

GENDERED INTELLIGENCE

England & Wales · Charity number 1182558

Details

Status Registered

Legal form Charitable company

Company number [06617608](#)

Registered 2019-03-20

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

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Activities

Objects: THE CHARITY'S OBJECTS ARE RESTRICTED SPECIFICALLY TO THE FOLLOWING:4.1 TO ADVANCE SUCH CHARITABLE PURPOSES ACCORDING TO THE LAWS OF ENGLAND AND WALES AS THE DIRECTORS SEE FIT FOR THE PUBLIC BENEFIT FROM TIME TO TIME, INCLUDING IN PARTICULAR BUT WITHOUT LIMITATION:4.1.1 TO PROMOTE HUMAN RIGHTS (AS SET OUT IN THE UNIVERSAL DECLARATION OF HUMAN RIGHTS AND SUBSEQUENT UNITED NATIONS CONVENTION AND DECLARATIONS) OF PEOPLE WHOSE EXPERIENCE OF SEX, GENDER, SEXUAL ORIENTATION AND/OR SEXUALITY DOES NOT ALIGN, IN WHOLE OR IN PART, WITH DOMINANT CULTURAL EXPECTATIONS AND SOCIETAL NORMS AND WHO ARE THEREFORE VULNERABLE TO DISCRIMINATION, EXCLUSION, MARGINALISATION, HATE CRIME AND LOWER QUALITY LIFE BY ALL OR ANY OF THE FOLLOWING MEANS:(A) MONITORING ABUSES OF HUMAN RIGHTS;(B) OBTAINING REDRESS FOR THE VICTIMS OF HUMAN RIGHTS ABUSE;(C) RELIEVING NEED AMONG THE VICTIMS OF HUMAN RIGHTS ABUSE;(D) RESEARCH INTO HUMAN RIGHTS ISSUES;(E) PROVIDING TECHNICAL ADVICE TO GOVERNMENT AND OTHERS ON HUMAN RIGHTS MATTERS;(F) CONTRIBUTING TO THE SOUND ADMINISTRATION OF HUMAN RIGHTS LAW;(G) COMMENTING ON PROPOSED HUMAN RIGHTS LEGISLATION;(H) RAISING AWARENESS OF HUMAN RIGHTS ISSUES;(I) PROMOTING PUBLIC SUPPORT FOR HUMAN RIGHTS;(J) PROMOTING RESPECT FOR HUMAN RIGHTS AMONG INDIVIDUALS AND CORPORATIONS;(K) INTERNATIONAL ADVOCACY OF HUMAN RIGHTS;(L) ELIMINATING INFRINGEMENTS OF HUMAN RIGHTS.4.1.2 TO ADVANCE EDUCATION AND PROMOTE THE UNDERSTANDING OF EQUALITY AND DIVERSITY OF SEX, GENDER, SEXUAL ORIENTATION, SEXUALITY AND/OR THE NEEDS OF THE COMMUNITIES WHOSE SEX, GENDER, SEXUAL ORIENTATION AND/OR SEXUALITY ARE DIVERSE, FOR THE PUBLIC BENEFIT;4.1.3 TO ADVANCE THE HEALTH AND WELL-BEING OF PEOPLE WHOSE EXPERIENCE OF SEX, GENDER, SEXUAL ORIENTATION AND/OR SEXUALITY DOES NOT ALIGN, IN WHOLE OR IN PART, WITH DOMINANT CULTURAL EXPECTATIONS, IN PARTICULAR TO IMPROVE THEIR PHYSICAL AND MENTAL HEALTH AND QUALITY OF LIFE, FOR THE PUBLIC BENEFIT;4.1.4 FOR THE RELIEF OF THOSE IN NEED, BY REASON OF THE FACT THAT THEIR EXPERIENCE OF SEX, GENDER, SEXUAL ORIENTATION AND/OR SEXUALITY DOES NOT ALIGN, IN WHOLE OR IN PART, WITH DOMINANT CULTURAL EXPECTATIONS, AND WHOSE QUALITY OF LIFE IS LESSENER BECAUSE OF THIS, FOR THE PUBLIC BENEFIT;4.1.5 TO PROMOTE SOCIAL INCLUSION BY PREVENTING PEOPLE FROM BECOMING SOCIALLY EXCLUDED AND RELIEVING THE NEEDS OF THOSE PEOPLE WHO ARE SOCIALLY EXCLUDED, FOR THE PUBLIC BENEFIT;4.1.6 TO PREVENT OR RELIEVE POVERTY FOR PEOPLE WHOSE EXPERIENCE OF SEX, GENDER, SEXUAL ORIENTATION AND/OR SEXUALITY DOES NOT ALIGN, IN WHOLE OR IN PART, WITH DOMINANT CULTURAL EXPECTATIONS OR SOCIETAL NORMS, FOR THE PUBLIC BENEFIT; AND4.1.7 ANY OTHER PURPOSE CHARITABLE IN LAW THAT THE TRUSTEES MAY FROM TIME TO TIME DETERMINE.4.2 FOR THE PURPOSE OF CLAUSE 4.1.5, "SOCIALLY EXCLUDED" MEANS BEING EXCLUDED FROM SOCIETY, OR PARTS OF SOCIETY, AS A RESULT OF THEIR EXPERIENCE OF SEX, GENDER, SEXUAL ORIENTATION AND/OR SEXUALITY NOT ALIGNING, IN WHOLE OR IN PART, WITH DOMINANT CULTURAL EXPECTATIONS OR SOCIETAL NORMS.

Activities: Our mission is to increase understanding of gender diversity and to improve the quality of life of trans people, and young trans people in particular. We work mainly in England, but also across the UK and occasionally overseas. We run youth groups and residential, support young people and professionals in educational settings, and provide trans awareness training and consultancy to all sectors.

Classification

- **How:** Provides Services, Provides Advocacy/advice/information
- **What:** General Charitable Purposes, Human Rights/religious Or Racial Harmony/equality Or Diversity
- **Who:** Other Defined Groups, The General Public/mankind

Geography

- Ireland
- Northern Ireland
- Scotland
- Throughout England And Wales

Finances

Period end	Income	Expenditure	Assets	Employees
2025-06-30	£1,878,614	£1,594,014	£1,231,522	40
2024-06-30	£1,426,329	£1,691,279	£569,922	41
2023-06-30	£1,470,717	£1,467,612	£834,872	37
2022-06-30	£1,154,769	£1,042,712	£831,767	34
2021-06-30	£1,138,641	£816,054	£719,710	27

Trustees

Name	Role	Appointed
Adrian Peter Stones		2026-03-05
Alyx Faye		2022-11-16
Charlie Khe		2025-03-03
Ellie Fayle		2026-03-05
JAMES OSBORNE		2025-03-03
Martin Hunter Percival		2026-03-05
Warren Alfred Koehler		2017-07-01

GENDERED INTELLIGENCE

England & Wales - Charity number 1182558

Accounts

Gendered Intelligence

(A company limited by guarantee)

Annual Report and Financial Statements

For the year ended

30th June 2025

Company registration number: 06617608

Charity registration number: 1182558

Gendered Intelligence (A company limited by guarantee)
 Trustee Annual Report for year ending 30th June 2025

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Trustee Annual Report for year ending 30th June 2025

Reference and Administrative Details of the Charity, its Trustees and Advisers

Trustees

Amsel Page von Spreckelsen (Chair, resigned 9 May 2025)

Charlie Khe (appointed 3 March 2025, Chair from May 2025)

Dr Geoffrey Warburton (resigned 3 March 2025)

Hafsa Qureshi (resigned 5 July 2024)

James Osborne (Treasurer, appointed 3 March 2025)

