqrhomcig](https://www.youtube.com/watch?v=aKzqrhomcig)

## Dodi community foundation (DCF)



*Girls benefitting from Dodi's work*

Dodi conducted awareness sessions on menstrual pads with 209 girls from 10 primary schools, supplied them with free reusable pads and knickers. Girls in these schools no longer use rags, papers, toilet paper leaves, banana fibers, etc. Some parents have bought reusable pads for their daughters and schools have stocked emergency menstrual pads. There is also increased awareness and knowledge on menstruation and the different menstrual products available which is attributed to the training conducted by DCF.

### People reached:

- 209- People directly benefiting: School girls and their families,
- 30- People directly benefiting: *Headteachers, chairpersons management committees*
- 30- People that have been involved in the project (*Health workers, senior women teachers, leaders*)

### Key impacts:

- Improvement on the Period Positive Environment Checklist for schools
- 100% of girls at baseline reported that 'always' or 'often' missed school when menstruating- anecdotal evidence supports an improvement but no follow-up data was collected

## DEFORA- Development Foundation for Rural Areas- Strengthening Menstrual Management in schools



*A school and community event organised by DEFORA*

The “Strengthening Menstrual Hygiene Management (MHM) within six primary schools in Kyegegwa District, in the western region” was a six months project implemented by Development Foundation for Rural Areas (DEFORA) in Kyegegwa District. The objective was to support access to appropriate MHM through skills training, increase the capacity of schools to manage MHM, and Increase awareness of good MHM practices among leaders and communities. In schools, senior female teachers were provided with emergency sanitary kits for girls who unexpectedly got their periods. DEFORA was able to hold 6 community dialogues where participants were invited from the surrounding areas of Humura, Wekomire, Mpara, Mukoka, Kinyinya, and Kakoni primary schools and a total of 203 people attended. DEFORA established partnerships with community leaders (CDOs and religious leaders) to help deliver project activities.

### **People reached:**

1,200- girls in six targeted schools in Kyegegwa district (4 national and 2 refugee hosting schools)  
 2,550 - people will indirectly benefit including parents, teachers and local community, cultural and opinion leaders from Kyegegwa district.  
 24- people were impacted by close collaboration (teachers, CDOs and religious leaders)

### **Key impacts**

- Significant decrease in self-reported menstrual related absenteeism
- Significant improvement in Period Positive Environment checklist
- Significant improvement in knowledge and attitudes towards menstruation
- Change in ‘Community Readiness to Change Score’ indicating a positive in social norms and associated community behaviours
- By the end of the project no one was using potentially harmful menstrual materials and the majority were using purpose made products- representing a significant reduction.

## Girls Power Connect- Girls Potential Care Centre



*Girls Power Connect in action*

The organisation talked about menstrual health in 3 primary schools and 4 secondary schools. They taught girls about menstrual products and menstrual management. The organisation provided learning materials like textbooks which were to be kept in the school library for them to read. Each girl also received a pack of reusable pads. Girls Power participated in the Women in Business exhibition series in Kabarole (Bahara Pride Pads) where they sold the pads and trained people on how to support themselves and each other to eradicate period stigma and poverty. Girls Power Connect carried out several radio talk shows on local radio discussing topics like menstrual hygiene, school dropouts due to early pregnancies, sex education in schools, effects of lockdown on young people.

### **People reached:**

2,131- girls met in different schools.

200- indirect beneficiaries from radio programs, posts on the internet and WhatsApp posts.

23- people who worked closely on the project (NGO staff, school staff and radio station collaborators)

### **Key impacts:**

- Increased profile and platform to the voices of young women and girls involved-

*“Today if anyone is looking for an organisation doing work on Menstrual Health, they will find Girls Power. This has happened because of the visibility that the platform has given us... We have been able to network and collaborate in advocacy efforts across the East Africa Community sub-region. This has really enabled the organisation to be on the frontline in matters of menstrual health.”*

## TPEN Sharing Learning Grants

The Waterloo Foundation worked with Irise to make three larger grants to amplify best practice amongst organisations with strong menstrual health work in specific areas.

### Young Women's Alliance for Human Rights (YAH)- Girls' Leadership and Peer Support



*A girl attending a YAH peer-led activity*

YAH is a network of young women's rights activists across Uganda who believe in the power of girls to create change. "Breaking Period Poverty and shame for girls in Uganda post-Covid-19" created a reflective space for adolescent girl leaders to share their menstrual health experiences during the COVID-19 pandemic. Adolescent Girl's Cafés were set-up in Nsangi, Kawempe, Nansana and Kitezi-Gayaza to provide girls with information and peer support. School menstrual health clubs were also created to foster peer-to-peer support amongst students as a way of breaking period stigma. The project used a peer-led approach where respondents were encouraged to share their experiences in a safe, voluntary, and supportive environment.

#### People reached

500 - In school adolescent girls in both primary and secondary schools within the targeted areas

80- indirect beneficiaries such as Teachers, CBO and NGO staff, staff and volunteers of partner organizations and social workers

100- Other people benefited such as general community members (men and women, boys, traditional and faith leaders, policymakers)

## African Revival- Girls' Leadership and Peer Support



Pages from the Girls' Club Resource created by African Revival

African Revival (AR) developed school-based menstrual health programming in girls' leadership and girl-led advocacy. They set up Menstrual Health Advocates Girls' Clubs, create replicable resources and trained grassroots grantees and other groups to replicate the work.

This project successfully:

- Established Girls' Clubs in 10 schools in the Amuru District of Northern Uganda.
- Created a forum for girls to discuss menstrual health challenges and support one another.
- Empowered girls and gave them a voice.
- Collected on-the-ground data as a case study for the current situation facing young girls.

With the support of Senior Female Teachers, each school set up a Girls' Club with 30 members, selected from P5-P7 by their peers. Club members voted for two girls to be their Girls' club leaders and run the club's activities. Once clubs had been set up, there was an official project launch (on 4th February 2022). The launch was attended by the District Commissioner, Council Chairman, Secretary of Education for Amuru, District Inspector of Schools, Community Development Officers, Headteachers and Senior Female Teachers from target schools.

Girls' Clubs provided girls with a space to discuss menstruation, plan how they can create more period-friendly schools and create change within the community. The Girls' Club Leaders from different schools met to share experiences, plan advocacy together, and feed into the local district and national advocacy work of other organisations, such as YAH Uganda (Young Women's Alliance for Human Rights). AR facilitated the first of these exchange meetings during the project. The Girls' Club Leader members were provided with menstrual health and life-skills training.

1,500 fun and educational MH Advocates Comic Books were distributed to project schools, other schools across Northern Uganda and will be made available to TPEN members.

## Dig Deep - Sustainable Change

The main goal of this project was to integrate menstrual health into the district-level Water, Sanitation and Hygiene (WASH) strategy in Bomet County Kenya, including education and healthcare settings, to produce learning on how to integrate into local infrastructure and how to measure and monitor impact in partnership with local government. The specific objectives were divided into two phases:

*Assessment phase:* Integration of menstrual health into Household WASH survey reaching 250k people; Integration of menstrual health into Institutional WASH survey reaching schools and clinics; Integration of menstrual health into focus group discussions.

*Planning phase:* Building consensus on the gender-sensitive definition of WASH access to guide the planning process; Designing and piloting intervention to achieve Menstrual Hygiene Management access.

In a household survey, which was a representative sample of 250,000 people, 8,900 women (68% of all respondents) were asked about their experiences with menstrual health. A selection of questions from the Menstrual Practice Needs Scale, designed by Dr Julie Hennegan, were also included in the survey. These results were incorporated into a set of WASH dashboards used in the County WASH Hub for understanding the baseline WASH access and tracking progress across various indicators. Surveys into MHM access in schools and clinics were also undertaken, reaching 36 clinics and 198 schools.

Dig Deep also conducted 16 focus groups across the sub-county to better understand attitudes to WASH, and menstrual health in particular, in the community. These groups included 5 women's groups, 4 youth groups and 4 groups of people with disabilities. Shockingly, data revealed that 25% had worried they would be harmed whilst changing their menstrual material away from home.

As a result of this work the district-level WASH Strategy now includes long term strategic commitments to menstrual health, shared in the box below:

### Bomet County WASH Strategy

**10. Address the WASH needs of women and girls through creating a policy on public gender-separated washrooms and the safe disposal of menstrual products-** the public consultation and survey activities undertaken have highlighted the negative experiences of women interacting with institutional sanitation service. The improvement of these services to be more gender sensitive is therefore a priority.

**11. Improve hygiene for the next generation through undertaking periodic hygiene promotion and menstrual health education in schools-** hygiene promotion and menstrual health education in schools has so far been done on a piecemeal basis. To institutionalise the process of learning, the promotion and education of these issues among students should be made a formal part of the curriculum so that these gains are maintained and reinforced.

**12. Improve hygiene standards in schools and clinics through integrating key performance indicators for hygiene into existing inspection regimes-** as per the previous recommendation, establishing and maintaining hygiene standards in institutions is a major challenge. Inspections and monitoring criteria by health and education authorities will serve to provide a consistent standard for hygiene in these institutions.

## Rise-Up

- We completed and evaluated the Rise-Up project<sup>8</sup>- designed to support girls and young women's recovery from the pandemic.
- The project delivered the following:
  - Thirty entrepreneurs accessing peer mentorship
  - Twenty entrepreneurs receiving training and tailored business development
  - Five school girl-led businesses receiving start-up funds
  - Forty schools girls receiving mentorship from entrepreneurs
  - One member of parliament committed to act
- Key impacts
  - For Girls:
    - A 25% increase in the number of girls who felt they could change their menstrual materials when they wanted to.
    - The proportion of girls able to concentrate in lessons when on their period doubled.
    - 100% of the girls involved thought they were better prepared to help others access because of the Rise Up project.
    - A 23% increase in the number of girls who felt they regularly put their hand up to answer questions when on their period
  - For Entrepreneurs:
    - 94% of the entrepreneurs felt their knowledge and confidence had improved.
    - 88% of the entrepreneurs felt Rise Up helped them to support girls in their community, as well as help them grow their business.

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<sup>8</sup> Read the full report on the Rise-Up Project here: <https://www.irise.org.uk/wp-content/uploads/2023/10/Rise-Up-Report.pdf>

## Entrepreneur Lillian Alinda - Moment Fashions and Films Limited



Lillian (left), schoolgirls, Rise-up entrepreneurs and a supportive female member of parliament (right)

Lillian founded her organisation in 2019 but her passion started in college when she wrote her dissertation about teenage pregnancy in Mubende district. Many of the girls she spoke to had become pregnant after engaging in transactional sex for pads and other toiletries. From the moment she heard their stories she wanted to find another way for these girls. She got a job after college and saved 50% of her earnings for sewing machines and rent so she could start manufacturing reusable pads in her community. Her mother was a tailor and taught her how to sew and she sold shares to her family to help raise all the capital she needed to start. The pandemic made business more challenging as the cost of materials went up. She joined Rise-Up to help find a way through the challenges. Through hearing from other entrepreneurs and girls themselves she was able to adapt her product to make it more affordable and also started providing girls with information about periods alongside menstrual products to increase her social impact.

*“Rise Up increased my insight into the challenges girls face in my community accessing their products and menstrual information. This helped me improve on our menstrual products so that I attracted more customers...I have [also] supported girls in my community. I now teach them about menstrual hygiene and management before selling them pads.”*

Lillian

**Schoolgirl, Leilah**

Leilah with her mentor and another school girl

Leilah says she didn't believe it when the team first came to tell her about the Rise-Up programme- she thought it was unlikely people would give her money to do what she wanted with. When they did she quickly put it to good use, setting up a small business with her friends so they could earn their own small income to meet their needs. Now she wants to thank Irise for "seeing her capability" when others didn't.

*"We have experienced many changes [thanks to Rise-Up] including, regular attendance of school, we have gained business skills, confidence in ourselves and business, engagement in pad making projects, and becoming a mentor to others. We have provided others with access to pads and information, encouraged them to be confident about their bodies and take periods as something normal, taught them how to make pads and inspired them with business ideas that have motivated some of them to start their own businesses."*

Leilah

## Period Friendly Schools

- Irise flagship, gender transformation programme continues to build the capacity of local government, schools and communities to become period friendly and keep girls in school via a two year intervention.
- Irise is focused on scaling our high impact, evidence-based intervention through the Period Equality Network to reach thousands of girls over the next five years.
- Our practical work will focus on schools for children with disabilities and in refugee camps to adapt our work to the needs of groups facing additional barriers or stigma during their menstrual cycle.

### Reach in 2022:

- Nine schools in Jinja district, including 2 schools with disability
- 982 girls and 863 boys reached with menstrual health education
- 900 girls received period products and 300 girls received back to schools support as they returned after lock downs.
- 45 science and senior teachers trained as focal points in schools
- 1241 community engagements

### Testimonies from Period Positive schools and communities:



*"I greatly appreciate Irise Institute East Africa for the intervention in our school, thank you for teaching us about menstruation and giving us good reusable pads. Initially, I didn't have knowledge of menstruation and I had low self-esteem while on my period, was embarrassed, and could not answer anything in class, however since Irise Institute sensitized us, I am now knowledgeable, I can attend class and freely associate with people while on periods." Catherine, age 16*



*"[I] am so proud of Irise Institute East Africa because they have helped me a lot in both acquiring knowledge of how to manage periods and provision of reusable pads. I could not raise my hand up in class when in my periods because I was using rugs that could leak, sometimes I was forced to stay home till I finish my periods; this doesn't exist anymore." Joyce, age 16*



*“Irise Institute East Africa has improved confidence among the children since the model works in schools and community therefore, information is received from both sides compared to way back when menstruation was kept a secret and as a senior woman teacher, I would not talk freely and openly to the girls and no here I am freely interacting with girls and other people in the community.”*

*Cissy, Senior Woman Teacher*



*Every term we would register an average of five (5) school dropouts among the girls due to early pregnancy /marriages and the primary cause was lack of menstrual products (pads) and the parents wouldn't afford and the only option is to seek assistance from strangers, who ask for sex in return. With the intervention on board, girls are now informed of the risks of early marriages/pregnancy and the provision of pads and scholastic materials...has reduced school dropout. Thanks to Irise for minding about the girl child.”*

*Muwanguzi, Teacher*

## IIEA's Independent Work

- With independent funding from the African Women's Development IIEA were able to:
  - Provide feminist leadership and advocacy training to 20 young women involved in TPEN. These young feminist leaders went on to train and support 2323 secondary school students and 2294 primary schools students.
  - Hold regional webinars on understanding the Menstrual Health landscape in Burundi, Kenya, Rwanda, Tanzania and Uganda, engaging 25 participants from 33 countries and produce 'Country Snapshot' resources<sup>9</sup> in partnership with WASH United and Days For Girls.
  - Organise a Regional conference for grassroots and community based organisations working on Period Equality. The conference was convened with partner organisations including UNFPA ESARO and The East Africa Community Secretariat (Gender Department). The 80 in-person participants from 4 countries included representatives from Government Ministries, local government, academia and civil society organisations. The conference produced a call to action for all governments in the East Africa Community. The conference was live streamed on youtube<sup>10</sup>.
- IIEA also renewed a long-term independent partnership with the Cova Project to provide menstrual cups and education reaching 2699 girls and 26 young women in 2022.



*IIEA Programme Manager Patricia Humura speaks at the Regional Menstrual Health Symposium*

**IIEA practically supported 9,461 young people in 34 schools across 5 districts in Uganda in 2022 across all their areas of work<sup>11</sup>.**

<sup>9</sup> The 'Country Snapshot' Resources can be viewed here: <https://menstrualhygieneday.org/new-menstrual-health-hygiene-country-snapshots/>

<sup>10</sup> Footage of the conference can be viewed here: [www.youtube.com/live/wf9VAm1zryw?si=ab6BfGEsQfvUrPL6](https://www.youtube.com/live/wf9VAm1zryw?si=ab6BfGEsQfvUrPL6)

<sup>11</sup> Read IIEA's 2022 Annual Report here: <https://www.irise.org.uk/wp-content/uploads/2023/10/Annual-Report-IIEA-2022.pdf>

## Global Work:

Irise continues to participate and lead in global forums and events, aiming to shape the global agenda in line with the priorities of our grassroots community and unlock further investment for Period Equality. This year this included:

- Successfully nominating Lillian Bagala, Regional Director at IIEA, to join the Global Menstrual Collective and shape the global advocacy agenda on this issue.
- Participating in a closed Global convening of the Menstrual Movement by The Foundation for A Just Society which led to a dedicated, closed funding round for organisations in the Global South, including IIEA and TPEN members.

