



Irise International

Impact Report 2024

Global Menstrual Justice

www.irise.org.uk



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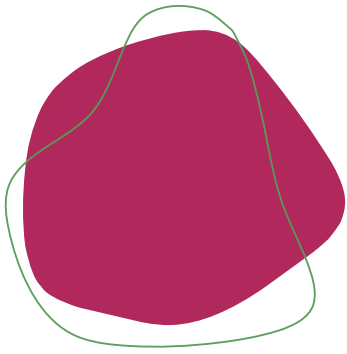
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Legal and Administrative Information



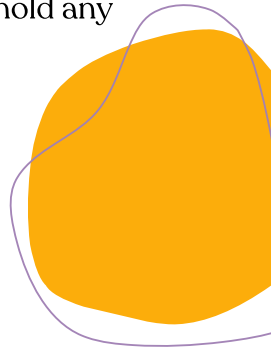
Trustees

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
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.

A handwritten signature in blue ink that reads "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.



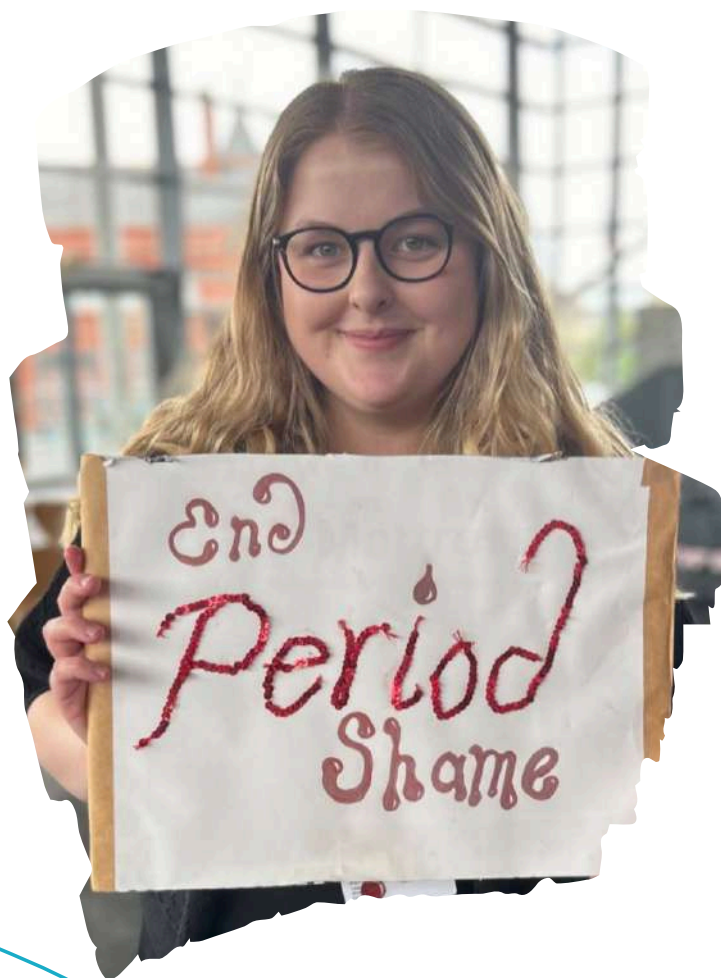
Realise period equality across the contexts where we work through a combination of programme delivery, learning-focused work and advocacy- working to realise the UK government target of ending period poverty and shame in the UK by 2025 and globally by 2030

- 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

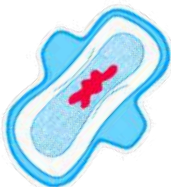
“Both period poverty and the impacts of the menopause can have a significant impact on people’s lives. It’s important we do all we can create literacy about period equity and the menopause in our communities and this Charter goes some way to achieving that. It’s crucial that anyone who experiences menstruation 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



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.

TOILET POLICY TOOLKIT

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

AND BEYOND...



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.



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.