Stephanie Stevens (resigned 13 November 2024)

Alyx Faye (also known as Stone Raven)

Warren Koehler

Company registered number: 06617608

Charity registered number: 1182558

Registered office: c/o Menzies, 4th floor
95 Gresham Street
London EC2V 7AB

Company Secretary: Warren Koehler

Independent Auditors: Menzies LLP
4th floor, 95 Gresham Street
London EC2V 7AB

Bankers: Santander
2 Triton Square, Regent's Place
London NW1 3AN

The Co-operative Bank p.l.c.
1 Balloon Street
Manchester M4 4BE

Allica Bank Limited
4th/5th floor, 15 Worship Street
London EC2A 2DT

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Chair's Statement

I am writing this in October 2025 as Gendered Intelligence's newly appointed Chair. Our mission is to expand understandings of gender and improve trans lives, and this mission has never been more contested or urgent. It has been a year of unprecedented challenge: between the Supreme Court's *For Women Scotland Ltd vs the Scottish Ministers* ruling; the EHRC's proposed changes to equality protections; restrictive school guidance; and broken promises on conversion therapy, trans people face increasing barriers to finding support and protection. The impact has been profound for our community. For instance, our support line became a lifeline for those in acute distress; total calls increased by 37% this year. In the direct aftermath of the Supreme Court ruling, calls mentioning suicidal ideation and self-harm nearly doubled to 14%. In addition, many Professional and Educational Services clients contacted us looking for guidance and support, uncertain but keen to continue to maximise their trans inclusive practices.

In moments like these, organisations like ours face a choice. Either we can contract in fear, or meet the need by improving our offer. We chose to strengthen services precisely when our community needed us the most, supporting 350 young people, running three residential trips for 82 of them, and expanding our Parents and Carers service with new in-person groups in Leeds. We engaged with the public unapologetically ensuring trans voices would be heard, appearing in more broadcast media coverage than in any previous year and appearing on major channels such as LBC, Times Radio, Channel 4, and ITV. Finally, when a platform's moderation standards declined to a point where we could no longer in good conscience participate, we made the decision to withdraw from X/Twitter.

I am taking this role with deep respect for my predecessor, Amsel Page von Spreckelsen. During Amsel's tenure, they did the vital work of strengthening Gendered Intelligence's governance infrastructure. It is this infrastructure that has enabled us to govern through this time with both urgency and foresight. The Board is thankful for their leadership, and I am personally thankful for the privilege of having worked alongside them.

The Board is not naive about what is coming. It is very likely that the pressure on our community will intensify. We anticipate further rollback of trans rights, both through legislative reinterpretation and shifts in social reality. Yet, we are prepared. We appointed a new Treasurer in March 2025 to strengthen our financial stewardship when it matters most. Our Unrestricted Reserves position has strengthened to £791,433, providing the resilience we need to maintain our services through whatever challenges lie ahead. We want our service users to be front and centre in our decision-making, strengthening ties with our Youth Board. Our new Youth Board Representatives are already making an impact,

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asking insightful questions and successfully advocating for changes to our internal reporting.

The outlook is challenging, to put it lightly. But let me be absolutely clear: Gendered Intelligence is not going anywhere. We will empower trans people to build their own future, where they can be unapologetically themselves, and help this community find joy and thrive. Despite everything facing this community, nothing can take away the joy of a young person's first residential; the relief heard in a parent's voice when they realise they are not alone; and the moment someone in crisis can find compassion and tell our support line workers, "I am still here because of you".

To the trans community: your courage in continuing to exist authentically and fully, despite everything, is what drives our work. To our funders and donors: your support, which this year included a 35% increase in donations, enables resistance and joy. To everyone: we are immensely grateful; thank you for trusting us.

Make no mistake: we will not waver. We will make difficult decisions, but those decisions will always be in the name of best serving our community. We will continue to be stubbornly, defiantly, and unshakably committed to a future where trans people can thrive. Rights we thought were secure are now being challenged. Institutions we thought were dependable are now facing new pressures. But Gendered Intelligence will remain steadfast, because trans futures are worth fighting for. That future is not guaranteed. We will fight for it anyway.

Signed by:

FF2DD129F2824D8
Charlie Khe, Chair
16-Dec-2025

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Section 1: Administration

Recruitment to the Board is via a formal recruitment process, with an open call for candidates and information available on GI's website and via other routes. CVs and covering letters are assessed by members of the Board, with applicants subsequently meeting with senior staff (for information only) and having a formal interview with Board members. The final Appointment of new Trustees (up to a maximum of nine and subject to their willingness to act as a Trustee) is based on recommendations from this process but confirmed by a majority vote at any meeting of the Board. The Chair arranges an induction process for new Trustees; and in addition, a skills audit is carried out regularly so that appropriate training can be provided, or additional Trustees recruited where a significant gap is identified. Training is provided via a range of formal and informal methods e.g. external organisational training and internal work shadowing. Trustee induction includes full financial information and company history. New trustees are briefed on their legal obligations under charity and company law, the company's mission and values and the workings of the Board of Management and the decision-making process.

Having amended our constitution in 2021 to enable the appointment of two Youth Board (YB) representatives as Trustees, we paused this process during 24-25. Following consultation about the YB Trustee position and the experiences of postholders, we have instead involved two members of the YB as elected representatives who participate in some sections of the Board meeting but are not full Trustees. We will review the situation in 2026 and take a decision about future direction.

The charity considers its key management personnel to comprise of the Trustees and:

Jay Stewart – Chief Executive Officer

Moya Wilkie – Director of Operations

Simon Croft – Director of Professional & Educational Services (until 28th June 2025)

Mridul Wadhwa – Director of Services (from 6th May 2025)

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Section 2: Objectives and Activities

Company's Purposes

Gendered Intelligence has been working since 2008 to expand understandings of gender and improve trans lives. We are a trans-led organisation, with a core team of skilled, trained and experienced staff, supported by a diverse and vibrant body of volunteers. The many strands of our work are closely interlinked, and the insights and connections we have both nurture and strengthen everything we do. For example, our connections with young people, their families and the wider trans community supports the training and consultancy we offer, and also informs our policy and research work.

We launched a new strategy for 2024-2029, developed by consultation with staff and other key stakeholders. Our focus areas for these next five years are:

- Health - Protecting trans, non-binary and gender questioning people's health and wellbeing.
- Equity, Diversity and Inclusion - Centring the most marginalised.
- Sustainability - Ensuring lasting impact.

Specific Objectives & Public Benefit

The Trustees were mindful of the Charity Commission's guidance on public benefit when agreeing the objectives for the 2024-29 business planning period.

Our specific objectives are noted in Section 3 below (activity areas A-G). **NB** Elements of work are listed under the most relevant object, hence the order in which they appear is not representative of their relative size or value within the organisation, and the lettering (A-G) is merely included to aid navigation in the document.

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Section 3: Achievement and Performance

Young People & Community Support

- 350 young people engaged in Youth & Community Services
- 82 young people took part in three residential trips
- 19 mentees supported through 79 hours of 1-to-1 mentoring
- 80 parents and carers attended group sessions

Adult Wellbeing & Groups

- 37% increase in calls to our Support Line – the highest ever recorded
- Therapists & Counsellors Network grew from 285 to 364 members

Professional and Educational Services

- 5268 people trained
- 256 training sessions delivered
- 241 Consultancy hours delivered

Public Engagement

- Parliamentary engagement with NHS England (NHSE) and the Department for Health and Social Care (DHSC), EHRC, Minister for Equalities, Nia Griffiths
- Featured on LBC, Times Radio, C4, ITV, and BBC Radio Scotland, Metro, Big Issue, and the Bureau of Investigative Journalism

Our People

- 50 employee headcount across the year (over 85% are trans or non-binary)
- 50 volunteers

Financial Highlights

- Total income grew to £1,878,614
- Donations rose by 35% (including one major restricted gift)

Organisational Development

- New Chair and Treasurer appointed
- Major evaluation of Youth Services initiated (see below for emerging findings)

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What this means

Even in a hostile climate, GI continues to provide safety, connection and hope. Rising demand shows how essential our work is. Strengthened reserves and strong governance mean we can meet growing need while planning for long-term sustainability. Gendered Intelligence continues to be a trusted, trans-led organisation providing life-changing support when it is needed most.