In 2022 we held two special events celebrating our grassroots community and enabling them to connect share learning and develop a deeper, shared understanding of the issues we work on.

## Irise Annual Gathering

Our Annual Gathering<sup>12</sup>, in March 2022, brought together staff, board members, volunteers and supporters from the UK and East Africa for a virtual conversation. We heard from feminist leaders in the UK and East Africa and exchanged learning from our work.



*The Irise Annual Gathering 2022*

"Feminist Leadership connects personal freedom with collective freedom. It prioritises working together and having accountability."

Angella Assimwe, Ugandan lawyer and human rights campaigner

<sup>12</sup> A summary of the event and conversation can be viewed here: <https://www.irise.org.uk/2022/03/irises-annual-gathering-2022/>

## Empower Period Awards

- In March we ran the first ever Empower Period Awards<sup>13</sup>, awarded by young people to young people, celebrating incredible young feminist leaders in the UK and East Africa. Winners received £500 towards their work and personal and professional development.
- Meet the winners below:

### East Africa- Hope Wambui Ochieng



Hope is an eleven-year-old period poet living in the Kibera slums in Kenya. During the pandemic she raised her voice to create awareness about girls experiencing period poverty in her community. She was nominated by forty-four different members of her community who described how she had mobilised local support for girls and helped them to avoid transactional sex in exchange for pads and other basic necessities.

### UK- Ceri Flook – Mindful Cycles



Mindful Cycle is a passion project run by Ceri Flook, offering menstrual cycle awareness education that caters to the LGBTQIA+ community. The current landscape of sexual and reproductive health centres cis-gendered and heterosexual women. There are many people who bleed who do not fit into these categories and have a different experience of their menstrual cycle. Yet, these people do not often have the representation nor resources that are specific to their queer experience. Ceri is filling that gap by giving in-person presentations at queer events and making zines that are freely available at queer-friendly cafes.

<sup>13</sup> Find out more about the Empower Period Awards here: <https://www.irise.org.uk/2022/05/press-release-27-05-2022-winners-of-the-first-ever-empower-period-award/>

## UK- Tilly Fenton – Love your Period Campaign



Tilly co-founded the Love Your Period Campaign with her sister Molly and takes a huge responsibility in providing period dignity for other people her age. She helps schools across Wales and the wider UK make proper use of the free products available to school pupils and make sure young people can get these products with ease, calling out schools and councils for neglecting young peoples needs on the matter and making sure pupils like herself sitting exams now have access to the products they need to succeed.

### Mapping Global Menstrual Experience

We published a new briefing<sup>14</sup> based on a systematic review of menstrual experiences in high income contexts and comparison to low and middle income contexts that we completed with academic colleagues in 2021. The briefing includes Irise’s experiences using the models produced by the review to inform policy and programming and aimed to make the evidence more accessible to global stakeholders.

<sup>14</sup> The briefing can be viewed here: <https://www.irise.org.uk/2022/04/new-learning-briefing-using-models-of-menstrual-experience-to-increase-impact/>

## 2023- consolidating community, championing change

We know that our community is the beating heart of Irise and we must new opportunities in 2023 to consolidate the community that we have and continue to champion change on their behalf.

Priorities for the year include:

### **UK:**

- Successfully delivering a national youth-led campaign for period dignity in UK Schools- one that cuts through to the national media and pushes both local and national government to act on behalf of young people.
- Continuing and expanding the Empower Period Programme, building Irise's institutional expertise of how to practically create peer-led change.
- Sustaining our 'period poverty in the cost-of-living crisis' response for as long as it is required.

### **East Africa:**

- Partnering with IIEA and the Waterloo Foundation (and other funders) to develop TPEN via a new two-year programme including:
  - Small grants across East Africa
  - Micro grants to support frontline and lived experience leaders to participate in national, regional and global conferences and events
  - Ongoing leadership development, training and support for members
- Collaborating with IIEA to find ways to scale Period Friendly schools and communities and adapt our intervention to the most marginalised groups of young people.

### **Globally:**

- Working with the Global Menstrual Collective and other stakeholders to shape a global agenda that aligns with the priorities of our grassroots community and puts their voices front and centre.

## Our Partners, Supporters and Collaborators

A massive thank you to all our incredible funders, supporters and collaborators in 2022.

Irise Institute East Africa  
 The Period Equality Network  
 Friends of Irise Sheffield  
 Modibodi  
 The Blgrave Trust  
 The National Lottery Community Fund  
 The British and Foreign School Society  
 Children In Need  
 Coles Medlock Foundation  
 The UK's Foreign Commonwealth and Development Office  
 Funderbirds  
 JG Graves Charitable Trust  
 The Joffe Charitable Trust  
 Liz and Terry Bramall Foundation  
 Open Gate Trust  
 Paul Hamlyn Foundation  
 Postcode Neighbourhood Trust  
 Sheffield Town Trust  
 Smallwood Trust  
 South Yorkshire Community Fund  
 Swire Charitable Trust  
 The Allan and Nesta Ferguson Charitable Trust  
 The Arnold Clark Community Fund  
 The Christmas Big Give  
 The Big Give Women and Girls  
 The Circle NGO  
 The Evan Cornish Foundation  
 The Hugh Neill Charity  
 The Kulczyk Foundation  
 The Souter Charitable Trust  
 The Waterloo Foundation  
 The Dillingham Family  
 The Global Menstrual Collective  
 In Kind Direct  
 Shipshape Community Hub  
 Adira  
 Chula Education  
 Sheffield and Hallamshire County Football Association  
 Israac  
 Love Your Period Campaign  
 Dig Deep  
 African Revival  
 Sheffield Fostering Service

## Structure, Governance and Management

### Board of Trustees

Irise International is a Charitable Incorporated Organisation (CIO) registered with the UK's Charity Commission. It is governed by a constitution. The Board of Trustees comprises 8 people who are responsible for the supervision of the management of all the affairs of Irise International. Board meetings are held four times a year, at the end of every quarter. Trustee recruitment and appointment is done based on the specific skills required, the nomination of an existing trustee and is voted upon. No other organisation or body has the right to appoint trustees to the charity.

### Trustees' Responsibilities

The board of trustees is responsible for ensuring that all the activities are within UK law and fall within the agreed charitable objectives. Its work includes setting strategic direction and agreeing the financial plan. The trustees are responsible for maintaining proper accounting records which reveal the financial position of the charity with reasonable accuracy at any given time. They are responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud or any other irregularities. The board delegates day to day running of the charity to the Executive Directors and acts on advice and information from regular meeting with members of the Executive Team.

### Staff and Structure

Irise International has a strong commitment to young people's leadership, particularly the leadership of young women and girls and other marginalised genders. In the UK we create paid opportunities as part of our youth-led work, designed for young people entering the work force for the first time. These roles included mentorship, training and leadership development from senior staff.

Irise International aims to be a high impact, agile organisation and therefore aims to employ a small core team that can create opportunities, like the above, for emerging young leaders and that can work with a network of free lancers and consultants to achieve cost-effective high impact work. This model has helped us to be resilient to the impacts of the pandemic.

In East Africa, we have a long-term commitment to supporting East African leadership, particularly young women's leadership, and continue to invest in supporting the growth and development of our sister organisation, Irise Institute East Africa. This included enabling them to build a diverse funding portfolio with international and African based funders to support their long-term independence and sustainability.

### Risk Management

The trustees actively review the major risks that the charity faces on a regular basis, together with an annual review of the financial systems. The trustees have taken steps to put in place and regularly review a reserves policy as detailed in the financial statements. The trustees regularly identify and review the risks the organisation faces through an organisational risk management process and confirm that they have established systems to mitigate significant risks.

## Equal Opportunities

Irise International is a charity committed to the promotion of equal opportunity. It takes affirmative action to ensure gender equal access to education and employment. In carrying out this objective Irise treats individuals with respect within the organisation and in the field. Wherever possible we create a broad base for consultation and decision-making.

To accomplish the overall objectives as expressed in the Constitution Irise will:

- Comply with all applicable laws and regulations governing employment in the UK and host country which include the Equal Pay Act 1970; Race Relations Act 1976; Sex Discrimination Acts 1975; Disability Discrimination Act 2005; Employment Equality (Religion or Belief) Regulations 2003, Employment Equality (Sexual Orientation) Regulations 2003 and the Employment Equality (Age) Regulations 2006 as amended from time to time;
- Provide equal opportunity to all employees and to all applicants for employment;
- In employment, prohibit unlawful discrimination or harassment because of race, colour, nationality, religion or religious beliefs, ethnic or national origin, age, gender, marital status, civil partnership or gender reassignment, sexual orientation or disability;
- Advise all employees or respective employees of Irise's Equal Opportunities Policy;
- Pay particular attention to recruitment procedures, probationary periods, terms and conditions of employment, dismissal, leave, promotion and deployment patterns;
- Develop mechanisms for resolving grievances about unfair discrimination and harassment;
- Review its Equal Opportunities Policy on a regular basis

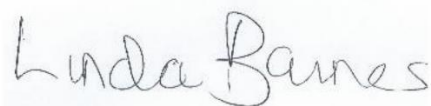
## Liability of Members

Irise International is a registered Charitable Incorporated Organisation, limited by guarantee. If the CIO is wound up, the members of the CIO have no liability to contribute to its assets and no personal responsibility for settling its debts and liabilities.

## Public Benefit

The Trustees confirm that they have complied with the duty in Section 17 of the Charities Act 2011 to have due regard to the public benefit guidance published by the Commission in determining the activities undertaken by the Charity.

Signed on behalf of the Trustees,



Linda Baines, Chair of the Board of Trustees

## Statement of Financial Activities and Independent Examiner's Report

### **Independent Examiner's Report to the Trustees of**

### **Irise International CIO**

### **Charity number 1157722**

I report to the trustees on my examination of the accounts of Irise International CIO ("the charity") for the year ended 31 December 2022.

### **Responsibilities and basis of report**

As the charity's trustees you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ('the Act').

I report in respect of my examination of the charity's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

### **Independent examiner's statement**

The charity's gross income exceeded £250,000 and I am qualified to undertake the examination by being a qualified member of the Institute of Chartered Accountants in England and Wales.

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination which gives me cause to believe that, in any material respect:

- accounting records were not kept in accordance with section 130 of the Charities Act; or
- the accounts did not accord with the accounting records; or
- the accounts do not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a 'true and fair' view which is not a matter considered as part of an independent examination.

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

Simon Porter FCA  
120 Woodcote Road  
Caversham  
Reading  
Berkshire  
RG4 7EZ

25 October 2023

**Irise International CIO****Statement of Financial Activities**  
**for the Year Ended 31 December 2022**

	Note	2022 Unrestricted funds £	Restricted funds £	Total Funds £	2021 Total Funds £
<b>INCOMING RESOURCES</b>					
<b>Incoming resources from generated funds</b>					
Income from grants and donations	2	17,451	271,952	289,403	185,339
Other income	2	546	-	546	951
<b>Total income</b>		<b>17,997</b>	<b>271,952</b>	<b>289,949</b>	<b>186,290</b>
<b>Expenditure</b>					
Expenditure on generating funds	3	7,944	14,782	22,726	20,868
Expenditure on charitable activities	3	19,362	170,309	189,671	239,040
<b>Total Expenditure</b>		<b>27,306</b>	<b>185,091</b>	<b>212,397</b>	<b>259,908</b>
Net movement income for the year		<b>(9,309)</b>	<b>86,861</b>	<b>77,552</b>	<b>(73,618)</b>
Balance brought forward		16,342	68,530	84,872	158,490
<b>Balance carried forward</b>		<b>7,033</b>	<b>155,391</b>	<b>162,424</b>	<b>84,872</b>

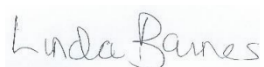
**Irise International CIO**

Registered Charity Number: 1157722

**Balance Sheet****At 31 December 2022**

	Note	2022 Unrestricted funds £	2022 Restricted funds £	2022 Total funds £	2021 Total funds £
Stock		-	42,275	42,275	-
Accounts receivable		262	-	262	-
Cash at bank and in hand		9,667	113,116	122,783	86,207
		<u>9,929</u>	<u>155,391</u>	<u>165,320</u>	<u>86,207</u>
Creditors	5	(2,896)	-	(2,896)	(1,335)
<b>Total Net Assets</b>		<u><b>7,033</b></u>	<u><b>155,391</b></u>	<u><b>162,424</b></u>	<u><b>84,872</b></u>
Unrestricted funds		7,033	-	7,033	16,342
Restricted funds		-	155,391	155,391	68,530
<b>Total funds</b>		<u><b>7,033</b></u>	<u><b>155,391</b></u>	<u><b>162,424</b></u>	<u><b>84,872</b></u>

The accounts were approved by the Board of Trustees on 25 October 2023 and were signed on its behalf by:



Linda Baines  
Chair of Trustees

## **Irise International CIO**

### **Notes to the Financial Statements** **for the Year Ended 31 December 2022**

#### **1. ACCOUNTING POLICIES**

##### **1.1 Basis of Accounting**

The financial statements have been prepared in accordance with the Charities SORP (FRS 102) '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 the Charities Act 2011. Irise International CIO meets the definition of a public benefit entity under FRS102.

Assets and liabilities are wholly recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note(s). The financial statements are prepared under the historical cost convention, in sterling, which is the functional currency of the Charity.

##### **Going concern**

At the time of approving the financial statements, the trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. The trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

##### **Incoming resources**

All income is recognised once the charity has entitlement to the income, it is probable that the income will be received, and the amount of the income receivable can be measured reliably.

Donations are recognised when the charity has been notified in writing of both the amount and settlement date. In the event that a donation is subject to conditions that require a level of performance before the charity is entitled to the funds, the income is deferred and not recognised until either those conditions are fully met, or the fulfilment of those conditions is wholly within the control of the charity and it is probable that those conditions will be fulfilled in the reporting period.

##### **Resources expended**

All expenditure is accounted for on an accruals basis. All expenses, including support costs and governance costs are allocated or apportioned to applicable expenditure headings.

Support and governance costs have been split between the fund-raising and charitable activities based upon staff time. Governance costs comprise all costs involving the public accountability of the charity and its compliance with regulation and good practice. These costs include those relating statutory compliance and legal fees on constitutional matters.

Staff costs are allocated to activities on the basis of staff time spent on those activities. Costs of charitable activities include governance costs and an apportionment of support costs (shown in note 4).

Expenditure on equipment, fixtures and fittings that exceeds £1,000 is capitalised. All fixed assets are initially recorded at cost. Currently the charity has no fixed assets.

**Irise International CIO****Notes to the Financial Statements  
for the Year Ended 31 December 2022****1. ACCOUNTING POLICIES (continued)****Fund accounting**

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Further explanation of the nature and purpose of each fund, where material, is included in the notes to the financial statements.

**Pension costs**

The charity operates a defined contribution pension scheme for employees. Contributions payable to the charity's pension scheme are charged to the Statement of Financial Activities in the period to which they relate. The assets of the scheme are held separately from those of the charity.

**Irise International CIO****Notes to the Financial Statements - continued  
for the Year Ended 31 December 2022**

	2022	2021
	£	£
<b>2. VOLUNTARY INCOME</b>		
Income from grants and donations	289,403	185,339
Other income (all unrestricted)	546	951
	<u>289,949</u>	<u>186,290</u>
Grants received, included in the above, are as follows:		
<b>Restricted funds</b>		
British & Foreign Schools Society	38,000	32,001
Children in Need	10,500	-
Coles Medlock Foundation	5,000	-
FCDO UK Aid Direct	5,000	18,477
Funderbirds	-	6,000
JG Graves Charitable Trust	2,000	
Joffe Charitable Trust	21,000	20,000
Liz and Terry Bramall Foundation	2,000	-
Modibodi	-	1,200
Modibodi Gamechanger Grant	20,000	-
National Lottery Community Fund	-	10,000
Paul Hamlyn Foundation	-	12,000
Postcode Neighbourhood Trust	-	20,000
Sheffield Town Trust	2,500	-
Smallwood Trust	-	9,000
South Yorkshire Community Development Foundation	4,984	-
Swire Charitable Trust	15,000	-
The Allan & Nesta Ferguson Charitable Trust	15,000	-
The Arnold Clark Community Fund	1,000	-
The Big Give Christmas Challenge 2021	2,500	2,540
The Big Give Christmas Challenge 2022	2,832	-
The Big Give Women and Girls Comms Support	700	-
The Big Give Women and Girls Matched Fund	10,436	-
The Blgrave Trust	15,000	-
The Circle of Women back to school	-	1,500
The Circle of Women Soroti Project	-	15
The Evan Cornish Foundation	-	-
The Hugh Neill Charity	1,000	-
The Kulczyk Foundation	-	22,498
The Souter Charitable Trust	3,000	-
The Waterloo Foundation	19,500	-
Donated Products	75,000	-
<b>Total restricted grant income</b>	<u>271,952</u>	<u>155,231</u>
<b>Unrestricted grants</b>	17,451	30,108
<b>Total unrestricted grants and donations</b>	<u>17,451</u>	<u>30,108</u>
<b>Total</b>	<u>289,403</u>	<u>185,339</u>

**Irise International CIO****Notes to the Financial Statements - continued  
for the Year Ended 31 December 2022**

	Unrestricted £	Restricted £	2022 £	2021 £
<b>3. Expenditure</b>				
Generating Funds				
Staff costs	4,675	9,089	13,764	16,487
Direct costs	2,531	4,923	7,454	2,784
Support costs	738	770	1,508	1,597
Total	<u>7,944</u>	<u>14,782</u>	<u>22,726</u>	<u>20,868</u>
Charitable Activities				
Staff costs	9,404	84,930	94,334	135,447
Direct costs	8,473	76,525	84,998	90,477
Support costs	1,485	8,854	10,339	13,116
Total	<u>19,362</u>	<u>170,309</u>	<u>189,671</u>	<u>239,040</u>
Total				
Staff costs	14,079	94,019	108,098	151,934
Direct costs	11,004	81,448	92,452	93,261
Support costs	2,223	9,624	11,847	14,713
Total	<u>27,306</u>	<u>185,091</u>	<u>212,397</u>	<u>259,908</u>

Support costs are allocated on the basis of staff cost.

