

Irise International Annual Report 2022



Contents

Legal and Administrative Information.....	3
Objectives and Activities.....	4
Achievements and Performance	6
Key Successes UK:	6
Empower Period.....	6
Period Product Provision during the Cost-of-Living Crisis.....	11
Key Successes East Africa:	13
The Period Equality Network	13
The Recipients of the first TPEN Small Grants Round	17
TPEN Sharing Learning Grants.....	23
Rise-Up	26
Period Friendly Schools	29
IIEA's Independent Work.....	31
Global Work:	32
Irise Annual Gathering	32
Empower Period Awards.....	33
Mapping Global Menstrual Experience.....	34
2023- consolidating community, championing change	35
Our Partners, Supporters and Collaborators.....	36
Structure, Governance and Management	37
Statement of Financial Activities and Independent Examiner's Report	39



“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

Website: www.irise.org.uk

Contact: 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 Programme¹ 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

¹ Read more about the programme at: 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 UK².



- 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 Summit³". 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.

² 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/

³ 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/



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**

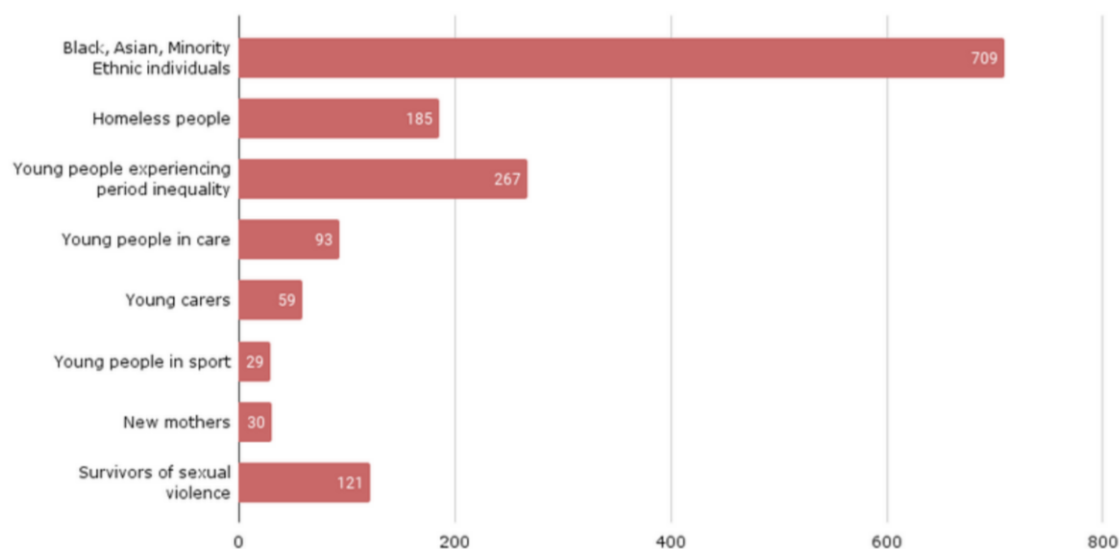


Irise's partners unpack Modibodi Period Pants

"[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 impact⁴ 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."

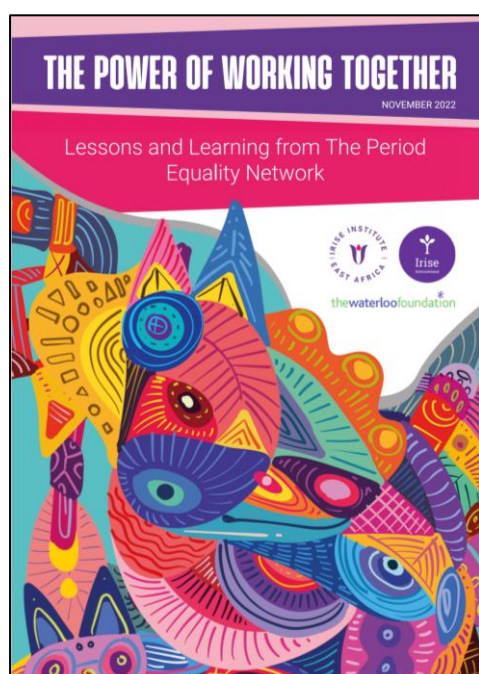
⁴ Based on annual evaluation surveys with organisations and recipients- available on request.