Our evaluation is finding that **belonging** is the mechanism of change. 97.3% of young people told us that they feel safe and accepted at GI. Community connectedness is the strongest protective factor for trans youth wellbeing. Other outcomes: confidence, resilience, reduced isolation all flow directly from belonging.

What our beneficiaries say:

"You realise that the problem is not you...
the problem is everything else."

"It's the first place I've felt truly accepted."

"The staff actually get it because they're trans
themselves."

"You're welcome here however you show up.
You don't have to make friends, you don't have to talk,
you don't have to get anything from being here
other than the experience of being here."

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Object 1

A: Public Engagement

GI seeks to influence legislation, the media, policy and research at a national level. This includes:

- Providing interviews, quotes and comment across the media and other platforms, and proactively creating content for print and digital media
- Responding to consultations on policy and legislation as they pertain to trans people, and mobilising others to engage where appropriate
- Developing campaign strategies and actions to engage the public and effect narrative change across our two strategic priorities: healthcare and access to public life
- Developing a rubric for trans-inclusive research, supporting academics to engage with GI's work and communities, and creating an archive of trans knowledge
- Providing information, commentary and resources via social media channels to support trans communities and stakeholders

Healthcare remains a key priority for us. We have continued to work closely with NHS England (NHSE) and the Department for Health and Social Care (DHSC) to inform the development and expansion of gender identity services in the UK, including responding to a stakeholder consultation in Spring 2025. We have also begun work with two James Lind Alliance Priority Setting Partnerships (JLA), acting as a stakeholder in a review of youth services from Winter 2024 and a partner in a review of adult services from Spring 2025, which will be conducted by the University of Lancaster.

The judgement in *For Women Scotland Ltd vs the Scottish Ministers* in April 2025 has significantly affected our strategic direction for the end of this year and going on into the 25-26 period, with resisting and responding to forthcoming changes to the EHRC Code of Practice emerging as a defining strategic need. We anticipate a period of rollback on the rights and protections of trans people, both through reinterpretation of legislation and shifts in social reality. Community resilience, preservation of hope, and organisational longevity will be the principle aims of our public engagement work. While most of this work will run from September 2025, and so is beyond the scope of this report, we laid the groundwork for it over the course of Summer 2025 through workshops with the Public Engagement team, media engagement, and review of our parliamentary engagement strategy.

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Public Policy

Gender Services

We continue to play an active role in the Trans Healthcare Policy Hub, covering both children's and adult care. We have collaborated with sector colleagues to provide advice and feedback to NHS England Specialised Commissioning on the ongoing development of gender services in the UK, including the stakeholder consultation on youth gender identity services and the development of the ongoing PATHWAYS research projects (the collective protocols and service developments resulting from the Cass review, including the long-term outcomes study of service users and the clinical trial of puberty-delaying treatments). We submitted evidence and response to the public health order prohibiting puberty-suppressing medications, and consulted with the DHSC, including a facilitated session introducing young people to the Health Secretary.

We also contributed to the Standards of Practice published by the British Association of Gender Identity Specialists (BAGIS), which set out standards of excellence for gender identity services.

EHRC

We responded to the public consultation on the EHRC Code of Practice. Although we did not anticipate that our response would exert much influence on the EHRC, we published a formal document as a public policy bulletin outlining our objections and highlighting the unenforceability of the proposed changes. We also briefed colleagues in our service delivery teams on operations during the interim consultation period.

We also made a less comprehensive response to the consultation on the EHRC draft strategic plan for 2025-28, focusing on the need for better representation of trans people in the work of the EHRC and rebuilding of relationships between the regulator and the LGBT+ community.

Parliamentary Engagement

In Q1-2 we attended a series of meetings with the DHSC convened by the new Health Secretary, Wes Streeting. These meetings were intended to repair relations between the government and the LGBT+ community, and included both sector-wide events and events specific to trans organisations. We collaborated with the Kite Trust and the Proud Trust to facilitate youth engagements with the DHSC, which were successful in raising youth voices in Parliament but were not continued because of concerns about parental involvement and youth wellbeing.

We have written to ministers about areas of concern and giving evidence and advice to ministers in-person in Whitehall. We have developed and maintained a relationship with the Labour equalities brief via Minister for Equalities Nia Griffiths; and have also spoken to Nadia Whittome's team about advocating for

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trans people in Parliament, although we have not yet had the opportunity to capitalise on this relationship.

We have taken part in parliamentary engagement and consciousness-raising activities with the Trans Solidarity Alliance and the Ban Conversion Practices coalition, including letters to ministers, parliamentary drop-ins, and community engagement via social media messaging.

Ban Conversion Therapy

We continue to sit on the steering group for the Ban Conversion Therapy coalition. Many members of the coalition have changed, including the previous chair stepping down, but the group continues to press for a legislative ban on conversion practices. Although the Labour government have repeatedly reassured us as to progress on the legislative front, as of June 2025 it seems likely that they will miss their King's Speech commitments. We have raised our concerns about the lack of progress (based on our experience with previous governments) and will move to mobilise the coalition in protest if there is still no movement in the Autumn.

Other actions have included collaborating on letters to ministers and a two-sider briefing for parliamentarians.

Other activities

Networking and relationship building with civil liberties organisations and LGBT+ Third Sector organisations included:

- Attending the Fourth Global Transgender Rights Convening in Budapest hosted by the International Network of Civil Liberties Organisations (INCLO)
- Continuing to work with the Public Interest Research Centre (PIRC) on the Building Our Narrative Power project.
- Continuing to support the Trans Learning Partnership through restructuring, and facilitating an ongoing research relationship with them.

Media Work

We were not able to track media statistics for most of 2024-25 as we did not have a Communications Coordinator in post from March - December 2024. We intend to resume this monitoring in the 25-26 period. Nonetheless, we continued to receive a high volume of media enquiries, and we provided more broadcast coverage than any previous year. Our media strategy continues to focus on 'reachable middle' targets in the centre and centre-right broadcast media, but this will be reviewed for the strategic period to 2029. In general, we noted a brief reduction in negative coverage of trans issues following the 2024 general election, but this has worsened once again following the judgement in *For Women Scotland Ltd vs the Scottish Ministers* in April 2025.

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We continued to appear across the major news channels and platforms in the UK, including LBC, Times Radio, C4, ITV, and BBC Radio Scotland. Our most prominent media appearance was a full program of BBC Radio 4's 'AntiSocial', where our spokesperson was positively received by both sympathetic and undecided audiences (based on social media analysis) and BBC producers. We have also maintained a continued presence in friendly digital media, including Metro, Big Issue, and the pink press. Our work in relation to the EHRC Code of Practice in particular has attracted international attention, including Italy, Germany, and Japan.

We have maintained our background relationships with key journalists at Sky News, the Guardian, and the BBC. We provided extensive background information and advice on the subject of suicidality and self-harm in the trans community, and provided a critical friend role to sector colleagues and journalists who were reporting in harmful ways. One major outcome of this was a long-running piece of work with the Bureau of Investigative Journalism through which we supported a journalist to explore reporting standards around suicide and self-harm and to produce a nuanced and sensitive piece.