**Support Costs include**

Rent and rates	3,003	3,691
Governance	680	55
Other overheads	8,164	10,967
	<u>11,847</u>	<u>14,713</u>

**4. Staff Costs**

UK net salaries	65,809	104,643
UK employers NI	1,454	3,632
UK staff pensions	1,459	2,391
Uganda staff costs	39,376	41,267
	<u>108,098</u>	<u>151,933</u>

The headcount of employees over the year was:

Uganda	8	10
UK	3	5
	<u>11</u>	<u>15</u>

The Uganda staff are all employed by Irise Institute East Africa, which is separately registered and independent to Irise International. All Uganda staff costs were covered by a grant from Irise International to Irise Institute East Africa.

**5. Creditors**

Trade Creditors	97	97
Payroll creditors	2,119	1,238
Accruals	680	-
	<u>2,896</u>	<u>1,335</u>

**Irise International CIO****Notes to the Financial Statements - continued**  
**for the Year Ended 31 December 2022****6. Analysis of Funds**

	Balance B/fwd £	Received in year £	Spent in year £	Balance C/fwd £
<b>Restricted Funds</b>				
British & Foreign Schools Society	10,317	38,000	28,741	19,576
Children in Need	-	10,500	3,980	6,520
Coles Medlock Foundation	-	5,000	-	5,000
FCDO UK Aid Direct	(5,109)	5,000	(109)	-
Funderbirds	1	-	1	-
JG Graves Charitable Trust	-	2,000	2,000	-
Joffe Charitable Trust	11,292	21,000	16,252	16,040
Liz and Terry Bramall Foundation	-	2,000	2,000	-
Modibodi	772	-	102	670
Modibodi Gamechanger Grant	-	20,000	2,121	17,879
National Lottery Community Fund	9,941	-	5,789	4,152
Open Gate	44	-	44	-
Paul Hamlyn Foundation	2,212	-	2,212	-
Postcode Neighbourhood Trust	20,000	-	20,000	-
Sheffield Town Trust	-	2,500	2,500	-
Smallwood Trust	417	-	417	-
South Yorkshire Community Development Foundation	58	4,984	5,042	-
Swire Charitable Trust	-	15,000	-	15,000
The Allan & Nesta Ferguson Charitable Trust	-	15,000	13,855	1,145
The Arnold Clark Community Fund	-	1,000	-	1,000
The Big Give Christmas Challenge 2019	1	-	1	-
The Big Give Christmas Challenge 2021	2,540	2,500	-	5,040
The Big Give Christmas Challenge 2022	-	2,832	-	2,832
The Big Give Women and Girls Comms Support	-	700	655	45
The Big Give Women and Girls Matched Fund	-	10,436	2,152	8,284
The Blagrove Trust	-	15,000	6,067	8,933
The Circle of Women back to school	1,500	-	1,500	-
The Evan Cornish Foundation	510	-	510	-
The Hugh Neill Charity	-	1,000	-	1,000
The Kulczyk Foundation	7,007	-	7,007	-
The Souter Charitable Trust	-	3,000	3,000	-
The Waterloo Foundation	7,027	19,500	26,527	-
Donated Products	-	75,000	32,725	42,275
<b>Total Restricted Funds</b>	<b>68,530</b>	<b>271,952</b>	<b>185,091</b>	<b>155,391</b>
<b>Unrestricted Funds</b>	<b>16,342</b>	<b>17,997</b>	<b>27,306</b>	<b>7,033</b>
<b>Total Funds</b>	<b>84,872</b>	<b>289,949</b>	<b>212,397</b>	<b>162,424</b>

**Irise International CIO****Notes to the Financial Statements - continued**  
**for the Year Ended 31 December 2022****7. Comparative SOFA for year ended 31 December 2021**

	<b>2021</b>		
	<b>Unrestricted</b>	<b>Restricted</b>	<b>Total</b>
	<b>£</b>	<b>£</b>	<b>£</b>
<b>Income</b>			
Income from grants and donations	30,108	155,231	185,339
Other income	950	-	950
<b>Total income</b>	<b><u>31,058</u></b>	<b><u>155,231</u></b>	<b><u>186,289</u></b>
<b>Expenditure</b>			
Expenditure on generating funds	1,320	19,548	20,868
Expenditure on charitable activities	21,992	217,047	239,039
<b>Total Expenditure</b>	<b><u>23,312</u></b>	<b><u>236,595</u></b>	<b><u>259,907</u></b>
Net movement income for the year	7,746	(81,364)	(73,618)
Balance brought forward	8,596	149,894	158,490
<b>Balance carried forward</b>	<b><u>16,342</u></b>	<b><u>68,530</u></b>	<b><u>84,872</u></b>

**IRISE INTERNATIONAL**

England & Wales - Charity number 1157722

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# Accounts

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Irise International Annual Report 2021  
For the Year ending 31<sup>st</sup> December 2021



*"Thank you for seeing my capability"*

Leilah, Ugandan School Girl

*"Doing the work felt like actual positive change"*

UK, Young Activist

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## Legal and Administrative Information

### **Trustees:**

Linda Baines (Chair)

Catherine Sullivan (The Treasurer- stepped down 4/2/21)

Rowena Collings (The Treasurer- appointed 4/2/21)

Falguni Raja (stepped down- 30/6/22)

Chloe Reeves

Joanne Nakakawa-Hampson

Cianne Jones (joined- 6/5/21)

Sophie Rowson

Kirstine Szifris (stepped down- 30/6/22)

### **Executive:**

Emily Wilson (CEO)

Principal Address:

7 Castle Street

Sheffield

S3 8LT

**Website:** [www.irise.org.uk](http://www.irise.org.uk)

**Contact:** [info@irise.org.uk](mailto:info@irise.org.uk)

**Registered charity number:** 1157722

## Objectives and Activities

Charity objectives (as stated in governing document): THE ADVANCEMENT OF EDUCATION, THE PRESERVATION AND PROTECTION OF GOOD HEALTH AND THE PREVENTION OR RELIEF OF POVERTY AMONG WOMEN AND GIRLS BY WORKING TO IMPROVE SANITATION AND HEALTH EDUCATION IN THEIR COMMUNITIES AND SCHOOLS, WITH A FOCUS ON SUB SAHARAN AFRICA AND THE UK.

We're an award-winning global leader in period equality programming and advocacy. Our vision is a world where a female body is not a disadvantage. We bring together young people held back by their periods and their allies to create change in their own communities and in wider society. We work in the UK and in East Africa in partnership with our sister organisation, Irise Institute East Africa and together, use our experience and power to shape the global agenda on this issue.

At the start of the covid-19 pandemic, following a rapid consultation with our community, we launched an interim emergency strategy: Irise took action across 3 strands:

**Ensuring Provision**- immediate support for overlooked gender specific needs.

**Providing Protection**- safeguarding vulnerable young people.

**Restoring Power**- amplifying the experiences and priorities of those we support.

Our Annual Plan for 2021 combined our original 2019-2024 Strategy with our interim covid-19 strategy described above, and the learning gained from our experiences in 2020. It also aligned with and championed Irise's first Global Strategic Framework, created by Irise International and Irise Institute East Africa, to guide the Irise group into a new phase of growth and development.

- 1. Spearhead the creation and expansion of a global Irise community that can shape the global gender equality agenda.**
  - a. Establish structures for global community building.*
- 2. Support young people and their communities across the contexts where we work to recover from the covid-19 crisis and resume progress towards Sustainable Development Goal 5; Achieve Gender Equality and Empower All Women and Girls by 2030.**
  - a. Complete delivery of our emergency response*
  - b. Launch recovery initiatives in both contexts*
  - c. Launch our Needs Assessment reports and advocate for their recommendations to be addressed by relevant stakeholders*
- 3. Champion diverse leadership and enable more young women to realise their potential to lead and shape a more inclusive agenda.**
  - a. Launch Empower Period Award to celebrate and build community around transformational leadership*
  - b. Establish Irise Mentorship Circle*
  - c. Establish Equality Subcommittee at board level to champion and develop equality agenda within Irise*
  - d. Develop and fund young women's focused leadership initiatives across the contexts where we work*
- 4. Realise period equality across the contexts where we work through a combination of project delivery, learning focused work and advocacy- working to realise the UK**

**government target of ending period poverty and shame in the UK by 2025 and globally by 2030.**

- a. Run and support Empower Period Forum to undertake national advocacy towards period poverty and shame in the UK*
- b. Scale up period friendly schools in Uganda in partnership with IIEA*
- c. Build community of menstrual health programming best practice in East Africa*

## Taking Stock

Our progress towards building the movement to end period inequality in the UK and East Africa since we started in 2014 is summarised below:



Directly supported over **100,000 young people** affected by period inequality and their communities



Raised over **1 million pounds** of investment to end period poverty and shame



Supported **287 organisations** to address period inequality in their work



Built a community of over **174 small organisations and grassroots groups** across 7 countries

## Key Challenges of 2021

The charity experienced ongoing disruption due to the covid-19 pandemic in 2021- including further lockdowns in the UK and Uganda and prolonged school closures in Uganda. Abrupt cuts to UK Aid in April 2021, represented an immediate budget gap of £50k, with an estimated loss of income of £150k over the medium term. We also struggled with staff sickness as a result of the global pandemic- including significant illness in the Ugandan team and our CEO taking partial sick leave due to long-covid.

We would like to express our deep gratitude to all our donors and supporters, particularly the Dillingham family, who stepped up and stood with us during these unprecedented challenges, including enabling us to plug the immediate gap left by the UK Aid cuts within a matter of weeks.

## Achievements and Performance

This section summarises progress against our strategic priorities, as outlined on pages 4 and 5.

### 1. Spearhead the creation and expansion of a global Irise community that can shape the global gender equality agenda.

Irise International worked with sister organisation, Irise Institute East Africa (IIEA), to develop Irise's first Global Strategic Framework. This framework was co-produced with our networks of young activists and community-based partners in both contexts and lays out the Irise group's shared values, vision and priorities. The boards of Irise International and Irise Institute East Africa both approved the framework and plan to develop it further in 2022. Irise International also successfully nominated Lillian Bagala, Regional Director at IIEA, to join the Core Group of the Global Menstrual Health Collective where she will represent the priorities of the East Africa based Period Equality Network, hosted by IIEA.

Some activities were delayed due to the unexpected challenges the team faced. This included expanding Irise's Global Advisory Group- which will now happen in 2022 should time and resources allow.

The first ever Empower Period Awards, designed to recognise the amazing work of young feminist leaders championing period equality in the UK and East Africa was postponed to early 2022.

### 2. Support young people and their communities across the contexts where we work to recover from the covid-19 crisis and resume progress towards Sustainable Development Goal 5; Achieve Gender Equality and Empower All Women and Girls by 2030.

## POWER NOT JUST PADS

Irise's response to the global pandemic

March 2020-2021



Irise completed delivery and evaluation of covid-19 emergency responses in the communities where we work in the UK and Uganda.

We delivered "Empowerment Packs" to 3,000 vulnerable women in South Yorkshire in the first 3 months of the year (total of 6,800 throughout the response).

IIEA also worked with us to complete a 'Back to School' campaign in Uganda supporting 500 vulnerable households to get their girls back into school.

The full report on our pandemic response is available [here](#).

"It brought back life for us because I was stuck and stranded"

Beatrice, single mother Uganda

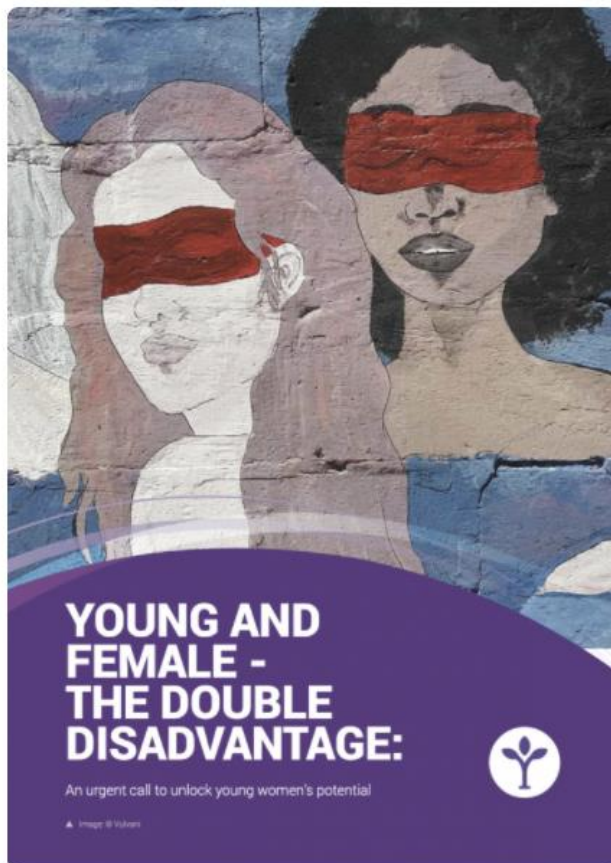
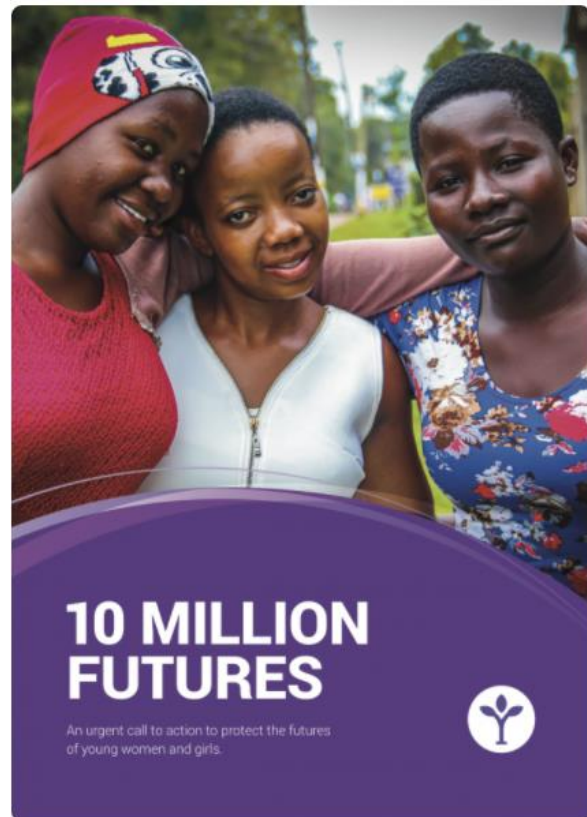
"I could never have imagined the impact of such kindness to my mental wellbeing."

Helen, Asylum seeker, UK



Irise also launched reports assessing the needs and priorities of young women and girls in the UK and East Africa:

The “10 Million Futures” report was launched on International Women’s Day including a twitter chat in Uganda engaging over 20 stakeholders and government officials. A podcast was launched in the UK along with merchandise people could buy to support girls. Irise International also supported staff from Irise Institute East Africa to talks about the impacts of the aid cuts in their own communities including coverage on ITV national news and BBC North.