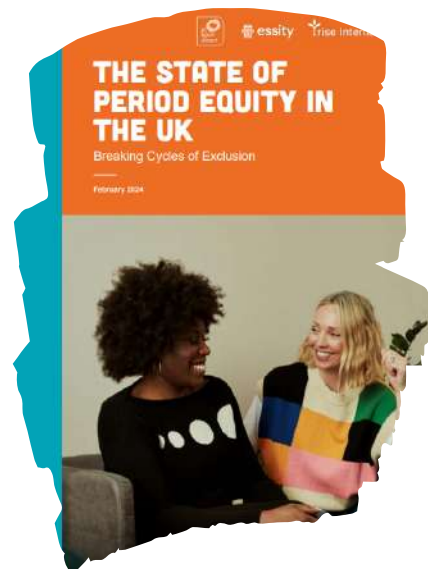
The research highlights several critical findings:

- **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 Irisé International and Irisé Institute East Africa in Uganda grew even stronger. Irisé'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, Irisé 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

15,000

Students benefitted

30%

decrease in absenteeism

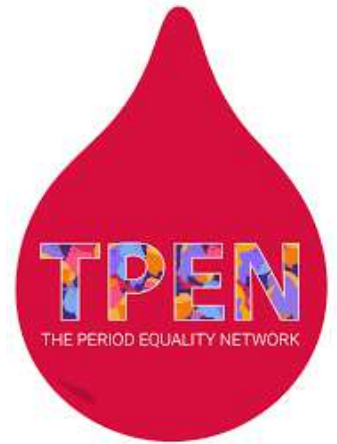
1,000,000

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.

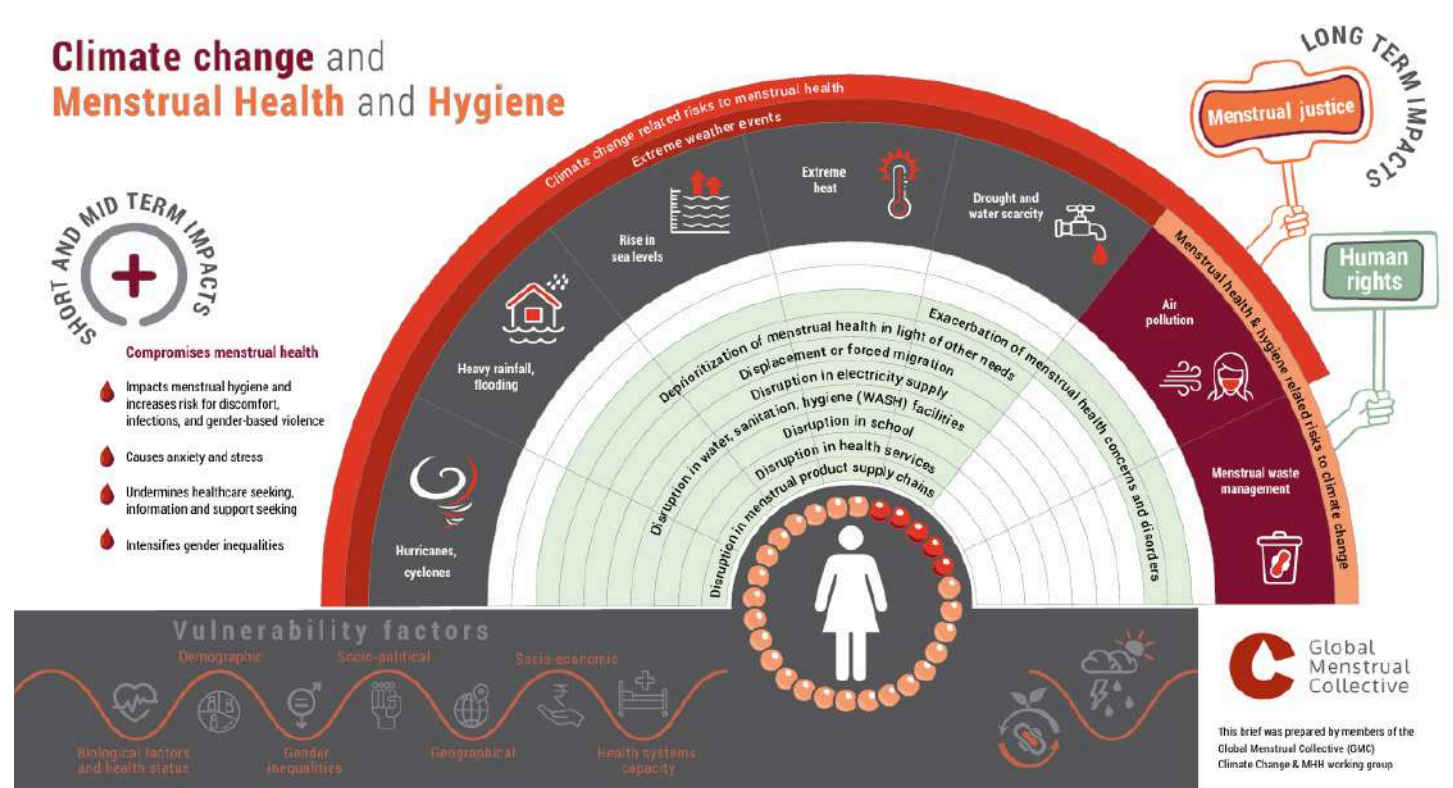
The event successfully positioned Irise and IIEA as leading voices in the menstrual justice movement, while fostering collaboration and inspiring action from practitioners, funders, and policymakers. Looking ahead, the findings from the report will shape future strategies and efforts to drive systemic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