We have continued to support All About Trans (as part of Heard) with their professional engagement workshops, including engagements with publicists, journalists, and audio producers. We have received funding, in partnership with Heard, to embark on a new project to build a coalition of media workers with a view to creating a resilient trans spokesperson network and influencing the perception of trans issues in the media.

For almost all of 2024 we had significantly reduced social media capacity. However, we have now resumed monitoring social media analytics, and have significantly increased our growth, reach, and audience engagement across all platforms. A notable exception is Twitter/X, which we made the conscious decision to withdraw from in Spring 2025, citing declining standards of moderation and increased hate speech since Elon Musk's takeover of the platform in 2024. We followed the example of many other social justice organisations in this move, and following our departure other allied organisations likewise followed us. We have established a small but growing presence on BlueSky as an alternative to X. Our Communications Coordinator has overseen the automation and standardisation of our social media request and production processes, allowing us to more effectively meet organisational social media needs and generate more engagement for 25-26. We have also begun to develop a strategy for using social media in future campaign actions.

We have established a more comprehensive digital communications strategy, including direct email messaging to our supporter base alongside our social media. Despite this being a relatively recent project, we have already achieved robust delivery and open rate, with around 7,500 supporters receiving each contact, over half of whom open it and engage.

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Object 2

B: Professional and Educational Services

The Professional and Educational Services (PES) team works with organisations and individuals who want to improve the services or support they provide to trans and non-binary people in a professional capacity. We provide support across the private, public, and not-for-profit sectors, with very strong engagement in the public sector, particularly the NHS, higher education and local authorities.

We offer a range of training to meet the needs of our clients, ranging from one-hour basic awareness sessions to two-day in-depth courses, as well as tailored consultancy to accommodate organisational needs.

Training

During this year (2024-25) we delivered 60% of our sessions remotely and 40% in person, compared with 65% remote and 35% in person in 2023-24.

- We delivered 256 training sessions in total this year, compared with 394 in 23-24.
- We trained approximately 5164 people in 250 training sessions and an additional 104 individuals on our open courses.
- We raised £173,513 from training compared with £251,500 in 23-24.

This decrease reflects a sector-wide downturn in training budgets, with financial constraints particularly impacting our core sectors.

Evaluation of our training sessions continues to show highly improved awareness and understanding of trans lives among delegates. The average overall rating given to our training sessions by delegates on evaluation forms remains at 4.7 out of 5.

A selection of training clients in 2024-5 included commercial organisations such as Pacific Life Re, Synlab and Auto Trader; Arts organisations such as Whitechapel Gallery, V&A and Sadlers Wells; public sector organisations such as Devon Partnership NHS, Camden Council and University of Edinburgh; non-profit organisations such as Scope, Oxfam and Liberty; and other LGBT+ sector organisations such as Spectra and London Friend.

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Feedback from training clients:

regardless of the level of knowledge people started with. They used accessible language whilst also broadening the horizons of people's language, making it accessible for all and normalising the learning journey. The course was packed full of content but was delivered in a way that didn't feel overwhelming or draining. Truly very engaging from start to finish."

Delegate from Mind

"Really informative and enjoyable. Pace was really good and I have taken away some great learnings."

Security Duty Manager, Manchester Airport Group

"[the trainer] was such a calm facilitator and created a very safe space. The conversation felt natural between us all. The working agreement was top notch."

Delegate from RSPB

"Really great session. Right balance of content and break out groups and kept me engaged throughout. Really well led by [the trainer] and created a really open and sharing space."

Open CPD delegate

Consultancy

Our consultancy service brought in over £13,267 income in 2024-2025, compared with £18,000 in 2023-2024.

The work remains varied, including policy/guidance development, problem-solving, and work in the performing arts such as casting and script work. Clients included SOAS Students Union, L'Oreal, Haworth Tompkins and the Design Museum.

We partnered with Student Minds, the UK's student mental health charity, to co-create resources with a steering group of trans students. These are available free online at: <https://studentspace.org.uk/wellbeing/life-as-a-trans-student>

Feedback quotes from consultancy clients:

"GI was excellent to work with as a consultant on the trans inclusivity of our workshops. We felt able to be honest about our challenges and fear of making mistakes, without being judged. I would recommend GI's consultancy service to other organisations, without hesitation."

Services Lead, Positively UK

"The consultant was extremely knowledgeable, timely, and communication was very clear. They really took the time to listen, understand, and assess our requirements."

Assistant Curator, Design Museum

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"From providing the skeleton policy initially which was an extremely helpful starting point, to the bespoke consultation services to fine tune the policy further, GI has been excellent to work with. The consultant was extremely knowledgeable and answered all of my queries in detail and in a way that I can apply to our organisation's policy and ways of working."

People Manager, Albert Kennedy Trust

Training for therapists and counsellors

Our 'Working Alongside Trans, Gender Diverse and Questioning People' (WATGDQP) training for therapists and counsellors is a two-day session which is offered in-person only. We offer this as an open session for individuals, as well as in-house for organisations.

In 2024-25 we delivered 7 open sessions, reaching 104 delegates overall. One of these was bespoke and delivered specifically for therapists who themselves identify as trans/non-binary.

We secured grant funding from Mazars Charitable Trust which allowed us to increase the number of bursary places available.

Therapists and Counsellors Network

GI's Therapists and Counsellors Network provides ongoing learning and support opportunities for therapists and counsellors wishing to improve trans inclusion in their practice. Those who have completed the two-day WATGDQP course (see above) are eligible to join. The network increased from 285 to 364 members this year, due to more WATGDQP sessions taking place.

Appropriately qualified network members who sign up to GI's Standards of Therapeutic Practice can opt to be listed in GI's Therapists and Counsellors Directory. The directory is made freely available online as an aid to trans people and their families who are looking for a trans-aware/trans-inclusive therapist. Therapists edit and update their submissions regularly, so it is an evolving, up-to-date document. At year end, the directory listed 136 therapists. This is an increase from the previous year (70) due to the network expanding, creating a greater number of therapists who are eligible for inclusion.

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Object 3

C: Trans Youth Work

We have worked with a total of 350 young people this year.

Through a mixed and engaging programme, young people have been supported to step outside of their comfort zones, build meaningful connections with others and find joy, despite the increasingly difficult landscape for young trans, non-binary and gender exploring people in the UK.

We ran trips to Leeds Pride and Trans Pride Brighton. We continue to evaluate our Pride programme, balancing the importance of pride and protest whilst navigating rainbow capitalism, boycotts and access needs of our young people, particularly around noise and crowds. Pride provided a good opportunity for some new families to meet others at GI and to build friendships. We were also honoured to be joined by the parents of a young person – Luka, who had used GI Services – marching in his honour, following Luka's death due to cancer in July 2024.

We ran three residential trips, including a transfeminine specific residential, supporting a total of 82 young people. These longer trips give young people the opportunity to get a proper break from the rest of their lives for a few days. Every year we take young people away who have had negative and/or transphobic experiences on other residential, or who have never been able to go on a residential trip before. This isn't always related to their trans identity, but sometimes to their neurodivergence or medical conditions, which many residential are not set up to adequately support. As in all our youth work, we take a holistic approach and build in additional support on residential based on the needs of the young people attending.

We faced a major staffing issue in the month before our Summer 2024 camps as our Residential Lead was taken ill. The team, including volunteers and freelance workers, rallied and we were able to still run two very impactful camps.