The UK Needs Assessment “[Young and Female; the Double Disadvantage](#)” was launched as part of the Pledge for Period Equality Campaign and findings were shared with Ruth Cadbury MP, Chair of the All Party Parliamentary Group on Period Equality and Hannah Barham-Brown Deputy Leader of the Women’s Equality Party.

Irise then developed and funded recovery initiatives in both contexts.

In East Africa, we launched the Rise-up Initiative, in partnership with The Kulczyk Foundation, Evan Cornish Foundation and IIEA:

The initiative responded to the impacts of the pandemic and worsening economic crisis on girls' lives. Irise's needs assessment found that girls in the areas where we work were facing unthinkable choices just because they were female. 1 in 10 told us they'd had transactional sex in exchange for pads and toiletries since the start of the pandemic. 14% of young women and girls knew someone or had experienced violence themselves because they were using household finances to pay for period products. Rise-up aimed to support female-led social enterprises and businesses already tackling period poverty and shame in their communities to recover from the impacts of the pandemic and to pair entrepreneurs with schoolgirls to provide mentorship and start-up capital so they could start their own small businesses.

The initiative successfully:

- Supported 20 female led businesses tackling period poverty and shame to recover
- Provided entrepreneurship training and mentorship for 40 school girls
- Engaged local Members of Parliament in addressing period poverty and economic empowerment of women and girls.

The final activities, including a celebratory bootcamp to showcase successes and evaluation will be completed in 2022.

Quotes from Rise-Up Entrepreneurs and School Girls:

*"Rise Up increased my insight into the challenges girls face in my community accessing their products and menstrual information. This helped me improve on our menstrual products so that I attracted more customers...I have [also] supported girls in my community. I now teach them about menstrual hygiene and management before selling them pads."*

Lillian Alinda, entrepreneur, Moment Fashions and Film Ltd

*"We have experienced many changes [thanks to Rise-Up] including, regular attendance of school, we have gained business skills, confidence in ourselves and business, engagement in pad making projects, and becoming a mentor to others. We have provided others with access to pads and information, encouraged them to be confident about their bodies and take periods as something normal, taught them how to make pads and inspired them with business ideas that have motivated some of them to start their own businesses."*

Leilah, School Girl



*Photos of Rise-Up Entrepreneur Training in Uganda*

In the UK, Irise worked in partnership with Australian Period Pants company, Modi Bodi, to introduce reusable period pants to service users who had been receiving support during the pandemic. Period Pants provide a more sustainable and environmentally friendly option for long term delivery.

We provided training for 9 organisations on how to introduce period pants to their service users and supplied products to 11 organisations in South Yorkshire and across the UK, reaching 840 people including young carers, young refugees and survivors of domestic abuse.

We would like to thank Modi Bodi for their incredible support and the young volunteers who worked tirelessly with us to get period products out to the people that need them. We aim to continue and expand this initiative in 2022, alongside peer-led period education and support in communities.

Quotes from partners receiving Modi Bodi products:

*"At the moment, we are supporting a lot of young women who have been survivors of sexual violence and domestic abuse, and being able to offer them reusables that are less invasive will be a huge help, as a lot of these women struggle to afford products every month."*

*"We have so many young ladies and their families who are receiving our support. Many are facing financial difficulties on top of disabilities and mental health problems. To be able to offer them the opportunity to lighten their financial burden and make life that bit easier every month might seem like a small thing but to our families, it's huge."*

Quote from young person receiving the products:

*"I would always have trouble sleeping at night because I would be scared that I'd leak but now I can sleep better because I no longer leak due to the underwear."*



*Photos of young activists packing period products and raising awareness in the UK*

### 3. Champion diverse leadership and enable more young women to realise their potential to lead and shape a more inclusive agenda.

Our sister organisation Irise Institute East Africa has received independent funding from the African Women's Development Fund to support young feminist leaders working to end period inequality in Uganda- the largest independent investment they have received to date. We are really proud of this achievement and grateful to all our funders who have believed in and invested in East African leadership over the last few years.



The banner features the Irise Institute East Africa logo on the left, which includes the text 'IRISE INSTITUTE EAST AFRICA' and 'Creating period-friendly communities'. To the right, it says 'With support from' followed by the African Women's Development Fund (AWDF) logo and the text 'AFRICAN WOMEN'S DEVELOPMENT FUND'. The main title 'Project Launch!' is centered. Below this, the title 'Tomorrow is Different' is written in a stylized font, followed by the subtitle 'Championing Policy Advocacy and Building Young Women Feminist Leaders'. The event details are listed: 'Date: Wednesday, 24th November, 2021', 'Time: 7:30 am to 10:30 am', 'Venue: Protea Hotel Marriot', and 'Hashtag #PromoteMenstrualHealth'. The banner is decorated with illustrations of two young women and a pattern of purple circles.

With support from **AWDF** AFRICAN WOMEN'S DEVELOPMENT FUND

## Project Launch!

### *Tomorrow is Different*

Championing Policy Advocacy and Building Young Women Feminist Leaders

**Date:** Wednesday, 24th November, 2021  
**Time:** 7:30 am to 10:30 am  
**Venue:** Protea Hotel Marriot  
**Hashtag** #PromoteMenstrualHealth

Irise International won a £3000 award from the British and Foreign Schools Society for our youth leadership model. Young activists involved in our work in the UK and East Africa presented their work with Irise in a Dragon's Den style competition where the audience voted for the winners. This funding will be used to deliver the first ever Empower Period Awards in 2022- a celebration of young feminist leaders championing Period Equality in the UK and East Africa.

4. Realise period equality across the contexts where we work through a combination of project delivery, learning focused work and advocacy- working to realise the UK government target of ending period poverty and shame in the UK by 2025 and globally by 2030.

#### Empower Period Forum UK



In the UK, thanks to support from the Act for Change Fund, Irise set-up and hosted the Empower Period Network and Forum- designed to support young people working to end period poverty and shame in their own communities and enable them to advocate together for national change. Overall, 300 diverse young people were engaged in the network and forum and 115 were supported to deliver their own initiatives to end period poverty and shame.

Irise hosted the Empower Period Forum to enable young people in the network to undertake efforts to shape national dialogue.

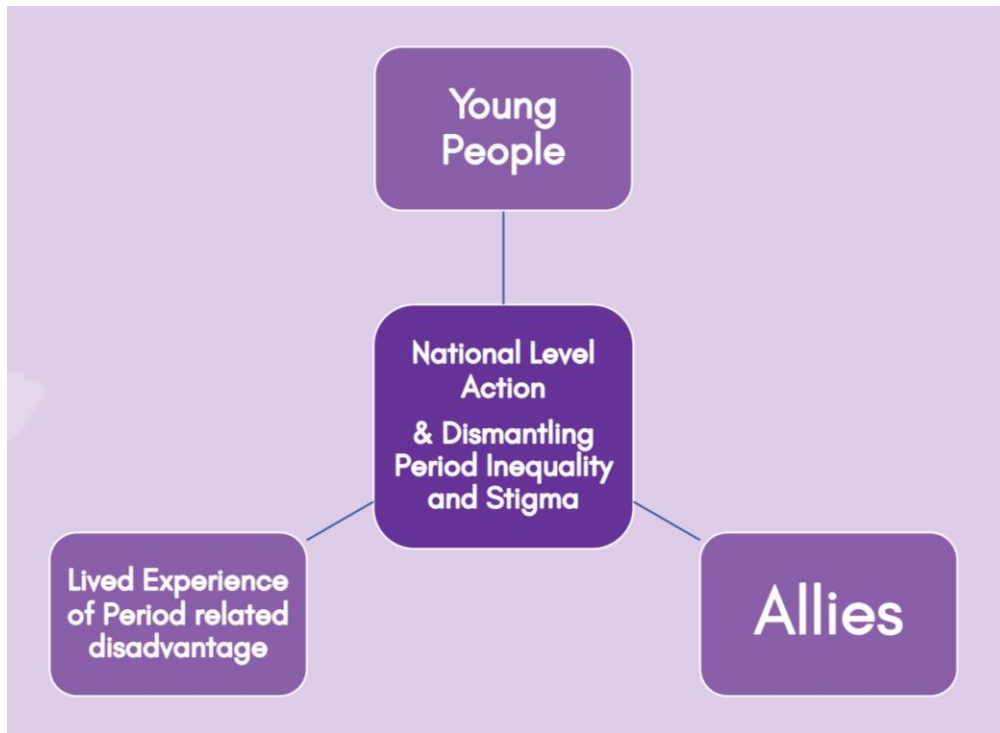
They led a national consultation engaging 60 young people in identifying their priorities for ending period poverty and shame in the UK.

Champions from the forum then led a campaign with support from Irise staff that:

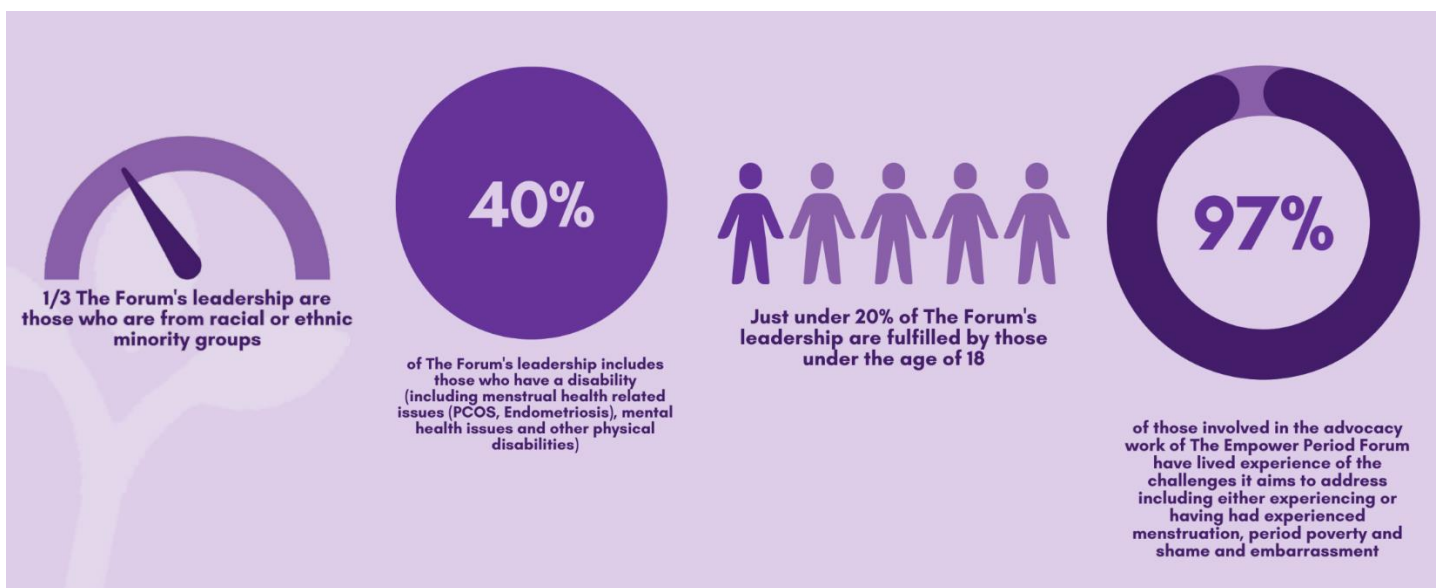
1. Launched the Pledge for Period Equality- a ten point list for realising young people's priorities- endorsed by 20+ organisations including Plan International UK and Girl Guiding and shared with policy makers including the Chair of the All Party Parliamentary Group on Period Equality
2. Reviewed existing menstrual health education resources creating a list of 'youth endorsed' resources that they felt met the needs of young people engaged in the consultation
3. Worked with advocates experiencing menstrual health disorders to generate and share their experiences and recommendations with healthcare professionals,

researchers and The Chief Medical Officer of one of the most popular Period Tracking Applications in the UK.

*"I loved seeing the impact that the youth engagement had on professionals, it was incredible to see them be so affected by the stories we were telling."* Young menstrual healthcare advocate on sharing her challenges accessing care with healthcare professionals



*Diagram created by Forum Co-chair, Nketchi Adeboye, to demonstrate how the forum brought different groups together to create change*



*Diagram created by Forum Co-chair, Nketchi Adeboye, to demonstrate how lived experience and representation were considered in the leadership of the Forum.*

# PLEDGE FOR PERIOD EQUALITY MANIFESTO 2021

## ABOUT THE MANIFESTO

As period poverty and shame continues to rage across the UK, young passionate period equality activists across the UK have come together to create the Empower Period Forum - a space for young advocates to catalyse national movement to end period poverty and shame.

Since the beginning of the pandemic, the basic needs of girls, women and other young people with periods have not been met, and their voices unheard across the board.

The Empower Period Forum has developed a manifesto to achieve period equality, informed by young people with periods from varying backgrounds and circumstances across the UK.

We believe that by our local communities, wider society, institutions, and Government adopting the Empower Period Forum Manifesto on a national level, we can end period poverty and shame by 2025 in line with the UK Government's vision.



## 1. EMPOWER GIRLS, YOUNG WOMEN, & PEOPLE WITH PERIODS TO LEAD THE MOVEMENT TO PERIOD EQUALITY.

Young people who have periods must be at the forefront of the movement to realise period equality in the UK. Young people with lived experience of period poverty and shame are experts in the menstrual challenges they face and have a vested interest in a fairer future, and so their unique insights are vital to creating a world where period equality is realised for everyone.

## 2. CENTRE MARGINALISED COMMUNITIES.

The menstrual experience is vast and varied. To ensure the diverse needs of all people who have periods are met, we must centre marginalised communities at the heart of the movement towards period equality. Specifically, we must ensure that efforts and outcomes to better menstrual health education and related health services are accessible to ethnic minorities and those of all genders.

## 3. ENGAGE PEOPLE WHO DO NOT HAVE PERIODS.

Everyone, regardless of menstruating status, can enable period poverty and shame. To realise period equality for all, we must engage everyone in dismantling stigma and empowering those with periods to transform period fear into freedom.

## 4. PROVIDE MULTI-FACETED, ACCESSIBLE MENSTRUAL HEALTH EDUCATION FOR ALL YOUNG PEOPLE.

As well as understanding menstruation as a biological process, young people are empowered when they can explore all aspects of menstrual experience, including social, cultural, environmental and political implications. Nuanced menstrual health education must be accessible to all young people, regardless of background and circumstance and not limited to traditional educational environments.

## 5. COMMIT TO MENSTRUAL HEALTH INFRASTRUCTURE IN SCHOOLS.

Young people of varied ages and genders experience menstruation. Adequate menstrual management facilities must be available for all those who have periods, regardless of identity.

## 6. EMPOWER HEALTHCARE PROFESSIONALS.

The average length of time to receive an endometriosis diagnosis in the UK is 7.5 years. GPs are often the first point of access for those experiencing menstrual health related issues; by empowering GPs to accurately diagnose and signpost sufferers to the correct supporting services, we can improve the healthcare experience for those experiencing menstrual health related issues.

## 7. FREE PERIOD PRODUCTS.

Periods are not a choice and can have a profound impact on one's ability to function without adequate provisions. Therefore, period products are essential to achieving period equity and enabling those with periods to thrive.

## 8. COMMIT TO MENSTRUAL HEALTH WITHIN THE UK GOVERNMENT'S WOMEN'S HEALTH STRATEGY.

The UK Government is currently developing a Women's Health Strategy - this must include dedicated space for improving health care for those experiencing menstrual health related issues.

## 9. TRANSFORM THE LEADERSHIP TABLE.

When the leadership table is inclusive and reflects the diversity of experience of people with periods, structures and stereotypes will change to identify and meet their needs. By restoring decision making power back to those who have periods, a more equal society can be created for everyone.

## 10. HONOUR EXISTING COMMITMENTS.

In 2019, the current UK Government launched the **Period Poverty Task Force** with **£250,000** of seed funding to end period poverty and shame in the UK for good. At the start of the pandemic the taskforce was suspended.

With period poverty and shame only worsening since the pandemic, we are asking the UK Government to honour their vision to end period poverty and shame in the UK by 2025.

## ENDORSEMENTS

We invite individuals, organisations and groups to endorse the Empower Period Forum's Manifesto and by doing so make a commitment to put the voices, priorities and leadership of young people at the heart of work to end period poverty and shame in the UK.