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

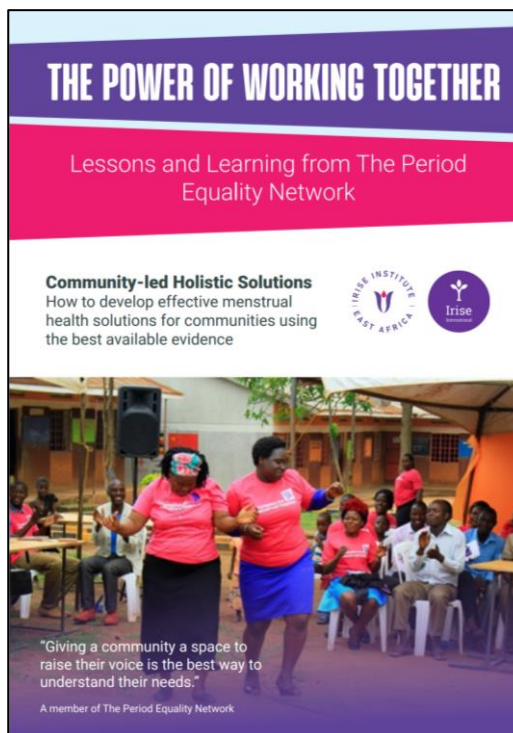
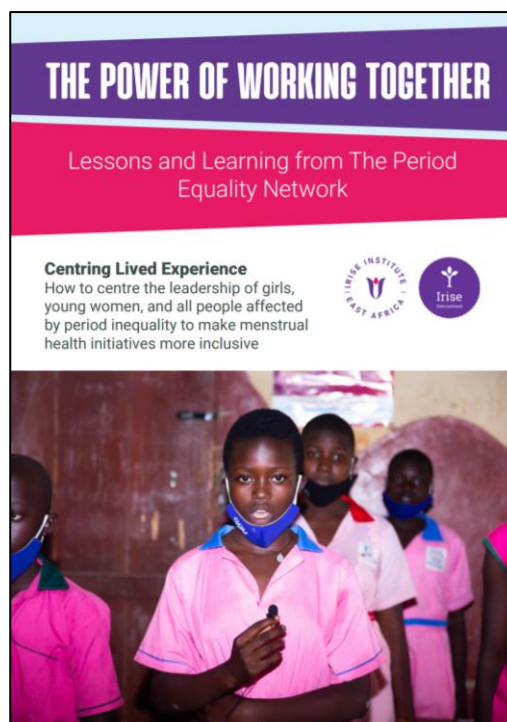
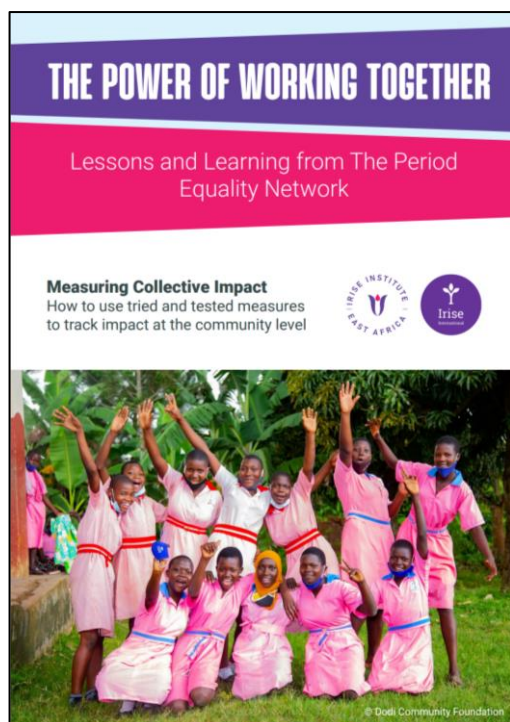
- Period Equality Network (TPEN) is a network of **100+ community based organisations and grassroots groups** across the East Africa Community (EAC), hosted by IIEA.
- In 2022 we completed an independent impact evaluation⁵ of the first two years of TPEN and producing four learning briefings⁶ to capture 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)