At the end of the summer season, we ran our annual community picnics in Leeds and London. This is always a good opportunity for parents and carers to attend alongside their young people, and it was a good moment for both young people and adults to make connections.

In the Autumn, we set ourselves the goal as a team to improve our systems and aim for a more organised January. We were granted funding from the Prudence Trust to undertake an evaluation project on a scale never done before at GI. With the support of our external partners, Habitus, this has given us the chance to really understand the change we make for young people and what makes GI unique. This process involved Habitus visiting youth groups and meeting with young people, volunteers and staff individually. A key impact measure has been

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an increase in a sense of belonging - through coming to GI, people find and build community - and for some these friendships last decades. Whereas many support services have criteria that service users need to meet before they are allowed or able to engage, we work to welcome all trans and gender exploring young people as they are and meet them where they're at. In addition, many other services work towards exit from the service as a measure of success, whereas at GI we have multiple ways for young people to stay engaged until they feel they've got what they want and needed from the service.

From these findings, and input from the Youth Board and the youth work team, we have drawn up new evaluation tools which will start in August 2025.

In December we held End of Year Events in Leeds and London: Leeds played team games and wrote their hopes for 2025; London young people performed, including a poetry reading from a young person who was at GI for the first time!

After some reflection, evaluation and consideration, we made the decision to alter the elected Youth Board role from 'Youth Trustee' to 'Youth Reps'. Being a Trustee means taking on legal responsibility for the organisation and this comes with a very high level of pressure, on top of other pressures in young people's lives. The previous Youth Trustee ended her term and remained on GI's Board as a Trustee. The Youth Board then voted to elect two new Youth Reps, who have made a strong start in the role. They attend Board of Trustee meetings, asking challenging questions of the Board; feedback to the Youth Board; and have already implemented changes in our reporting e.g. including content warnings for emotive material. They are strong advocates for their peers and for the organisation.

As we move into the next year we stand on the cusp of exciting and important changes in Youth and Community Services (YCS) to ensure our sustainability for many years to come. Our evaluation tools will be implemented from August, and this will ensure we continue to be able to evidence and reflect on our impact. We are undertaking a review of YCS - supported by the Paul Hamlyn Foundation - that will look at how staff are supported with their wellbeing whilst they continue to deliver difficult work in tough times. It will sit alongside our evaluation work to help us make decisions about how the service should be structured as we move into the future.

Our YCS Administrator has spent a year improving our internal systems and has begun work on a new database which will replace Lamplight within the next 12 months. This will allow for integration across many of our systems, reduce work time for members of the team, and ensure better data security.

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D: Adult Wellbeing

The Adult Wellbeing Services at Gendered Intelligence encompass our support line, regular peer groups for adults, and one-off workshops. Throughout this year, these services have continued to provide vital spaces of connection, support, and community building for trans adults across the UK.

We began the year with 2.5 full-time equivalent staff members, but our capacity reduced to 1.6 FTE. Despite this reduction, we have maintained our core provision **and** focused on strengthening our core offer through our partnerships with the Nottingham, East of England, and Exeter Gender Identity Clinics.

This year has witnessed the highest number of calls to our support line to date, with a 37% increase compared to last year. Alongside this growing demand, we have also observed a significant rise in the levels of distress, fear, and hopelessness expressed by our callers. These trends reflect the broader challenges facing the trans community and underscore the ongoing need for our services.

Our commitment remains to provide safe, trauma-informed, accessible, and supportive spaces for adults to connect, share experiences, and build resilience together.

Support Line Service

This year, we had 2,041 conversations with people via calls, WhatsApp, and emails. The total talk time for the year amounted to 351 hours' worth of calls.

Topics of conversation

We monitor the topics and purpose of all calls to the Support Line. There was a clear distinction between the first nine months of the year and the last three. This change reflects the emotional aftermath of the Supreme Court ruling (*For Women Scotland Ltd v The Scottish Ministers*), with many callers needing trauma-informed listening, emotional containment, and reassurance. Calls centring themes of: mental health rose from 35% to 42%; connection to another trans/non-binary person rose from 35% to 41%; suicidal ideation and self-injury/harm increased from 8% to 14%.

The rise in distress highlights the ongoing impact of the wider sociopolitical climate and the importance of maintaining therapeutic capacity. For many, speaking to another trans or non-binary person who understands their fear, isolation, and hopelessness has been vital.

Feedback:

"I feel some hope in my heart from speaking to you. Thank you for all the work you're doing during this time."

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"Thank you all so much for your support over the years. It has been a life send and has helped more than anyone could know."

"Thankyou, and thankyou more for letting me set the pace."

Prison Support

Around 6% of our calls come from people in prison, almost entirely trans women held in male prisons. For these callers, we provide a vital point of contact with another trans person, offering space to share feelings with someone who understands and working to reduce their isolation. We also build relationships with Prison Equality Officers to advocate for their needs, while being a rare source of information on trans healthcare. Where possible, we support callers in coping with emotional distress and help them access books, grants, clothing, and penpals.

Groups and Workshops

Waiting List Warriors

This year, our groups combined nature-based therapy with acceptance-and-change approaches, fostering support and creativity. Sessions featured personal reflections, group support and creative expression. Members expressed concerns about long wait times in healthcare while appreciating the opportunity to share challenges and build resilience.

TransFem Over 50s

Our groups this year focused on collective support and a place to be open with feelings about the experience of being an older transfeminine person. Members were supported in communicating confidently with healthcare professionals, advocating for themselves, and accessing the care they need. In April, we dedicated time to process the Supreme Court ruling, allowing people to share feelings, connect, and access resources at a difficult moment.

Feedback:

"I love this group, it makes me so much more comfortable being trans when I spend time with other trans people"

"Thank you for being there! It means so much to me just to be part of this group"

"I'm still here because of all of you"

Voice Workshops

Our online voice workshop had over 70 attendees and featured a new two-part format.

Feedback revealed lasting connections, with participants sharing numbers and meeting up to attend local Trans Pride events together.

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We also held an in-person workshop in Plymouth, chosen due to its health inequalities. For many, it was their first trans group.

At least two attendees have since joined our support groups, and participants reported feeling more informed about voice exploration and the NHS trans healthcare pathway.

E: Mentoring

Our Mentoring service offers a highly intensive, personal support service for individual young people. Mentoring is a trauma informed practice which enables a protected environment around the student. Guided by a mentor with lived experience of being trans, non-binary or gender exploring, the student is supported to explore the intersections of their identities and learn to manage and navigate difficult situations. By providing crucial psychosocial support, mentoring aims to build scaffolding around the student to enable them to thrive. We do this by working closely with professionals and networks of support around the student.

This year, in comparison to previous years, we had fewer mentees and fewer mentors. This may reflect the critical situation with funding for educational institutions and the negative impact of Department for Education (DfE) draft guidance for trans inclusion in schools. Numbers of referrals increased a lot towards the end of the year, but these were mostly from the higher education sector, continuing the year-on-year trend of mentoring referrals decreasing from schools and increasing from universities.

Numbers for 2024-25

- This year we had 19 mentees
- 79 hours of mentoring delivered

When we talk about health and mental health care for young people, transphobia, racism, and exclusion all present barriers to accessing education. Isolation, poverty, uncertainty, as well as not being able to cope with fast – often negative or stressful – changes in the world and their lives, affect how they see themselves as trans people. Systemic failures put further stress on how young people think of their future.

Trans mentoring remains a strong and unique practice which is often the only tailored support that can be offered to trans students. Many young people described it over the years as life changing. Our mentoring team has in-depth knowledge of issues young people face, and techniques and activities that help answer their needs. Positive role modelling and the passing of knowledge from an older to a younger generation of trans people remains a useful pathway for imagining their futures and lives.