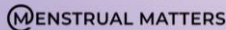
For children and equality for girls



The Homeless Period  
Wolverhampton



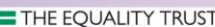
UNITED KINGDOM



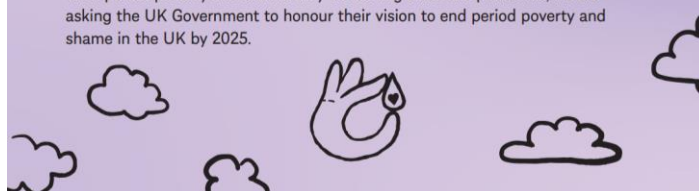
THE REAL PERIOD PROJECT



FOR GIRLS FOR FRIENDSHIP FOR SOCIETY



WE DISCOVER, WE GROW



Evaluation revealed significant benefits for the young people involved:

- 93% of young people involved in Empower Period said that since being involved in our work, they feel more able to break the stigma around menstruation when talking to others:

*“A significant number of friends, quite a lot of male friends, actually, that would send me like a private message, or come up to me on a random day and [say] ‘I’m just looking at your stuff and you’ve actually made me think about this more and I’ve spoken to my girlfriend a bit more’, or like, ‘I didn’t realise this was a thing, or this was a thing, or this was a thing’, which I love when that happens, I think it’s so amazing.”*

*“Through Empower Period I have gained the confidence and expertise to talk about menstruation with these communities and have seen resultant shifts in their attitudes and/or interest in the topic of menstrual health and gendered health and empowerment more broadly.”*

- 87% of young people said that since being involved in Empower Period, they feel able to talk about menstruation without shame:

*“Being involved in Empower Period [has] given me... more confidence... to speak about periods, and menstrual health and stuff openly. I kind of thought I was open before and then I realised I wasn’t until being in this team.”*

- 93% of young people said that since being involved in Empower Period, they have greater confidence in their own abilities, with 87% saying that they now have greater self-esteem:

*“Developing self-confidence has been a big thing for me. I think before I started volunteering with Irise, I hadn’t even really done much volunteering at that point because I think I’d struggled a lot with social anxiety, which for me had been a barrier to getting involved in things that I wanted to get involved in. And so I was so lucky to find Irise and find this really supportive community that gradually helped build my confidence.”*

- 100% of young people surveyed said since being involved in Empower Period, they had developed their advocacy, campaigning and organising skills, 80% of young people said being involved developed their leadership skills, and 87% of the young people said that Empower Period gave them opportunities that they wouldn’t have otherwise had.

*“It’s really nice to be involved with something that I can be involved with it for as long as I want to, and hopefully, like a very long time, and I think that gives you a lot more opportunities to develop things slowly.”*

- Young people involved also reflected on how opportunities from Empower Period have enabled them to pursue and obtain other opportunities in the workplace, with 87% reporting that Empower Period has nurtured their professional development. 93% reported they had learnt things that will help them in their employment and future prospects since being involved.

*“Everything I’ve done with Irise is very helpful for being something I can put on my CV and I always talk about it as quite a big feature in cover letters and responses to job interview questions and things like that.”*

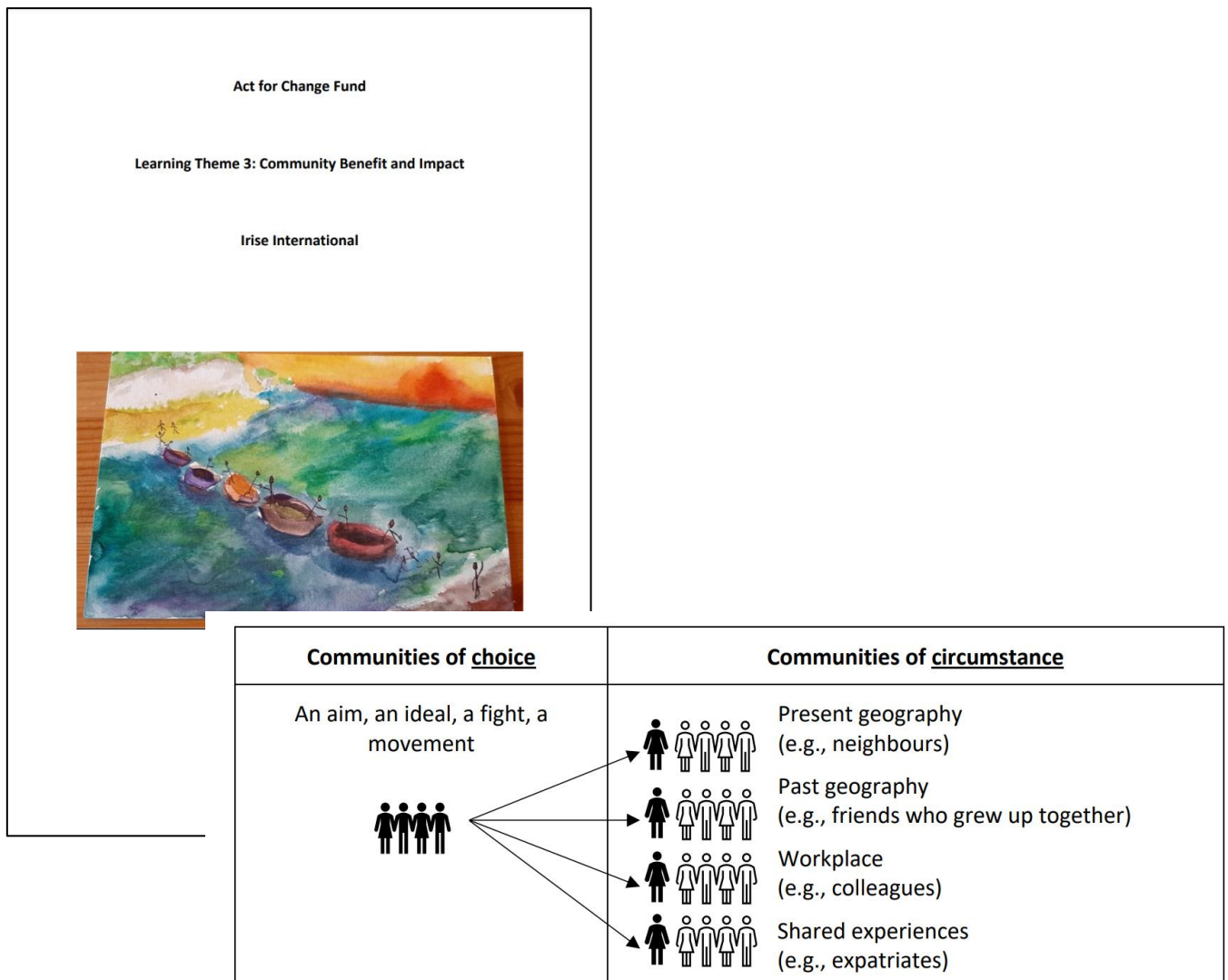
*“I think I speak for myself and others in saying the Empower Period project has given me access to opportunities that I otherwise would not have had, which have pushed me out of my comfort zone and made me a more skilled, experienced, and confident person as a result (e.g. participating in a podcast with Magid Magid!).”*

## Creating communities of change

Irise also undertook a joint impact evaluation with FORWARD UK focused on our models for supporting young women to lead change in their communities. Key findings were that the following principles drive Irise’s approach to creating communities that can drive social change.

- 1) A diagnosis of the problem that focuses on the root cause of the challenge you seek to address. In the context of period inequality those affected don’t just need pads but more power so they can address the systematic neglect of menstrual health in how we structure our communities and society.
- 2) A theory of change that hinges upon connecting “positive social deviants”, i.e. those who already differ from dominant social norms, to create change.
- 3) Creating a culture where values come first. Values need to be institutionalised and explicit so that a shared identity can form amongst those involved.
- 4) A commitment to participatory leadership where everyone’s voice can be heard.
- 5) A commitment to the principle that everyone can be a leader and should play a role in shaping their communities and implementation of horizontal leadership structures to support this.
- 6) Institutionalized kindness and mentorship enables the community to show that every voice really does matter.

The full report can be accessed [here](#).



## Evaluating Period Friendly schools in Uganda

Irise International commissioned an independent impact evaluation of the Period Friendly Schools Programme.

Key findings include:

- Menstrual related absenteeism was halved.
- Significantly improved the proportion of girls scoring highly in exams
- Reduced drop out rates from 1.2% to 0.2% i.e. 120 more girls in school as a result of the project
- Girls from low socioeconomic backgrounds or with disability benefitted the most
- Benefits were sustained throughout the pandemic thanks to community and government engagement model
- Developed a replicable and scalable package for doing the same elsewhere

Those leading the independent evaluation and final review of the project shared the following conclusions:

“The Menstruation Friendly Schools (MFS) project achieved its intended outcomes and provides a convincing model for effective school-based interventions. Despite the unprecedented disruption of the pandemic, the project demonstrated significant achievements in overall impact.”- Technical Reviewer from The UK’s Foreign Commonwealth and Development Office

“Overall, the project has demonstrated substantial improvements to educational attendance and attainment among schoolgirls, as well as understanding of and attitudes towards menstruation among schoolgirls and schoolboys. As such, the MFS project has achieved its intended outcome of reducing menstrual-related barriers to girls’ education and provides a compelling model for effective school-based interventions.” Heather Purshouse, Independent Evaluator

“...There is also remarkable improvement in knowledge and attitude towards menstruation and puberty among girls, boys and teachers. This has greatly contributed to the planned outcome of improved adolescent girls’ engagement and academic performance because they are more confident and better able to concentrate and attend lessons during their periods.

More still, majority of the project schools have been influenced to mainstream menstruation management and education into their school programmes and plans, and importantly in budgets, to ensure that schools provide at least emergency products to the girls. This indeed as indicated in the results has greatly contributed to the girls’ comfort, confidence and thriving in schools....Scaling up and replication of this project and approach would allow for consolidation of these gains and provide benefit to all Ugandan communities where menstruation is still treated with limited appreciation.” Elizabeth M. Asimwe, Independent Evaluator

## Period Positive Schools Project- starting to scale in Uganda

We are extremely proud that this project was able to go ahead despite last minute funding cuts from the UK's Foreign Commonwealth and Development Office. A big thank you to our donors who stepped in to make sure that we didn't let down girls, their communities and local government.

Schools remained closed for the majority of 2021 so activities were pivoted to provide much needed support to girls in the community:

- A total of 1,180 girls have received community based menstrual health and puberty education and 900 girls have been supplied with menstrual products.
- 8 schools completed the Irise Period Positive Schools checklist, which helps schools assess policies and facilities and to make low-cost improvements to make schools more period positive.
- With schools closed, Community leaders, including the LC1 chairperson and other local government officials, organised for Menstrual Health education sessions to be delivered in collaboration with schools in community settings. For many, this was the only opportunity they'd had to engage with schooling since the start of the pandemic.

We conducted a survey with 194 out of school girls:

- 89% of girls want to return to school, but 12% of girls are either unsure they will be able to return or know they will not be able to return to school
- 11% of girls have experienced sexual harm since schools closed, with 84% knowing someone who has
- 6% of girls say they have got married under 18 since schools closed with 11% saying they have felt pressure to do so, 79% say they know someone this has happened to
- The vast majority (82%) say they have felt unsafe or know someone who has felt unsafe since schools closed

We will continue to work closely with local and national government in Uganda to get girls safely back into school in 2022.



*Menstrual health education being delivered by a champion in the community*

## Power Together- strengthening the grassroots movement for Period Equality in East Africa



# THE PERIOD EQUALITY NETWORK

Championing grassroots action to improve menstrual health.

Irise partnered with our longstanding funder and partner, The Waterloo Foundation, to start The Period Equality Network (TPEN). to increase co-ordination, mobilisation and co-operation among civil society organizations working on menstrual health and hygiene in East Africa and their UK partners. The rationale behind the initiative was that grassroots groups and community-based organisations are uniquely placed to facilitate the community social norm change and girls' leadership at the heart of sustainable and effective work to realise period equality. Organisations consulted prior to the launch of the initiative highlighted that sustainability of projects was a key challenge and that supporting local ownership was critical to achieving this. This only became more important in the context of swift and significant cuts to funding for global gender equality work.

Stakeholders involved in the conception of the initiative also identified a growing body of research and evidence to inform programming that was not accessible to grassroots and community-based organisations but that could increase their impact.

There was also growing but varied national efforts across the East African Community to address menstrual health within national curriculums and policy with significant opportunities for cross context learning.

The initiative was founded on the principle that we are more powerful when we work and act together and that localised funding models and joint agenda setting to Global North-south partnerships could catalyse a more resilient and impactful movement for period equality in East Africa.

Progress across the areas of building a community of best practice, bridging the gap and amplifying effective programming are summarised below.

### **Building a community of best practice:**

- The East Africa network has 80 members spanning Uganda, Tanzania, Kenya, Rwanda, Burundi and South Sudan, the UK mailing list has 34 subscribers and the facebook community has 842 members.
- A grassroots grant round was administered between April-May 2021 focused on Uganda and 5 grants were made to grassroots groups.
- Grant making decisions were made by a local committee combining lived and technical experience of menstrual health in the East African context, informed by Irise's funder assessment framework.

### **Bridging the Gap:**

- Irise developed a Funder Assessment Framework to guide grant giving. The process combined a detailed review of evidence and best practice guidance that already existed and expert opinion from the network.
- Irise developed a Monitoring and Evaluation toolkit based on the Funder Assessment Framework. This combined tools that Irise has tried and tested in our programming with those that have been developed by others, refined based on feedback from the network and designed to meet their needs. A training video and manual and depository form were also created to aid easy use.
- Two training sessions were held for East Africa based organisations (compulsory for small grant holders) on how to use the Evaluation Toolkit and on safeguarding. The sessions were each attended by ~20 organisations and the Safeguarding Session was delivered in partnership with a safeguarding lead from the Ugandan Ministry of Education.
- A training session on how to develop and deliver effective menstrual health programming was delivered to ~20 UK charities in partnership with the UK's leading provider of training for small charities, the Foundation for Social Improvement and the Small International Development Charities Network. The session was jointly delivered by Irise International and IIEA staff members, attendees received access to the TPEN resources and the FSI received a ready made powerpoint that they could use to repeat the training in the future.
- Four learning briefings were drafted, informed by an online consultation about what TPEN members had learnt from their work and our original assessment of learning needs. These will be added and finalised based on experiences and learning with small grantees and partners during the next 12 months.
- IIEA also co-hosted a regional conference on the use of menstrual cups with the Uganda Ministry of Education, supported by another funder, The Cova Project. This engaged the whole TPEN network and created an opportunity for school girls using cups to speak with government ministers and cup manufacturers about their experiences. The conference was significantly more popular than anticipated with over 300 people signing up to attend from across East Africa.

### **Amplifying Effective Programming:**

- Irise International worked with Dig Deep via tailored consultancy support to help them to integrate menstrual health into district government WASH strategy. Irise supported them to integrate menstrual health screening questions into their household WASH surveys, explored ways to develop a traffic light system to demonstrate to officials the areas most in need of support and supported them to undertake a qualitative assessment with members of the community to inform how menstrual health could be most effectively into Community Led Total Sanitation.

### **Advocacy:**

- The TPEN community chose to undertake a series of advocacy related activities together, which Irise supported and facilitated. These were outside the original scope of activities but demonstrate the power of the growing community.

These included:

- IIEA supporting TPEN members to participate in relevant regional and national meetings e.g. the regional meeting on Child Rights, hosted by the East Africa Community, to enable partners to highlight issues that the African Union should be monitoring at country level when 'reporting committees' members' visit member states to evaluate performance.
- Seven Directors of Ugandan based TPEN members were recognised and received awards from the Ugandan Ministry of Education for being 'menstrual health champions' and 12 Period Equality Network Members were also received awards for their tremendous contributions to menstrual health within Uganda, including IIEA.
- During Uganda's second lockdown 50+ TPEN Uganda based members met virtually and produced a joint statement about the harmful impacts girls were experiencing that was then championed by UK members and shared with funders and other stakeholders to generate support.
- In the aftermath of the UK Aid cuts Irise International collected stories from TPEN members and supported IIEA's Regional Director to describe the impacts of cuts on ITV national news and on BBC Regional news. Irise International collated experiences and submitted them to the International Development Committee's Call for Evidence.



PRESENTS

# BAHARA'S PRIDE PROJECT

25/09  
2021



#Periodfriendlycommunities

Venue: Kibimba Kagote | Activities: Pad making free training • MHM sensitization and awareness • Girl talk

With support from:



Photos of Bahara's Pride, one of the TPEN small grant recipients

## Financial Performance and Policies

### **Incoming Resources**

Incoming resources for the year was £186,289. The distribution of the payments received is as follows: £31,058 from public donations and other income sources towards unrestricted funds and £152,691 in grants from trusts and foundations as well as £2,540 in public donations towards restricted funds.

### **Resources Expended**

Total expenditure for the year was £259,908.

### **Reserves Policy**

Irise International holds in reserves 3-6 months current running costs from unrestricted and eligible restricted sources provided restrictions allow for funds to be spent in this way. Irise International was within this reserves policy for the whole of 2021 & at the end of 2021 and at the time of writing, the trustees consider Irise International to be a going concern.