⁵ 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/>

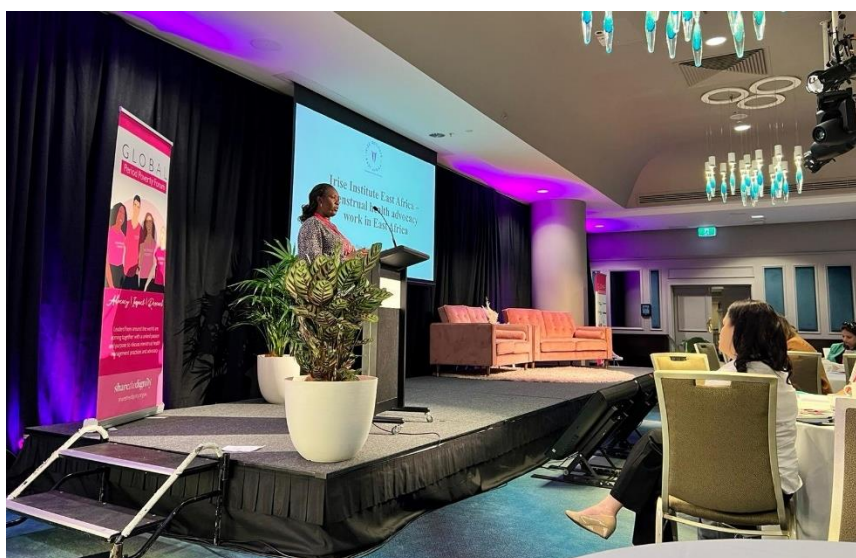
⁶ Read the four learning briefings: <https://www.irise.org.uk/tpen-resources/>



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
2020-2021 Partnership

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 content⁷.

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

⁷ You can watch Faraja's short documentary here: 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 project⁸- 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.

⁸ 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' resources⁹ 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 youtube¹⁰.
- 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 work¹¹.

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

¹⁰ Footage of the conference can be viewed here: www.youtube.com/live/wf9VAm1zryw?si=ab6BfGEsQfvUrPL6

¹¹ 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 Gathering¹², 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

¹² 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 Awards¹³, 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.

¹³ 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 briefing¹⁴ 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.

¹⁴ 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 Irisé 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, Irisé 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

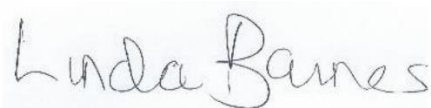
Liability of Members

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 Iris 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

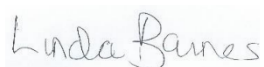
Irise International CIO**Statement of Financial Activities**
for the Year Ended 31 December 2022

	Note	2022 Unrestricted funds £	Restricted funds £	Total Funds £	2021 Total Funds £
INCOMING RESOURCES					
Incoming resources from generated funds					
Income from grants and donations	2	17,451	271,952	289,403	185,339
Other income	2	546	-	546	951
Total income		17,997	271,952	289,949	186,290
Expenditure					
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
Total Expenditure		27,306	185,091	212,397	259,908
Net movement income for the year		(9,309)	86,861	77,552	(73,618)
Balance brought forward		16,342	68,530	84,872	158,490
Balance carried forward		7,033	155,391	162,424	84,872

Irise International CIO**Registered Charity Number: 1157722****Balance Sheet****At 31 December 2022**

		2022	2022	2022	2021
		Unrestricted	Restricted	Total	Total
		funds	funds	funds	funds
	Note	£	£	£	£
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)
Total Net Assets		<u>7,033</u>	<u>155,391</u>	<u>162,424</u>	<u>84,872</u>
Unrestricted funds		7,033	-	7,033	16,342
Restricted funds		-	155,391	155,391	68,530
Total funds		<u>7,033</u>	<u>155,391</u>	<u>162,424</u>	<u>84,872</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 £
2. VOLUNTARY INCOME		
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:		
Restricted funds		
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	-
Total restricted grant income	<u>271,952</u>	<u>155,231</u>
Unrestricted grants	17,451	30,108
Total unrestricted grants and donations	<u>17,451</u>	<u>30,108</u>
Total	<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 £
3. Expenditure				
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 £
Restricted Funds				
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
Total Restricted Funds	68,530	271,952	185,091	155,391
Unrestricted Funds	16,342	17,997	27,306	7,033
Total Funds	84,872	289,949	212,397	162,424

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

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