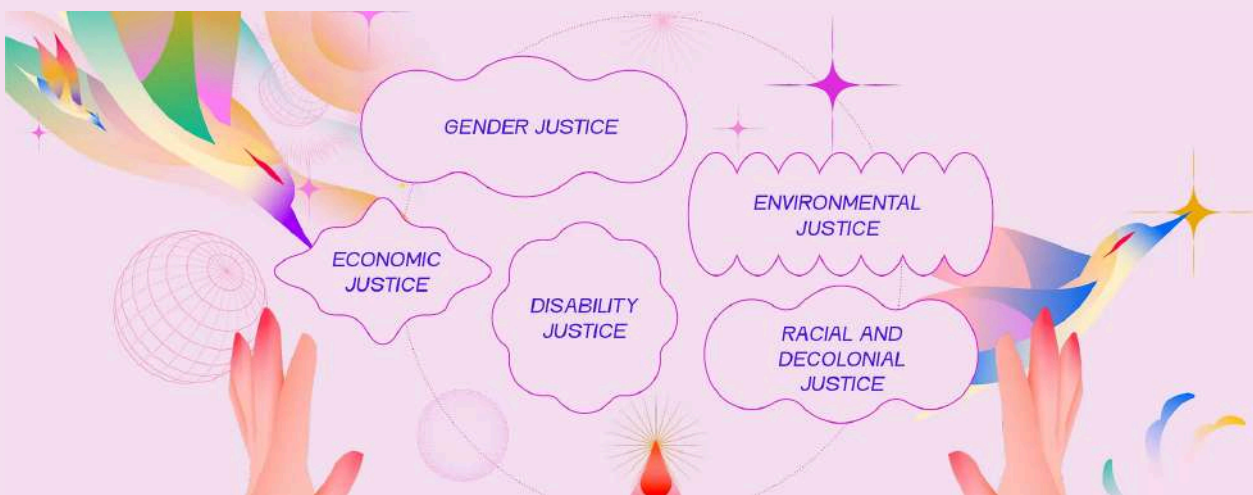
Scarlet Murmurations: Advancing Global Menstrual Justice report, commissioned by Irise International in partnership with the Global Menstrual Collective, has emerged as a vital tool for the menstrual movement. It strengthens and complements existing efforts to shape a global consensus on menstrual justice, 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



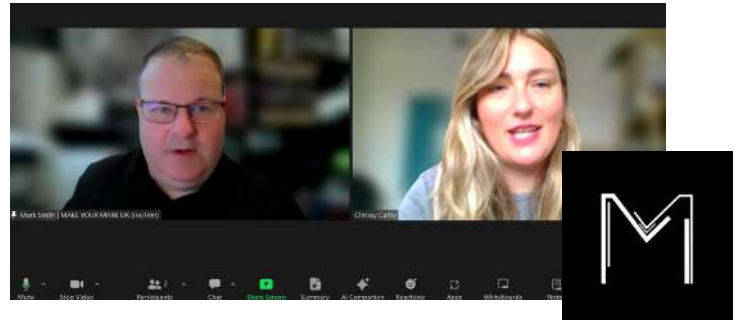


Behind the Scenes

Fundraising & Comms

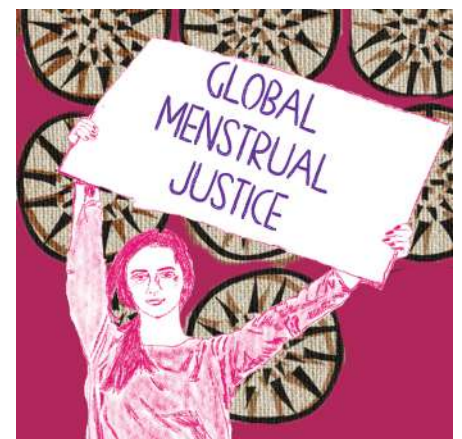
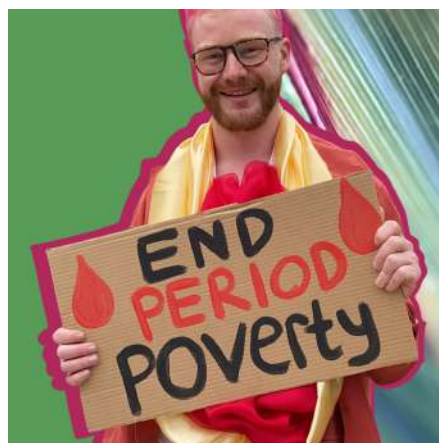


We celebrated huge success in the Big Give Women and Girls Match fund in October 2024, raising £20,720 for our work globally.