### **Grant making Policy**

Irise International works with partner organisations that contribute specific expertise to the execution of its programmes. Grants payable to partner organisations are made in line with Irise's strategic objectives. The grants contribute directly towards the development of the charity's programmes by helping local organisations provide sustainable benefits for communities, and they are therefore considered part of furthering Irise International's own objectives. Irise International monitors all grants in accordance with the relevant grant agreement.

## Structure, Governance and Management

### **Board of Trustees**

Irise International is a Charitable Incorporated Organisation (CIO) registered with the UK's Charity Commission. It is governed by a constitution. The Board of Trustees comprises 8 people who are responsible for the supervision of the management of all the affairs of Irise International. Board meetings are held four times a year, at the end of every quarter. Trustee recruitment and appointment is done based on the specific skills required, the nomination of an existing trustee and is voted upon. No other organisation or body has the right to appoint trustees to the charity.

### **Trustees' Responsibilities**

The board of trustees is responsible for ensuring that all the activities are within UK law and fall within the agreed charitable objectives. Its work includes setting strategic direction and agreeing the financial plan. The trustees are responsible for maintaining proper accounting records which reveal the financial position of the charity with reasonable accuracy at any given time. They are responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud or any other irregularities. The board delegates day to day running of the charity to the Executive Directors and acts on advice and information from regular meeting with members of the Executive Team.

### **Staff and Structure**

Irise International has a strong commitment to young people's leadership, particularly the leadership of young women and girls. In the UK we created three paid opportunities as part of our youth-led advocacy work designed for young people entering the work force for the first time. These roles included mentorship, training and leadership development from senior staff. Irise International aims to be a high impact, agile organisation and therefore aims to employ a small core team that can create opportunities, like the above, for emerging young leaders and that can work with a network of free lancers and consultants to achieve cost-effective high impact work. This model has helped us to be resilient to the impacts of the pandemic. In East Africa, we have a long-term commitment to supporting East African leadership, particularly young women's leadership, and continue to invest in supporting the growth and development of our sister organisation, Irise Institute East Africa, including enabling them to build a diverse funding portfolio with international and African based funders- supporting their long-term independence and sustainability.

### **Risk Management**

The trustees actively review the major risks that the charity faces on a regular basis, together with an annual review of the financial systems. The trustees have taken steps to put in place and regularly review a reserves policy as detailed in the financial statements. The trustees regularly review the risks the organisation faces through an organisational risk management process and have identified those risks which the charity faces and confirm that they have established systems to mitigate significant risks.

### **Equal Opportunities**

Irise International is a charity committed to the promotion of equal opportunity. It takes affirmative action to ensure women and girls have equal access to education and employment. In carrying out this objective Irise treats individuals with respect within the organisation and in the field. Wherever

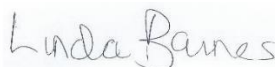
possible we create a broad base for consultation and decision-making. To accomplish the overall objectives as expressed in the Constitution Irise will:

- Comply with all applicable laws and regulations governing employment in the UK and host country which include the Equal Pay Act 1970; Race Relations Act 1976; Sex Discrimination Acts 1975; Disability Discrimination Act 2005; Employment Equality (Religion or Belief) Regulations 2003, Employment Equality (Sexual Orientation) Regulations 2003 and the Employment Equality (Age) Regulations 2006 as amended from time to time;
- Provide equal opportunity to all employees and to all applicants for employment;
- In employment, prohibit unlawful discrimination or harassment because of race, colour, nationality, religion or religious beliefs, ethnic or national origin, age, gender, marital status, civil partnership or gender reassignment, sexual orientation or disability;
- Advise all employees or respective employees of Irise's Equal Opportunities Policy;
- Pay particular attention to recruitment procedures, probationary periods, terms and conditions of employment, dismissal, leave, promotion and deployment patterns;
- Develop mechanisms for resolving grievances about unfair discrimination and harassment;
- Review its Equal Opportunities Policy on a regular basis Liability of Members Irise International is a registered Charitable Incorporated Organisation, limited by guarantee. The trustees have guaranteed the liabilities of the charity up to £1 each.

#### **Public Benefit**

The Trustees confirm that they have complied with the duty in Section 17 of the Charities Act 2011 to have due regard to the public benefit guidance published by the Commission in determining the activities undertaken by the Charity.

Signed on behalf of the Trustees,



Linda Baines,

Chair of the Board of Trustees

## Statement of Financial Activities and Independent Examiner's Report Irise International CIO

### Independent examiner's report for the year ended 31 December 2021

I report to the charity trustees on my examination accounts of Irise International ("the Charity") for the year ended 31 December 2021.

#### Respective responsibilities of trustees and examiner

As the trustees of the Charity (and also its directors for the purposes of company law) you are responsible for the preparation of the consolidated accounts of the Group in accordance with the requirements of the Charities Act 2011 ('the 2011 Act') and the Companies Act 2006 ('the 2006 Act'). You are satisfied that the accounts for the Charity are not required by charity law to be audited and have chosen instead to have an independent examination. Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under section 145 of the 2011 Act.

In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5) (b) of the 2011 Act. Basis of independent examiner's report My examination was carried out in accordance with the general Directions given by the Charity Commission. 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 you as trustees concerning any such matters.

The procedures undertaken do not provide all the evidence that would be required in an audit and consequently no opinion is given as to whether the accounts present a 'true and fair view' and the report is limited to those matters set out in the statement below.

#### Independent examiner's statement

Since the Charity's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of the Institute of Chartered Accountants in England and Wales, which is one of the listed bodies.

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe:

1. accounting records were not kept in respect of the Charity and its subsidiary as required by section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair view' which is not a matter considered as part of an independent examination; or

4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities.

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached

*C M Sullivan*

Catherine Sullivan

Date: 31/10/22

FCA DipCha

5 Marneys Close,

Epsom

KT18 7HR

Irise International CIO

**Statement of Financial Activities for the year ended 31 December 2021**

	Note	2021		2020	
		Unrestricted	Restricted	Total	Total
		£	£	£	£
<b>Income</b>					
Income from grants and donations	2	30,108	155,231	185,339	260,580
Other income		950		950	690
<b>Total income</b>		<b>31,058</b>	<b>155,231</b>	<b>186,289</b>	<b>261,270</b>
<b>Expenditure</b>					
Expenditure on generating funds	3	1,320	19,548	20,868	36,855
Expenditure on charitable activities	3	21,992	217,048	239,040	151,191
<b>Total Expenditure</b>		<b>23,312</b>	<b>236,596</b>	<b>259,908</b>	<b>188,046</b>
Net movement income for the year		7,746	(81,365)	(73,619)	73,224
Balance brought forward		8,596	149,894	158,490	85,267
<b>Balance carried forward</b>		<b>16,342</b>	<b>68,530</b>	<b>84,872</b>	<b>158,490</b>

These results all relate to on-going activities.

The notes on pages 31 to 36 form part of these financial statements

Irise International CIO

**Balance Sheet as at 31 December 2021**

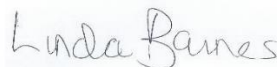
	Note	2021 £	2020 £
Cash at bank and in hand		86,207	159,036
Creditors	5	(1,335)	(545)
<b>Total Net Assets</b>		<b>84,872</b>	<b>158,491</b>
Unrestricted funds		16,342	8,596
Restricted funds		68,530	149,894
<b>Total funds</b>		<b>84,872</b>	<b>158,491</b>

For the year ended 31 December 2021 the company is exempt from audit under section 477 of the Companies Act 2006.

The members have not required the company to obtain an audit of its accounts for the year in question in accordance with s476. The directors acknowledge their responsibilities in complying with the requirements of the Act with respect to accounting records and the preparation of accounts.

The accompanying notes form an integral part of these financial statements.

These financial statements were approved by the Trustees and authorised for issue on the 31<sup>st</sup> October 2021 and are signed on their behalf by:



**Linda Baines,**

**Chair of Trustees**

**Irise International**  
**Notes to the financial statements**  
**For the year ended 31 December 2021**

1. Accounting policies

1.1 Basis of accounting

The financial statements have been prepared in accordance with 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 (FRS102) (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006. Irise International meets the definition of a public benefit entity under FRS 102.

Assets and liabilities are wholly recognised at historical costs or transaction value unless otherwise stated in the relevant accounting policy note(s). The financial statements are prepared in sterling, which is the functional currency of the Charity. Monetary amounts in these financial statements are rounded to the nearest £. The financial statements have been under the historical cost convention.

1.2 Going concern

At the time of approving the financial statements, the trustees have a reasonable expectation that the Charity has adequate resources to continue in operational existence for the foreseeable future. The trustees have considered the impact of the coronavirus pandemic on the charity. The trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

1.3 Income

All income is recognised once the charity has entitlement to the income, it is probable that the income will be received and the amount of income receivable can be measured reliably.

Donations are recognised when the charity has been notified in writing of both the amount and settlement date. In the even that a donation is subject to conditions that require a level of performance before the charity is entitled to the funds, the income is deferred and not recognised until either those conditions are fully met, or the fulfilment of those conditions is wholly within the control of the charity and it is probable that those conditions will be fulfilled in the reporting period.

1.4 Expenditure

All expenditure is accounted for on an accruals basis. All expenses including support costs and governance costs are allocated or apportioned to applicable expenditure headings.

Support and governance costs have been split between the fundraising and charitable activities based on staff time. Governance costs comprise all costs involving the public accountability of the charity and its compliance with regulation and good practice. These costs related to statutory compliance and legal fees on constitutional matters.

Staff costs are allocated to activities on the basis of staff time spent on those activities. Costs of charitable activities include governance costs and an apportionment of support costs (shown in note 4).

### 1.5 Fixed assets

Expenditure on equipment, fixtures and fittings that exceeds £1,000 is capitalised. All fixed assets are initially recorded at cost. Currently the charity has no fixed assets.

### 1.6 Financial instruments

The Charity has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments. Financial assets are recognised in the Charity's statement of financial position when the Charity becomes party to the contractual provisions of the instrument. Financial assets are classified into specified categories. The classification depends on the nature and purpose of the financial assets and is determined at the time of recognition.

### 1.7 Basic financial assets

Basic financial assets, which include trade and other receivables and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method, unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Other financial assets classified as fair value through the statement of financial activities are measured at fair value.

### 1.8 Pension costs

The company operates a defined contribution pension scheme for employees. The assets of the scheme are held separately from those of the company. The annual contributions payable are charged to the statement of financial activities.

### 1.9 Taxation

No provision for taxation is included in the financial statements as the charitable company is entitled to exemption from tax on income and gains applied to wholly charitable activities

**Irise International**  
**Notes to the financial statements (continued)**  
**For the year ended 31 December 2021**

<b>2. Grants</b>	<b>2021</b>	<b>2020</b>
	<b>£</b>	<b>£</b>
<b>Restricted funds</b>		
FCDO UK Aid Direct	18,478	52,827
Sustain for Life		1,392
John Holmes Trust		7,541
Johns Hopkins University		2,988
Paul Hamlyn Foundation	12,000	50,000
The Waterloo Foundation TPEN		30,500
The Big Give Christmas Challenge 2019		7,294
University of Leeds		1,500
University of Sheffield RAG		1,378
Evan Cornish Foundation		10,000
The Circle of Women COVID response		7,500
Paul Hamlyn Foundation training support		5,000
Yorkshire Building Society		2,000
National Lottery Community Fund	10,000	10,000
South Yorkshire Community Development Foundation		5,000
The Waterloo Foundation COVID response		15,000
The Fore		5,000
British & Foreign Schools Society	32,001	10,000
The Circle of Women Soroti Project	15	8,500
Smallwood Trust	9,000	21,000
Postcode Neighbourhood Trust	20,000	
Joffe Charitable Trust	20,000	
The Kulczyk Foundation	22,499	
Modibodi	1,200	
The Circle of Women back to school	1,500	
The Big Give Christmas Challenge 2021	2,540	
Funderbirds	6,000	
<b>Total restricted grant income</b>	<b>155,233</b>	<b>254,420</b>
<b>Unrestricted grants</b>	<b>30108</b>	<b>6160</b>
<b>Total unrestricted grants and donations</b>	<b>30108</b>	<b>6160</b>
<b>Total</b>	<b>185,341</b>	<b>260,580</b>

**Irise International**  
**Notes to the financial statements (continued)**  
**For the year ended 31 December 2021**

**3. Expenditure**

	2021				2020			
	Staff costs	Direct costs	Support costs	Total	Staff costs	Direct costs	Support costs	Total
	£	£	£	£	£	£	£	£
Generating Funds	16,487	2,784	1,597	20,868	26,056	5,873	4,926	36,855
Charitable Activities	135,447	90,477	13,116	239,040	93,069	40,526	17,596	151,191
	<b>151,934</b>	<b>93,261</b>	<b>14,713</b>	<b>259,908</b>	<b>119,126</b>	<b>46,398</b>	<b>22,522</b>	<b>188,046</b>

Support costs are allocated on the basis of staff cost

	2021	2020
Support Costs include	£	£
Rent and rates	3,691	6,027
Insurance	184	184
Governance	55	145
Other overheads	10,783	16,167
	<b>14,713</b>	<b>22,522</b>

4 Staff Costs	2021	2020
	£	£
UK net salaries	104,643	67,189
UK employers NI	3,632	479
UK staff pensions	2,391	1,182
Uganda staff costs	41,267	50,275
	<b>151,934</b>	<b>119,126</b>

The headcount of employees over the year was:

Uganda	10	10
UK	5	5
	<b>15</b>	<b>15</b>

The Uganda staff are all employed by Irise Institute East Africa, which is separately registered and independent to Irise International. All Uganda staff costs were covered by a grant from Irise International to Irise Institute East

**5 Creditors**

	2021	2020
	£	£
Trade Creditors	97	521
Payroll creditors	1,238	24
Relating to Irise Uganda		
	<b>1,335</b>	<b>545</b>

**6 Analysis of Net Assets**

	2021			2020		
	Unrestricted	Restricted	Total	Unrestricted	Restricted	Total
	£	£	£	£	£	£
Cash at bank and in hand	17,677	68,530	86,207	9,142	149,894	159,036
Creditors	(1,335)		(1,335)	(545)		(545)
	<b>16,342</b>	<b>68,530</b>	<b>84,872</b>	<b>8,597</b>	<b>149,894</b>	<b>158,491</b>

## 7 Analysis of Funds

	Balance B/fwd £	Received in year £	Spent in year £	Balance C/fwd £
<b>Restricted Funds</b>				
FCDO UK Aid Direct	- 2,397	18,478	21,189	- 5,109
Open Gate	44	-	-	44
Funderbirds	1	6,000	6,000	1
Paul Hamlyn Foundation	56,475	12,000	66,263	2,212
The Waterloo Foundation TPEN	42,999		35,972	7,027
The Big Give Christmas Challenge 2019	1			1
Evan Cornish Foundation	7,000	0	6,490	510
Paul Hamlyn Foundation training support	507	-	507	0
Yorkshire Building Society	1,389	0	1,389	-
National Lottery Community Fund	1,491	10,000	1,550	9,942
South Yorkshire Community Development Foundation	58			58
The Waterloo Foundation COVID response	3,202	-	3,202	-
The Fore	2,293	-	2,293	-
British & Foreign Schools Society	10,000	32,001	31,684	10,317
The Circle of Women Soroti Project	5,832	15	5,846	0
Smallwood Trust	21,000	9,000	29,583	417
The Kulczyk Foundation		22,499	15,492	7,007
Joffe Charitable Trust		20,000	4,960	15,040
Modibodi		1,200	428	772
The Circle of Women back to school		1,500	-	1,500
The Big Give Christmas Challenge 2021		2,540	-	2,540
Postcode Neighbourhood Trust		20,000	-	20,000
<b>Total Restricted Funds</b>	<b>149,894</b>	<b>155,233</b>	<b>232,848</b>	<b>72,279</b>
<b>Unrestricted Funds</b>	<b>8,596</b>	<b>20,770</b>	<b>16,780</b>	<b>12,586</b>
<b>Total Funds</b>	<b>158,490</b>	<b>176,003</b>	<b>249,629</b>	<b>84,865</b>

## 9 Comparative SOFA for year ended 31 December 2020

	2020		
	Unrestricted £	Restricted £	Total £
<b>Income</b>			
Income from grants and donations	6,160	254,420	260,580
Other income	690		690
<b>Total income</b>	<b>6,850</b>	<b>254,420</b>	<b>261,270</b>
<b>Expenditure</b>			
Expenditure on generating funds	1,073	35,782	36,855
Expenditure on charitable activities		151,191	151,191
<b>Total Expenditure</b>	<b>1,073</b>	<b>186,973</b>	<b>188,046</b>
Net movement income for the year	5,777	67,447	73,224
Balance brought forward	2,819	82,447	85,267
<b>Balance carried forward</b>	<b>8,596</b>	<b>149,894</b>	<b>158,490</b>