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Testimonials from students:

"I have made connections with the trans community in London, and have gotten more confident in my abilities to express and advocate for myself. I thought [the mentor] was really friendly and insightful. He was really helpful as a sounding board and offering advice to me as I started navigating the new environment I was in."*

"It has made me more comfortable in my trans identity and more willing to accept it. Mentoring allowed me to be able to push through difficult situations and deal with my problems in a more structured and supportive environment. I felt as though he [mentor] really got to know me even in the short space that we had together and that they created a safe and supportive space."

"Being able to talk with someone who understands some of my experiences, and can maybe provide advice/listen without judgement - this definitely has been helpful and helped with achieving goals. Shared experiences. I feel very alone a lot of the time and this can help with confidence. Knowing that other people are there and surviving."

Testimonials from professionals:

"I found the process very supportive. Mentor built up a great rapport with the pupil in our school. Emails were useful. Mentor was very supportive and great." - primary school DSL.

"In my many years of working at [name of the university] student services, the favourite part of my work has been working with Gendered Intelligence mentoring service."

The manager of the student wellbeing service at the London university.

F: Families Work

In 2024-2025 our Parents and Carers service expanded to include quarterly in-person groups in Leeds, in addition to the monthly London group and online group. The service saw many new members, with a total of 80 parents and carers attending throughout the year. The Families service continues to offer short-term, free counselling for those parents and carers who need the additional 1:1 qualified support. Across the year, 24 individuals were referred to the service.

The service recruited a new Families Work Coordinator in July, with a social work background and previous experience supporting LGBTQ+ young people in different roles. They also have a background in service development.

In February and March, we ran sessions for parents and carers online to ask questions about medical transition. Like the previous year, these were our most

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well-visited sessions, seeing a total of 51 parents join. Other themes that were offered over the year included "navigating puberty", "the expected life path", "coming out and coming in" and "role models", most of these requested by parents. In April, the planned session had to be postponed as the group needed to process and come to grips with recent political and judicial events (the Supreme Court ruling). Following that, a parent requested a session on "how to be a good ally", which proved to be a very helpful session.

We often ask parents and carers what they take away from the sessions. The most common feedback involves feeling understood and not being alone. Here is some of the feedback from the session on allyship:

"I'm not alone"

"Be active as an ally. Lots of good ideas about how to get involved here today"

"To take a deep breath and lead with curiosity"

"Courage and strength from all, because stories like those shared takes this kind of strength and resilience"

"I feel lighter after this session - thank you"

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Object 5

G: Volunteering

This year, our volunteer programme continued to play an important role in sustaining community activities despite reduced staff support following the departure of our Volunteer and Events Coordinator midway through the year.

During summer 2024, volunteers supported our youth camps, Pride events and community activities. Fifty volunteers were registered on our Better Impact system, with 11 supporting 14 youth groups and 17 helping to deliver our two residential summer camps. A further 12 practical camp volunteers contributed to logistics, transport and site set-up, feeding back that they felt well briefed and valued. Volunteers also hosted stalls at Brighton Trans Pride and Leeds Pride, sharing information with hundreds of attendees. Although our planned presence at UK Black Pride was cancelled due to safety concerns amid racist riots, staff and volunteers came together to share messages of solidarity and support within the community.

Through autumn and winter, our volunteering offer was kept to a 'skeletal service' due to reduced staff capacity. We focused on maintaining contact with our volunteer community via newsletters, safeguarding training and limited 1-to-1 check-ins. Volunteers contributed to youth group delivery and events through the winter and spring, including support at the Transfem residential and the TPOCalypse group in London. One long-standing volunteer progressed into paid employment with GI as a Youth Work Coordinator — a powerful example of how our volunteering programme creates pathways for employment within the organisation.

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Plans for 2025-26

In the year ahead, Gendered Intelligence will continue to advance its charitable aims of increasing understandings of gender and improving the lives of trans people. We will achieve this by focusing on the priorities of our 2024–2029 Strategy:

Health - Protecting trans, non-binary and gender questioning people's health and wellbeing.

Equity, Diversity and Inclusion - Centring the most marginalised.

Sustainability - Ensuring lasting impact.

We will implement the findings from our current Youth and Community Services review, strengthening our one-to-one work, mentoring and crisis support, and continuing our enhanced safeguarding practices. We will also adapt our group work and residential programme to maximise impact of increased wellbeing and resilience of young trans, non-binary and gender-exploring people.

Alongside these services for our community, our Public Engagement team will engage with public policy and the media and deepen our work in health research through the James Lind Alliance Priority Setting Partnership (PSP) for Gender Incongruence in Adults (Non-Surgical). This will contribute to a national evidence base that identifies priorities for trans-inclusive healthcare. There will be a key focus on supporting professionals that work in mental health services and wish to improve their trans inclusive practices.

Under our Equity, Diversity and Inclusion priority, we will increase our activities through our EDI working group, looking both at internal staff processes and at our engagement with external individuals and organisations. Finally, through our Sustainability priority, we will continue to strengthen our organisational systems and diversify our income to ensure the long-term resilience of the charity. We will invest in our people, data and digital infrastructure to better evidence our impact and ensure our services remain accessible, high-quality and trans-led.

In all areas, our work this year will move us closer to a world where trans, non-binary and gender-questioning people are understood, included and able to thrive.

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Section 4: Financial Review

4.1 Reserves policy

Our Reserves Policy (November 2024) sets the aim for Unrestricted Reserves at £300,000. This was just under two months operating costs based on expenditure against the approved budget for 2024-25, and allows for emergency wind up costs including redundancy payments. This level was reviewed in June 2025, with acknowledgement that the environment in which we are working continues to shift, with new risks appearing. The Trustees are mindful of the level of reserves and look to ensure that we balance service delivery in line with our objectives alongside security and sustainability for our service users and our staff as we move forwards with our new strategy.

We projected a deficit budget for 2024-25, with support from the Board and with the intention of reducing the Reserves to the Policy level. However, in-year changes meant that the Unrestricted Reserves rose during the year, so we revised our projections and expected to finish the 24-25 year with just over £600k.

In addition, in order to stay in line with SORP guidance, our auditors have requested a change in how we recognise four multi-year grants, and this has impacted both the Unrestricted and Restricted Reserves. Our 24-25 end of year Unrestricted Reserves figure was inflated to £791,433, and the 23-24 figure was also increased retrospectively. This is due to the inclusion of the full value of three, multi-year, grants being recognised at the point of award, rather than when payments are received. This makes our carry-forward funds look artificially high. We have not received all of the funds yet, and a significant percentage of the figure will be Designated for future delivery; in the meantime they are ringfenced for the agreed purposes.

The Restricted Reserves of £172,506 (at 30/6/25) will be used to deliver services which we are committed to via contracts and grant agreements, and are not available for general organisational expenditure.

4.2 Financial controls

Financial controls and processes are reviewed and updated on an ongoing basis.

The quarterly Board meeting reviews actual expenditure and income projections against all budget lines.

The Finance Working Group, which has Trustee and staff membership, continues to provide focused strategic input, specifically detailed engagement with, and

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interrogation of, the financial picture. We appointed a new Treasurer in March 2025.

Finance activity was delivered by a Director, a Head and two Finance Officers (combined FTE of 3.1). Our Finance Policy will be updated during 2025-26.