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

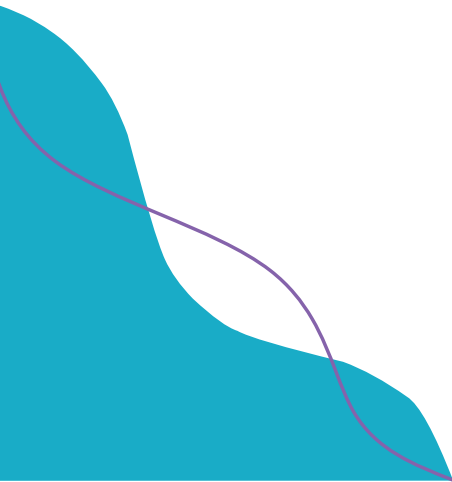
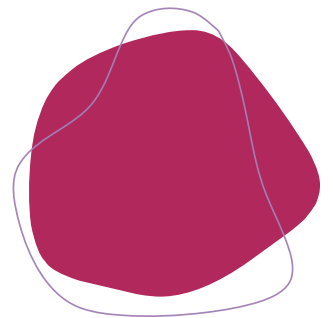
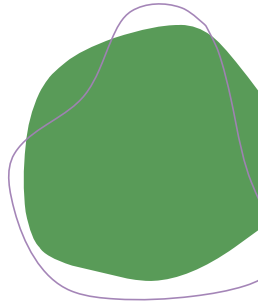
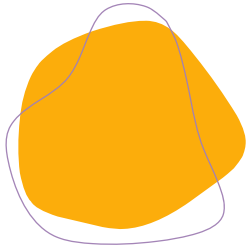
We completed a brand refresh and updated our website – adding in some colour and new graphics and imagery to reflect the vibrancy of our work and the global relevance of our organisation. We also started a new blog series ‘Spotlight on the Youth Movement’ to showcase the action of young activists across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



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
Israac
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 Irisé 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.

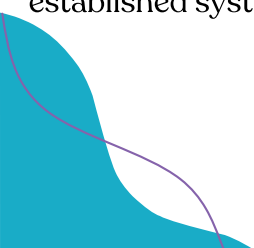
Staff and Structure

Irise International is firmly committed to young people's leadership, particularly of diverse women and girls and other marginalised genders. Irisé 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, Irisé 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 £
INCOMING RESOURCES					
Incoming resources from generated funds					
Income from grants and donations	2	40,281	160,101	200,382	234,416
Other income	2	-	-	-	-
Total income		40,281	160,101	200,382	234,416
Expenditure					
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
Total Expenditure		20,396	225,313	245,709	230,482
Net movement income for the year		19,885	(65,212)	(45,327)	3,934
Balance brought forward		4,544	161,814	166,358	162,424
Balance carried forward		24,429	96,602	121,031	166,358

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		<u>31,130</u>	<u>80,202</u>	<u>111,332</u>	<u>141,260</u>
		31,130	96,602	127,732	168,410
Creditors	5	(6,701)	-	(6,701)	(2,052)
Total Net Assets		<u>24,429</u>	<u>96,602</u>	<u>121,031</u>	<u>166,358</u>
Unrestricted funds		24,429	-	24,429	4,544
Restricted funds		-	96,602	96,602	161,814
Total funds		<u>24,429</u>	<u>96,602</u>	<u>121,031</u>	<u>166,358</u>

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.

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 £
2. VOLUNTARY INCOME		
Income from grants and donations	200,382	234,416
	<u>200,382</u>	<u>234,416</u>
Grants received, included in the above, are as follows:		
Restricted funds		
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
Total restricted grant income	<u>160,101</u>	<u>223,933</u>
Unrestricted grants	40,281	10,483
Total unrestricted grants and donations	<u>40,281</u>	<u>10,483</u>
Total	<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 £
3. Expenditure				
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 £
Restricted Funds				
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
Total Restricted Funds	161,814	160,101	225,313	96,602
Unrestricted Funds	4,544	40,281	20,396	24,429
Total Funds	166,358	200,382	245,709	121,031

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

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