**IRISE INTERNATIONAL**

England & Wales - Charity number 1157722

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# Accounts

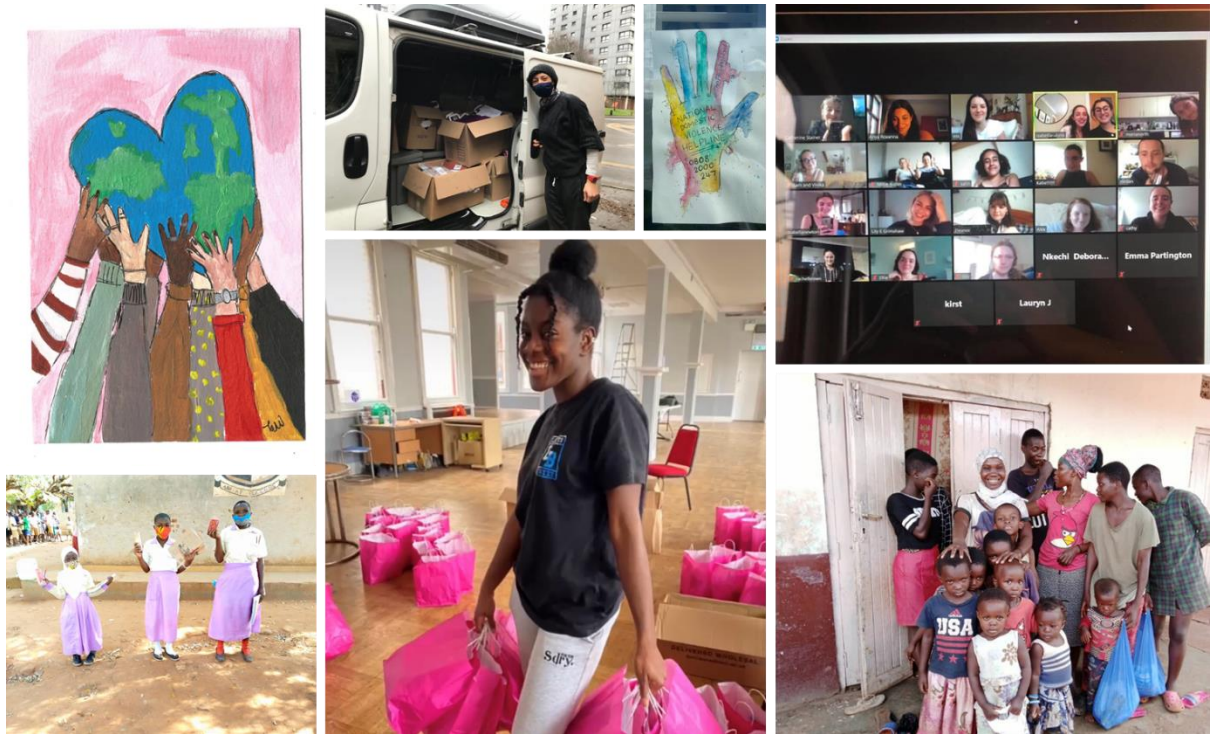
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# Irise International

## Annual Report

For the year ending 31<sup>st</sup> December 2020



“It brought back life for us because I was stuck and stranded” Beatrice, single mother Uganda

“I could never have imagined the impact of such kindness to my mental wellbeing.” Helen, Asylum seeker, UK

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## Legal and Administrative Information

### **Trustees**

Linda Baines (Chair)

Catherine Sullivan (The Treasurer- stepped down 4/2/21)

Rowena Collings (The Treasurer- appointed 4/2/21)

Falguni Raja

Chloe Reeves

Joanne Nakakawa-Hampson

Cianne Jones

Sophie Rowson

Kirstine Szifris

### **Executive**

Emily Wilson (CEO)

### **Principal Address**

7 Castle Street

Sheffield

S3 8LT

Website: [www.irise.org.uk](http://www.irise.org.uk)

Contact: [info@irise.org.uk](mailto:info@irise.org.uk)

Registered charity number: 1157722

## Objectives and Activities

Charity objectives (as stated in governing document):

THE ADVANCEMENT OF EDUCATION, THE PRESERVATION AND PROTECTION OF GOOD HEALTH AND THE PREVENTION OR RELIEF OF POVERTY AMONG WOMEN AND GIRLS BY WORKING TO IMPROVE SANITATION AND HEALTH EDUCATION IN THEIR COMMUNITIES AND SCHOOLS, WITH A FOCUS ON SUB SAHARAN AFRICA AND THE UK.

We are an award winning, global leader in menstrual health programming, research, advocacy and policy development. Our vision is a world where everyone can realise their potential, unlimited by their periods. We support young people and their communities in the UK and East Africa to overcome period related barriers through delivering practical programmes, undertaking innovative research and advocating for policy and practice change. We believe that when we are led by young women and informed by robust evidence, long lasting social change can be achieved.

The charity's 2019-2024 strategic plan is focused around these objectives:

1. Test and promote evidence-based approaches to overcoming menstrual related challenges
2. Collaborate with academia to conduct and facilitate research to evidence impact and improve menstrual health interventions.
3. Disseminate learning and advocate for policy and practice change to improve young people's experience of menstruation in the UK and East Africa.
4. Expand our work to include the most marginalised and vulnerable groups

At the start of the covid-19 pandemic, following a rapid consultation with our community, we launched an interim emergency strategy:

Irise took action across 3 strands:

**Ensuring Provision**- immediate support for overlooked gender specific needs.

**Providing Protection**- safeguard vulnerable young people.

**Restoring Power**- amplify the experiences and priorities of those we support.

This year's annual report summarises work undertaken within this strategy and progress towards the overarching theme of the original 2020 Annual Plan- 'Bringing Together.'

## Achievements and Performance

**Ensuring Provision-** immediate support for overlooked gender specific needs.

- Worked in partnership with local government in Jinja, Uganda to provide 1,376 emergency support packages to the most vulnerable households in the communities where we implement. Packages included menstrual products, soap and health information and targeted child headed households, girls with disabilities and young, single mothers. This will transition into Back to School support in 2021.
- Provided 3,800 empowerment packs to marginalised women and girls in South Yorkshire containing menstrual products, toiletries, health & wellbeing information and signposting to other services. Recipients include young carers, victims of rape and domestic abuse, asylum seekers and women from ethnic minority backgrounds and low-income households. Funding has been secured to increase these efforts in early 2021 and reach a further 3,000 women and girls.

"It made quite a few people emotional when they came to pick them up because it was like 'someone remembered me, this is going to help me';" UK emergency response partner distributing empowerment packs



"It brought back life for us because I was stuck and stranded, we experienced improved health from the counselling provided, children are at least happy, pads provided gave comfort to my daughter and that saved me from extra costs."  
Beatrice, single mother

**Providing Protection-** safeguarding vulnerable young people.

- Launched an interim safeguarding strategy in partnership with local government and community in Uganda including training for community leaders and champions, local radio show and direct safeguarding intervention and counselling for 512 households.
- Enabled a women-led community business to manufacture facemasks, protecting their income and their community from the risk of infection.
- Brought together over 100 diverse, young advocates in the UK to support each other and campaign for a response that leaves no one behind, including a Helping Hand campaign to raise awareness around domestic violence and how to get help and the creation of a virtual art exhibition on the theme of collective power to support young people's mental health during the second lockdown.



“My siblings stopped going to the neighbours to beg for food like they used to. I stopped asking for sanitary pads from my dad and the little money given to him by well-wishers could be used for buying food and not pads.”

Kauma, 13 year old girl, Uganda

“Being an asylum seeker on less than £40 pound a week with fibroids has not been easy [...] The stress I go through every month whenever my period is approaching disappeared immediately [when I received your menstrual products]. I guess we don't sometimes appreciate the gravity of a little kindness. I could never have imagined the impact of such kindness to my mental wellbeing.” Helen, asylum seeker, UK



**Restoring Power**- amplifying the experiences and priorities of those we support.

- Hosted One World Period in May 2020- a 12 hour live stream bringing together over 100 people and reaching over 1,000 via the live feed including young activists and academics and organisations working to end period poverty and shame across the UK and East Africa.
- We signed a joint statement with over 50 women sector organisations in the UK, calling for the government to make women visible in the Coronavirus response.
- Spoke at a global webinar hosted at Columbia University to help people include periods in their response to the pandemic and inputted into a UNICEF briefing.
- Two masters students in the UK ‘Empower Period’ community dedicated their dissertations to understanding and amplifying the voices of young women and girls in our UK community and network. They found:
  - 64% think the gender gap will be worse as a result of lockdown
  - 1 in 8 were struggling to access menstrual products
  - 1 in 4 were struggling to access sexual and reproductive health services

As one of the students, Chloe Guinness, concluded,

*“Women's voices have been crowded out in favour of male-dominated rhetoric about fighting a war. There is marginalisation of women's voices in national planning - both around the pandemic and Brexit. Hasty decisions are being taken, often behind closed doors, by predominantly men. These decisions will shape our country and society for years to come. They must include and work for women and girls too. We*

*need to re-establish the Period Poverty Taskforce to ensure these issues are discussed at the heart of Government, and both Parliament and Whitehall take some visible responsibility for them.”*

- We are undertaking needs Assessments and consultations in both contexts which will culminate in the launch of reports and advocacy campaigns to put the priorities of marginalised young women and girls on the agenda in 2021.
  - 10 Million Futures Report for East Africa calls for urgent action to protect the futures of girls at risk of school drop out because of the pandemic- jeopardising a decade of progress.
  - Young and Female; the Double Disadvantage for the UK calls for urgent action to unlock the potential of young women to enable a rapid and resilient recovery.

*“Many girls’ [futures] are getting spoilt because of the situation at hand, and if things were good, many would study. And now things are not good, many have been forced into early marriages, pregnancies. **If we get help, many of us would go back to school, and we can achieve our dreams and become future leaders.**”* Hellen, 17-year-old schoolgirl, 10 Million Futures

*“We have struggled with declining mental health, loss of income and an overwhelming loss of control. We have lost control over our health, our futures, our relationships, our safety and more. This report highlights that for all women, but especially those who are marginalised by their class, disabilities or skin colour, this lack of control is becoming dangerous to our physical and mental wellbeing.”* Aisha, 21 year old young women, Young and Female; The Double Disadvantage

Thanks to our funders and supporters who helped us respond quickly to the urgent needs of the people we support:



## Bringing Together- the theme of 2020

Irise's focus for 2020 was to bring together the people and organisations required to reach every young person with the support they need to realise their potential, unlimited by their periods. Although we experienced significant disruption to our plans the pandemic only reaffirmed the power of our global community and the strength of moving forward together and we were able to make significant progress towards developing the Irise group and its partnerships and positioning.

- In partnership with Irise International, Irise Institute East Africa recruited a new Regional Director who worked with Irise International's CEO to engage the whole Irise community and extended network in developing a new global strategic framework to guide our work. This framework outlines the fundamental principles of Irise that all groups and individuals who are part of the global community aspire to uphold and was approved at the first board to board meeting between the two organisations. It lays the groundwork for all future collaboration and growth of the Irise group.
- Irise Institute East Africa also worked with Irise International to begin to bring together grassroots groups and community-based organisations across East Africa in preparation for collective advocacy and capacity building in 2021.
- In the UK, Irise brought together the 200+ young activists and youth-led groups working to end period poverty and shame into the Empower Period Forum and Network to develop their own national campaign to end period poverty and shame in the UK in 2021.

## Plans for 2021

Our Annual Plan for 2021 combines our original 2019-2024 Strategy with our interim covid-19 strategy and the learning gained from the experiences of the last 12 months. It also aligns with and champions Irise's first Global Strategic Framework created by Irise International and Irise Institute East Africa to guide the Irise group into a new phase of growth and development.

### **1. Spearhead the creation and expansion of a global Irise community that can shape the global gender equality agenda.**

#### *a. Establish structures for global community building*

The coronavirus crisis has taught us that we are stronger when we stand together as one group and that our diversity of experience makes us more resilient and effective. Across the Irise group there is an appetite to expand and represent a larger community united around the values Irise represents. Irise International is well positioned to champion this development. Activities under this objective will include establishing a global advisory group to deepen our relationships with experts and influencers who can support our work, finalising a Global Strategic Framework and Memorandum of Understanding and holding board to board meetings to deepen our collective understanding of what Irise stands for. Identifying and building relationships to enable new resources and funds to support further expansion will also be critical.

### **2. Support young people and their communities across the contexts where we work to recover from the covid-19 crisis and resume progress towards Sustainable Development Goal 5; Achieve Gender Equality and Empower All Women and Girls by 2030.**

#### *a. Complete delivery of our emergency response*

#### *b. Launch recovery initiatives in both contexts*

#### *c. Launch our Needs Assessment reports and advocate for their recommendations to be addressed by relevant stakeholders*

Last year Irise stood with the most vulnerable young women and girls in our community. We must deliver our existing commitments to them and pave the way for a strong and rapid recovery. This includes in-depth needs assessments in both contexts to understand young women and girls experiences and priorities for the future. This will inform our recovery efforts, along with our new global strategic framework and will help us adapt our existing period equality programming to meet emerging need.

### **3. Champion diverse leadership and enable more young women to realise their potential to lead and shape a more inclusive agenda.**

#### *a. Launch Empower Period Award to celebrate and build community around transformational leadership*

#### *b. Establish Irise Mentorship Circle*

#### *c. Establish Equality Subcommittee at board level to champion and develop equality agenda within Irise*

#### *d. Develop and fund young women's focused leadership initiatives across the contexts where we work*

The global pandemic has been a huge threat to the progress that has been made towards gender equality and women's rights over the last decade. The UNDP's first gender social norm in 2020 index

revealed that despite substantial progress in basic participation progress towards broader empowerment was stalling. To build more resilient and meaningful progress we need to address the root causes of period and gender inequality by empowering more women and girls to lead and increase representation of their experiences and priorities in decision making spaces.

**4. Realise period equality across the contexts where we work through a combination of project delivery, learning focused work and advocacy- working to realise the UK government target of ending period poverty and shame in the UK by 2025 and globally by 2030.**

- a. Run and support Empower Period Forum to undertake national advocacy towards period poverty and shame in the UK*
- b. Scale up period friendly schools in Uganda in partnership with IIEA*
- c. Build community of menstrual health programming best practice in East Africa*

We know that progress towards period equality is at risk and that addressing the drivers of the issue will help a rapid and resilient recovery for young women, girls and all people with periods. It is critical that we continue our work to realise period equality across the contexts where we work in line with original commitments and goals. In Uganda this means completing our work to develop and scale a period friendly school intervention in partnership with government alongside enabling other organisations across the region to replicate best practice. In the UK it means bringing together the period equality movement and channelling national advocacy on this issue. It also means applying our new Global Strategic Framework to the issue in both contexts to identify areas where Irise can focus efforts to catalyse holistic and sustainable progress towards a world where no one is held back by their period.

Our learning priorities:

1. Social change- developing our model of community-led social change across the contexts where we work.
2. Leadership- developing an Irise leadership model and intervention across the contexts where we work.
3. Power and voice- understanding and identifying policy interventions to increase the representation of young people, particularly young women, in national decision making spaces in the UK.
4. School and community-based period friendly interventions in East Africa: evaluating the impact of our intervention on girls' educational outcomes to support national scale up.
5. Economic Empowerment and Period Poverty- understanding the links between economic empowerment, period poverty and broader empowerment of women and girls in Uganda to inform the next phase of our work in this space.
6. Gender based violence and period poverty- understanding the links between period poverty and gender based violence and identifying opportunities and methods of intervention.
7. Menstrual Wellness- understanding and developing interventions to address unmet menstrual health need within the health system in Uganda.

Our advocacy priorities:

1. Enabling young people, particularly young women to have more voice and power in the UK, identifying and advocating for changes to our democracy that enable their experiences and priorities to be represented more effectively in national decision making. To support the creation of a more equal and sustainable society for all.
2. Supporting all girls back into school in East Africa- advocating for them to remain a funding priority for the UK government and other stakeholders and for the Uganda government to prioritise their return to school in recovery efforts. So that the progress of the last decade will not be lost and to catalyse a quick and resilient recovery through their contributions to their societies.