4.3 Risk Management

The Board annually review our high-level Risk Register, which takes a 360 degree look at the charity's outputs and operations, and identifies key organisational risks and control factors. Risks are grouped in the following categories:

- Service Delivery
- Safeguarding
- Human Resources
- Equality, Diversity and Inclusion
- Infrastructure
- Financial
- Governance
- External
- Reputational

The organisation aims to ensure procedures and policies are in place to mitigate all risks, and to minimise or manage the impact on Gendered Intelligence of those risks if they arise. The Board have confirmed thresholds for quarterly risk reviews, with lesser risks being monitored by SLT (senior leadership team) or at department level, and especial attention paid to red or amber residual risks. Currently, post-mitigation, only one risk remains at a high level: this is within the Safeguarding section, relating to death by suicide of a service user or volunteer, where many of the contributory factors are outside our control, so we can reduce but not control the likelihood, and know the impact would be high.

In their oversight of other potentially significant risks, the Board have identified that maintaining a stable financial position is key for GI's future. While we welcome the changing approach from a number of trusts and foundations towards support via longer, multi-year funding, we ultimately want to reduce our dependence on grants and achieve a higher balance of income from donations. This will give us the flexibility to focus activities as needed, respond rapidly when needed and when faced with an evolving landscape. We are aware that our sold services have faced a decline in reach in the last 18 months and will continue to need subsidy for the foreseeable future, but we are committed to continuing to meet our charitable aims through education, and will monitor closely the appetite for EDI engagement, and review how we can evolve services to meet our clients' needs.

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While there are a number of external variables that pose risk to GI, we are planning and delivering mitigating actions to reduce impact, and are confident that our overall position will not suffer.

4.4 Fundraising

2024-25 was a challenging year; although our total income remained stable (growing by just 4%), this masks reductions in both our Service Contracts (recorded under Charitable Activities in the accounts) (12% lower than 23-24) and Sales (27% lower). We were successful in securing several new, large grants, but due to how these were recognised in our accounts (see Note 16), and the recalculation of the 23-24 income, the year-on-year increase in Grant Income was only 6%. Donations were up 35%, including Gift Aid; however the latter figure is skewed by a large, single, restricted donation: without that, the increase is a more modest 5%.

Over three-quarters of the donations we received were Unrestricted. We are very grateful for this Unrestricted income, indicating the trust that is put in our organisation, which comes from corporate and individual donors, as well as fundraising activities. This enables us to target expenditure where it is needed, creating sustainable infrastructure for the future.

Fundraising expenditure

GI's fundraising support comes from two individuals: one freelance fundraiser, working approximately two days per week, and a full-time Fundraising Manager. As this was the first full year of the FR Manager, expenditure grew to £95,583 in 2024-25, an increase of 103% compared to 2023-24. This will increase further in 2025-26 as we invest in this activity to grow our income.

Monitoring of the activities undertaken by the freelance fundraiser happens through scheduled monthly meetings, and additional ad-hoc communications relating to specific applications (to confirm narrative and budgetary content). All applications are stored centrally and accessible by key staff, with quarterly summary reports submitted to the Senior Leadership Team and Board of Trustees.

No complaints were received by Gendered Intelligence or any individual acting on our behalf in relation to fundraising.

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Trustee Annual Report for year ending 30th June 2025

Section 5: Structure, Governance and Management

The charity is controlled by its governing document, Articles of Association, and constitutes a limited company, limited by guarantee, as defined by the Companies Act 2006.

Jay Stewart is the Chief Executive. The Board meets a minimum of four times per year, predominantly online, and is concerned with the strategic overview of the organisation: they receive updates on activities and are made aware of any operational issues that will affect the overarching strategic direction of the organisation. This includes reviewing annual budget projections and monitoring financial reporting during the year to ensure good practice; and oversight and approval of relevant GI policies. Operational decisions (such as creating budgets, approving expenditure within the budget parameters) and day-to-day management are delegated to staff, specifically the CEO and SLT.

Board meeting minutes are circulated to the full Board. New trustees are elected by the current trustees and no trustee receives any remuneration for their work as a Trustee.

Remuneration

On 1st July 2019, GI adopted a PayScale, based on the NJC scale with agreement that annual inflationary rises, where negotiated and agreed at national level with NJC, will be applied at GI. In 2023-24 we undertook a job evaluation and salary benchmarking process, using an independent tool, and following consultation with the staff team and union, new bands were created and implemented from 1st July 2024. Over 85% of staff received a rise as a result of this Board-approved change. Within that framework, the decisions to set individual pay levels have been delegated to SLT by the Board.

No staff member earns below the National Minimum Wage or the National Living Wage (both set by government).

GI uses the Real Living Wage (a higher, independent benchmark, differentiated for London versus the rest of the UK) as our reference point. As of June 2025, salary levels at GI were as shown below:

	% above the Real Living Wage	Ratio of pay to the highest paid employee*
Lowest paid employee on a permanent contract	47% (23-24: 36%, 22-23: 50%, 21-22: 44%)	2.1 (23-24: 2.03, 22-23: 2.1, 21-22: 2.2)

* As part of our Staff Benefits Review, we made a commitment that this ratio will never go above 3.0.

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Trustee Annual Report for year ending 30th June 2025

Statement of Trustees' Responsibilities

The trustees (who are also the directors of Gendered Intelligence for the purposes of company law) are responsible for preparing the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure of the charitable company for that period. In preparing those financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles of the Charities SORP (FRS 102);
- make judgments and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards (FRS 102) have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the Company will continue in business.

The trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charitable company and the enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Disclosure of information to auditors

Each of the persons who are Trustees at the time when this Trustee's report is approved has confirmed that:

- so far as the trustees are aware, there is no relevant audit information of which the charitable company's auditors are unaware; and
- the trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information.

Auditors

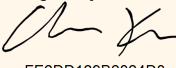
Under section 487(2) of the Companies Act 2006, Menzies LLP will be deemed to have been reappointed as auditors 28 days after these financial statements were sent to members or 28 days after the latest date prescribed for filing the accounts with the registrar, which is earlier.

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Small company exemption

In preparing this report, the Trustees have taken advantage of the small companies exemptions provided by Section 415A of the Companies Act 2006.

Approved by order of the members of the board of Trustees and signed on their behalf by:

Signed by:

FE2DD129B2824D8...

Charlie Khe

Chair

Date: 16-Dec-2025

GENDERED INTELLIGENCE

(A company limited by guarantee)

MENZIES
BRIGHTER THINKING

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF GENDERED INTELLIGENCE

Opinion

We have audited the financial statements of Gendered Intelligence (the 'charity') for the year ended 30 June 2025 which comprise the Statement of financial activities, the Balance sheet, the Statement of cash flows and the related notes, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 30 June 2025 and of its incoming resources and application of resources, including its income and expenditure for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditors' responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the United Kingdom, including the Financial Reporting Council's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the Trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charitable company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the Trustees with respect to going concern are described in the relevant sections of this report.

Other information

The other information comprises the information included in the Annual report other than the financial statements and our Auditors' report thereon. The Trustees are responsible for the other information contained within the Annual report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

GENDERED INTELLIGENCE

(A company limited by guarantee)

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF GENDERED INTELLIGENCE (CONTINUED)

Opinion on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the Trustees' report for the financial year for which the financial statements are prepared is consistent with the financial statements.
- the Trustees' report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of our knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the Trustees' report.

We have nothing to report in respect of the following matters in relation to which Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of Trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the Trustees were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies' exemptions in preparing the Trustees' report and from the requirement to prepare a Strategic report.