## Staff and Volunteers

The total staff count for Irise internationally at the end of 2020 was 5 full time staff in the UK and 10 full time staff in East Africa. The East African team was made up entirely of Ugandan nationals

## Financial Performance and Policies

### **Incoming Resources**

Incoming resources for the year was £261,270. The distribution of the payments received is as follows: £6,850 from public donations and other income sources towards unrestricted funds and £248,456 in grants from trusts and foundations as well as £5,974 in public donations towards restricted funds.

### **Resources Expended**

Total expenditure for the year was £188,046.

### **Reserves Policy**

Irise International holds in reserves 3-6 months current running costs from unrestricted and eligible restricted sources provided restrictions allow for funds to be spent in this way.

### **Grant making Policy**

Irise International works with partner organisations that contribute specific expertise to the execution of its programmes. Grants payable to partner organisations are made in line with Irise's strategic objectives. The grants contribute directly towards the development of the charity's programmes by helping local organisations provide sustainable benefits for communities, and they are therefore considered part of furthering Irise International's own objectives. Irise International monitors all grants in accordance with the relevant grant agreement.

## Structure, Governance and Management

### **Board of Trustees**

Irise International is a Charitable Incorporated Organisation (CIO) registered with the UK's Charity Commission. It is governed by a constitution. The Board of Trustees comprises 8 people who are responsible for the supervision of the management of all the affairs of Irise International. Board meetings are held four times a year, at the end of every quarter. Trustee recruitment and appointment is done based on the specific skills required, the nomination of an existing trustee and is voted upon. No other organisation or body has the right to appoint trustees to the charity.

### **Trustees' Responsibilities**

The board of trustees is responsible for ensuring that all the activities are within UK law and fall within the agreed charitable objectives. Its work includes setting strategic direction and agreeing the financial plan. The trustees are responsible for maintaining proper accounting records which reveal the financial position of the charity with reasonable accuracy at any given time. They are responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud or any other irregularities. The board delegates day to day running of the charity to the Executive Directors and acts on advise and information from regular meeting with members of the Executive Team.

### **Risk Management**

The trustees actively review the major risks that the charity faces on a regular basis, together with an annual review of the financial systems. The trustees have taken steps to put in place and regularly review a reserves policy as detailed in the financial statements. The trustees regularly review the risks the organisation faces through an organisational risk management process and have identified those risks which the charity faces and confirm that they have established systems to mitigate significant risks.

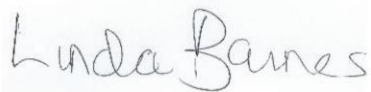
### **Equal Opportunities**

Irise International is a charity committed to the promotion of equal opportunity. It takes affirmative action to ensure women and girls have equal access to education and employment. In carrying out this objective Irise treats individuals with respect within the organisation and in the field. Wherever possible we create a broad base for consultation and decision-making. To accomplish the overall objectives as expressed in the Constitution Irise will:

- Comply with all applicable laws and regulations governing employment in the UK and host country which include the Equal Pay Act 1970; Race Relations Act 1976; Sex Discrimination Acts 1975; Disability Discrimination Act 2005; Employment Equality (Religion or Belief) Regulations 2003, Employment Equality (Sexual Orientation) Regulations 2003 and the Employment Equality (Age) Regulations 2006 as amended from time to time;
- Provide equal opportunity to all employees and to all applicants for employment;
- In employment, prohibit unlawful discrimination or harassment because of race, colour, nationality, religion or religious beliefs, ethnic or national origin, age, gender, marital status, civil partnership or gender reassignment, sexual orientation or disability;
- Advise all employees or respective employees of Irise's Equal Opportunities Policy;

- Pay particular attention to recruitment procedures, probationary periods, terms and conditions of employment, dismissal, leave, promotion and deployment patterns;
- Develop mechanisms for resolving grievances about unfair discrimination and harassment;
- Review its Equal Opportunities Policy on a regular basis Liability of Members Irise International is a registered Charitable Incorporated Organisation, limited by guarantee. The trustees have guaranteed the liabilities of the charity up to £1 each. Public Benefit The Trustees confirm that they have complied with the duty in Section 17 of the Charities Act 2011 to have due regard to the public benefit guidance published by the Commission in determining the activities undertaken by the Charity.

Signed on behalf of the Trustees,

A handwritten signature in cursive script that reads "Linda Baines". The signature is written in black ink on a light-colored background.

Linda Baines, Chair of the Board of Trustees

29/10/2021

## **Irise International CIO**

### **Independent examiner's report for the year ended 31 December 2020**

I report to the charity trustees on my examination accounts of Irise International ("the Charity") for the year ended 31 December 2020.

#### **Respective responsibilities of trustees and examiner**

As the trustees of the Charity (and also its directors for the purposes of company law) you are responsible for the preparation of the consolidated accounts of the Group in accordance with the requirements of the Charities Act 2011 ('the 2011 Act') and the Companies Act 2006 ('the 2006 Act'). You are satisfied that the accounts for the Charity are not required by charity law to be audited and have chosen instead to have an independent examination. Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under section 145 of the 2011 Act.

In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5) (b) of the 2011 Act. Basis of independent examiner's report My examination was carried out in accordance with the general Directions given by the Charity Commission. 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 you as trustees concerning any such matters.

The procedures undertaken do not provide all the evidence that would be required in an audit and consequently no opinion is given as to whether the accounts present a 'true and fair view' and the report is limited to those matters set out in the statement below.

#### **Independent examiner's statement**

Since the Charity's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of the Institute of Chartered Accountants in England and Wales, which is one of the listed bodies.

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe:

1. accounting records were not kept in respect of the Charity and its subsidiary as required by section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or

3. the accounts do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair view' which is not a matter considered as part of an independent examination; or

4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities.

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached

*C M Sullivan*

Catherine Sullivan

Date: 29/10/21

FCA DipCha

5 Marneys Close,

Epsom

KT18 7HR

**Irise International**

Registered Number: CE002215

**Statement of Financial Activities for the year ended 31 December 2020**

	Note	2020 Unrestricted £	2020 Restricted £	Total £	2019 Total £
<b>Income</b>					
Income from grants and donations	2	6,160	254,420	260,580	192,537
Other income		690		690	18
<b>Total income</b>		<b>6,850</b>	<b>254,420</b>	<b>261,270</b>	<b>192,555</b>
<b>Expenditure</b>					
Expenditure on generating funds	3	1,073	35,782	36,855	30,390
Expenditure on charitable activities	3		151,191	151,191	114,889
<b>Total Expenditure</b>		<b>1,073</b>	<b>186,973</b>	<b>188,046</b>	<b>145,279</b>
Net movement income for the year		5,777	67,447	73,224	47,276
Balance brought forward		2,819	82,447	85,267	37,719
<b>Balance carried forward</b>		<b>8,596</b>	<b>149,894</b>	<b>158,490</b>	<b>84,995</b>

**Balance Sheet as at 31 December 2020**

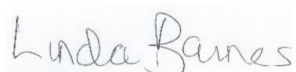
	Note	2020 £	2019 £
Cash at bank and in hand		159,036	108,545
Creditors	5	(545)	(23,550)
<b>Total Net Assets</b>		<b>158,491</b>	<b>84,995</b>
Unrestricted funds		8,596	2,547
Restricted funds		149,894	82,447
<b>Total funds</b>		<b>158,491</b>	<b>84,995</b>

For the year ended 31 December 2020 the company is exempt from audit under section 477 of the Companies Act 2006.

The members have not required the company to obtain an audit of its accounts for the year in question in accordance with s476. The directors acknowledge their responsibilities in complying with the requirements of the Act with respect to accounting records and the preparation of accounts.

The accompanying notes form an integral part of these financial statements.

These financial statements were approved by the Trustees and authorised for issue on October the 29<sup>th</sup> 2021 and are signed on their behalf by:



**Linda Baines, Chair of Trustees**

## **Irise International**

### **Notes to the financial statements**

#### **For the year ended 31 December 2020**

##### 1. Accounting policies

###### 1.1 Basis of accounting

The financial statements have been prepared in accordance with 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 (FRS102) (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006. Irise International meets the definition of a public benefit entity under FRS 102.

Assets and liabilities are wholly recognised at historical costs or transaction value unless otherwise stated in the relevant accounting policy note(s). The financial statements are prepared in sterling, which is the functional currency of the Charity. Monetary amounts in these financial statements are rounded to the nearest £. The financial statements have been under the historical cost convention.

###### 1.2 Going concern

At the time of approving the financial statements, the trustees have a reasonable expectation that the Charity has adequate resources to continue in operational existence for the foreseeable future. The trustees have considered the impact of the coronavirus pandemic on the charity. The trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

###### 1.3 Income

All income is recognised once the charity has entitlement to the income, it is probable that the income will be received and the amount of income receivable can be measured reliably.

Donations are recognised when the charity has been notified in writing of both the amount and settlement date. In the even that a donation is subject to conditions that require a level of performance before the charity is entitled to the funds, the income is deferred and not recognised until either those conditions are fully met, or the fulfilment of those conditions is wholly within the control of the charity and it is probable that those conditions will be fulfilled in the reporting period.

###### 1.4 Expenditure

All expenditure is accounted for on an accruals basis. All expenses including support costs and governance costs are allocated or apportioned to applicable expenditure headings.

Support and governance costs have been split between the fundraising and charitable activities based on staff time. Governance costs comprise all costs involving the public accountability of the

charity and its compliance with regulation and good practice. These costs related to statutory compliance and legal fees on constitutional matters.

Staff costs are allocated to activities on the basis of staff time spent on those activities. Costs of charitable activities include governance costs and an apportionment of support costs (shown in note 4).

#### 1.5 Fixed assets

Expenditure on equipment, fixtures and fittings that exceeds £1,000 is capitalised. All fixed assets are initially recorded at cost. Currently the charity has no fixed assets.

#### 1.6 Financial instruments

The Charity has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments. Financial assets are recognised in the Charity's statement of financial position when the Charity becomes party to the contractual provisions of the instrument. Financial assets are classified into specified categories. The classification depends on the nature and purpose of the financial assets and is determined at the time of recognition.

#### 1.7 Basic financial assets

Basic financial assets, which include trade and other receivables and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method, unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Other financial assets classified as fair value through the statement of financial activities are measured at fair value.

#### 1.8 Pension costs

The company operates a defined contribution pension scheme for employees. The assets of the scheme are held separately from those of the company. The annual contributions payable are charged to the statement of financial activities.

#### 1.9 Taxation

No provision for taxation is included in the financial statements as the charitable company is entitled to exemption from tax on income and gains applied to wholly charitable activities

**Irise International**  
**Notes to the financial statements (continued)**  
**For the year ended 31 December 2020**

<b>2. Grants</b>	<b>2020</b>	<b>2019</b>
	<b>£</b>	<b>£</b>
<b>Restricted funds</b>		
UKAD	52,827	66,852
Sustain for Life	1,392	5,716
Big Give/Circle/Waterloo		16,111
John Holmes Trust	7,541	6,125
Johns Hopkins University	2,988	4,486
Plan UK		8,424
Open Gate		1,000
Act for Change	50,000	50,000
Waterloo UK	30,500	22,300
Big Give 2019	7,294	600
Leeds F4G	1,500	
Spiderwalk	1,378	
Evan Cornish Foundation	10,000	
Circle COVID	7,500	
Act for Change training	5,000	
YBS	2,000	
Big Lottery	10,000	
SYCDF	5,000	
Waterloo COVID	15,000	
Fore COVID	5,000	
BFSS	10,000	
Circle Soroti	8,500	
Smallwood Trust	21,000	
<b>Total restricted grant income</b>	<b>254,420</b>	<b>181,614</b>
<b>Unrestricted grants</b>	6160	10941.66
<b>Total unrestricted grants and donat</b>	<b>6160</b>	<b>10941.66</b>
<b>Total</b>	<b>260,580</b>	<b>192,555</b>

### 3. Expenditure

	2020				2019			
	Staff costs	Direct	Support	Total	Staff costs	Direct	Support	Total
		costs	costs			costs	costs	
£	£	£	£	£	£	£	£	
Generating Funds	26,056	5,873	4,926	36,855	24,782	1,362	4,246	30,390
Charitable Activities	93,069	40,526	17,596	151,191	69,776	33,157	11,956	114,889
	<b>119,126</b>	<b>46,398</b>	<b>22,522</b>	<b>188,046</b>	<b>94,558</b>	<b>34,519</b>	<b>16,202</b>	<b>145,279</b>

Support costs are allocated on the basis of staff cost

	<b>2020</b>	<b>2019</b>
<b>Support Costs include</b>	<b>£</b>	<b>£</b>
Rent and rates	6,027	5,044
Insurance	184	562
Governance	145	839
Other overheads	16,167	9,756
	<b>22,522</b>	<b>16,202</b>

## Irise International

### Notes to the financial statements (continued)

## For the year ended 31 December 2020

<b>4 Staff Costs</b>	<b>2020</b>	<b>2019</b>
	<b>£</b>	<b>£</b>
UK net salaries	67,189	48,576
UK employers NI	479	264
UK staff pensions	1,182	801
Uganda staff costs	50,275	44,917

The headcount of employees over the year was:

Uganda	10	10
UK	5	3
	<b>15</b>	<b>13</b>

The Uganda staff are all employed by Irise Institute East Africa, which is separately registered and independent to Irise International. All Uganda staff costs were covered by a grant from Irise International to Irise Institute East

## 5 Creditors

	<b>2020</b>	<b>2019</b>
	<b>£</b>	<b>£</b>
Trade Creditors	521	1,062
Payroll creditors	24	1,970
Relating to Irise Uganda		20,518
	<b>545</b>	<b>23,550</b>

## 6 Analysis of Net Assets

	<b>2020</b>			<b>2019</b>		
	<b>Unrestricted</b>	<b>Restricted</b>	<b>Total</b>	<b>Unrestricted</b>	<b>Restricted</b>	<b>Total</b>
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
Cash at bank and in hand	9,142	149,894	159,036	26,465	82,080	108,545
Creditors	(545)		(545)	(23,550)		(23,550)
	<b>8,597</b>	<b>149,894</b>	<b>158,491</b>	<b>2,914</b>	<b>82,080</b>	<b>84,994</b>

**Irise International**  
**Notes to the financial statements (continued)**  
**For the year ended 31 December 2020**

**7 Analysis of Funds**

	Balance B/fwd £	Received in year £	Spent in year £	Balance C/fwd £
<b>Restricted Funds</b>				
UKAD	8,071	52,827	63,294	(2,397)
Sustain for Life	469	1,392	1,861	-
Big Give/Circle/Waterloo	2,867		2,867	-
John Holmes Trust	793	7,541	8,334	-
Johns Hopkins University	(2,988)	2,988	-	-
Plan UK	703	-	703	-
Open Gate	846	-	801	44
Funderbirds	829	-	828	1
Act for Change	47,959	50,000	41,485	56,475
Waterloo UK	22,300	30,500	9,801	42,999
Big Give 2019	600	7,294	7,894	1
Leeds F4G	-	1,500	1,500	-
Spiderwalk	-	1,378	1,378	-
Evan Cornish Foundation	-	10,000	3,000	7,000
Circle COVID	-	7,500	7,500	-
Act for Change training	-	5,000	4,493	507
YBS	-	2,000	611	1,389
Big Lottery	-	10,000	8,509	1,491
SYCDF	-	5,000	4,942	58
Waterloo COVID	-	15,000	11,798	3,202
Fore COVID	-	5,000	2,707	2,293
BFSS	-	10,000	-	10,000
Circle Soroti	-	8,500	2,668	5,832
Smallwood Trust	-	21,000	-	21,000
<b>Total Restricted Funds</b>	<b>82,447</b>	<b>254,420</b>	<b>186,973</b>	<b>149,894</b>
<b>Unrestricted Funds</b>	<b>2,819</b>	<b>6,850</b>	<b>1,073</b>	<b>8,596</b>
<b>Total Funds</b>	<b>85,267</b>	<b>261,270</b>	<b>188,046</b>	<b>158,491</b>

**9 Comparative SOFA for year ended 31 December 2019**

	2019		
	Unrestricted £	Restricted £	Total £
<b>Income</b>			
Income from grants and donations	11,019	181,519	192,537
Other income	18		18
<b>Total income</b>	<b>11,037</b>	<b>181,519</b>	<b>192,555</b>
<b>Expenditure</b>			
Expenditure on generating funds	10,759	19,631	30,390
Expenditure on charitable activities		114,889	114,889
<b>Total Expenditure</b>	<b>10,759</b>	<b>134,520</b>	<b>145,279</b>
Net movement income for the year	278	46,999	47,276
Balance brought forward	2,637	35,081	37,718
<b>Balance carried forward</b>	<b>2,914</b>	<b>82,080</b>	<b>84,994</b>