Responsibilities of trustees

As explained more fully in the Trustees' responsibilities statement, the Trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the Trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Trustees are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

GENDERED INTELLIGENCE

(A company limited by guarantee)

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF GENDERED INTELLIGENCE (CONTINUED)

Auditors' responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an Auditors' report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

The charitable company is subject to laws and regulations that directly affect the financial statements including financial reporting legislation. We determined that the following laws and regulations were most significant including the Companies Act 2006, Charities Act 2011, Safeguarding Vulnerable Groups Act 2006, The Equality Act 2010, Employment and Health and Safety legislation, GDPR and the UK Code of Fundraising Practice. We assessed the extent of compliance with these laws and regulations as part of our procedures on the related financial statement items.

We understood how the charitable company is complying with those legal and regulatory frameworks by, making inquiries to management, those responsible for legal and compliance procedures and the company secretary. We corroborated our inquiries through our review of board minutes.

The engagement partner assessed whether the engagement team collectively had the appropriate competence and capabilities to identify or recognise non-compliance with laws and regulations. The assessment did not identify any issues in this area.

We assessed the susceptibility of the Company's financial statements to material misstatement, including how fraud might occur. We considered the opportunities and incentives that may exist within the organisation for fraud and identified the greatest potential for fraud in the following areas: fictitious employees, fictitious suppliers, the posting of unusual journals and complex transactions and the use of management override of controls to manipulate results, or to cause the Company to enter into transactions not in its best interests.

Audit procedures performed by the engagement team included:

- identifying and assessing the design and effectiveness of controls management has in place to prevent and detect fraud;
- understanding how those charged with governance considered and addressed the potential for override of controls or other inappropriate influence over the financial reporting process;
- challenging assumptions and judgements made by management in its significant accounts estimates;
- identifying and testing journal entries, in particular any journal entries posted with unusual account combinations.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our Auditors' report.

GENDERED INTELLIGENCE

(A company limited by guarantee)

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF GENDERED INTELLIGENCE (CONTINUED)

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an Auditors' report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and its members, as a body, for our audit work, for this report, or for the opinions we have formed.

DocuSigned by:

634F24DE92A4471...

Janice Matthews FCA (Senior statutory auditor)

for and on behalf of

Menzies LLP

Chartered Accountants

Statutory Auditor

Magna House

18-32 London Road

Staines-Upon-Thames

TW18 4BP

Date: 16-Dec-2025

GENDERED INTELLIGENCE

(A company limited by guarantee)

STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING INCOME AND EXPENDITURE ACCOUNT) FOR THE YEAR ENDED 30 JUNE 2025

	Note	Restricted funds 2025 £	Unrestricted funds 2025 £	Total funds 2025 £	As restated Total funds 2024 £
Income from:					
Donations and legacies	3	729,142	792,355	1,521,497	1,346,536
Charitable activities	4	-	351,543	351,543	450,327
Investments		-	5,574	5,574	6,466
Total income		729,142	1,149,472	1,878,614	1,803,329
Expenditure on:					
Raising funds	5	350	95,233	95,583	46,981
Charitable activities	6	730,826	767,605	1,498,431	1,644,298
Total expenditure		731,176	862,838	1,594,014	1,691,279
Net movement in funds		(2,034)	286,634	284,600	112,050
Reconciliation of funds:					
Total funds brought forward as previously stated		220,123	349,799	569,922	834,872
Prior year adjustment		222,000	155,000	377,000	-
Total funds brought forward as restated		442,123	504,799	946,922	834,872
Net movement in funds		(2,034)	286,634	284,600	112,050
Total funds carried forward		440,089	791,433	1,231,522	946,922

The Statement of financial activities includes all gains and losses recognised in the year.

The notes on pages 39 to 54 form part of these financial statements.

GENDERED INTELLIGENCE

(A company limited by guarantee)
REGISTERED NUMBER: 06617608

BALANCE SHEET AS AT 30 JUNE 2025

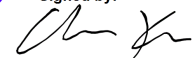
	Note	2025 £	As restated 2024 £
Fixed assets			
Intangible assets	11	43,226	48,249
Tangible assets	12	4,825	5,970
		<u>48,051</u>	<u>54,219</u>
Current assets			
Debtors	13	609,996	516,227
Cash at bank and in hand		758,564	528,363
		<u>1,368,560</u>	<u>1,044,590</u>
Current liabilities			
Creditors: amounts falling due within one year	14	(185,089)	(151,887)
		<u>1,183,471</u>	<u>892,703</u>
Net current assets			
		<u>1,231,522</u>	<u>946,922</u>
Total net assets			
		<u><u>1,231,522</u></u>	<u><u>946,922</u></u>
Charity funds			
Restricted funds	16	440,089	442,123
Unrestricted funds	16	791,433	504,799
		<u>1,231,522</u>	<u>946,922</u>
Total funds			
		<u><u>1,231,522</u></u>	<u><u>946,922</u></u>

The Trustees acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and preparation of financial statements.

The financial statements have been prepared in accordance with the provisions applicable to entities subject to the small companies regime.

The financial statements were approved and authorised for issue by the Trustees and signed on their behalf by:

Signed by:



FF2DD129B2824D8...
Charlie Khe
Chair

Date: 16-Dec-2025

The notes on pages 39 to 54 form part of these financial statements.

GENDERED INTELLIGENCE

(A company limited by guarantee)

STATEMENT OF CASH FLOWS FOR THE YEAR ENDED 30 JUNE 2025

	Note	2025 £	2024 £
Cash flows from operating activities			
Net cash generated by operating activities		233,459	(263,807)
Purchase of intangible assets		-	(50,225)
Purchase of tangible fixed assets		(3,258)	(2,902)
Net cash used in investing activities		(3,258)	(53,127)
Cash flows from financing activities			
Net cash provided by financing activities		-	-
Change in cash and cash equivalents in the year		230,201	(316,934)
Cash and cash equivalents at the beginning of the year		528,363	845,297
Cash and cash equivalents at the end of the year		758,564	528,363

The notes on pages 39 to 54 form part of these financial statements

GENDERED INTELLIGENCE

(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 30 JUNE 2025

1. General information

Gendered Intelligence is a private company limited by guarantee incorporated in England and Wales. The registered office is Menzies LLP, 4th Floor, 95 Gresham Street, London, EC2V 7AB.

2. Accounting policies

2.1 Basis of preparation of financial statements

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) (effective 1 January 2019), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Gendered Intelligence meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy.

2.2 Going concern

The Finance Working Group (FWG) closely interrogates the quarterly management accounts prior to full Board review and approval. The staff team regularly revisits and reprofiles the budget based on new information throughout the year, giving assurance to the Board of its accuracy. FWG is provided with financial projections, which are in detail for the remainder of the financial year; and at a higher level (acknowledging any risks) for the coming three years. The Board's composition ensures an awareness of the landscape Gendered Intelligence operates in, with understanding of the Risks (as captured in our Risk register) and confidence in their position that the charity remains a going concern.

2.3 Income

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

Grants are included in the Statement of financial activities on a receivable basis. The balance of income received for specific purposes but not expended during the period is shown in the relevant funds on the Balance sheet. Where income is received in advance of entitlement of receipt, its recognition is deferred and included in creditors as deferred income. Where entitlement occurs before income is received, the income is accrued.

Income tax recoverable in relation to investment income is recognised at the time the investment income is receivable.

GENDERED INTELLIGENCE

(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2025

2. Accounting policies (continued)

2.4 Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use.

Expenditure on raising funds includes all expenditure incurred by the Charity to raise funds for its charitable purposes and includes costs of all fundraising activities events and non-charitable trading.

Expenditure on charitable activities is incurred on directly undertaking the activities which further the Charity's objectives, as well as any associated support costs.

2.5 Taxation

The Charity is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the Charity is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

2.6 Intangible assets and amortisation

Intangible assets costing £5,000 or more are capitalised and recognised when future economic benefits are probable, and the cost or value of the asset can be measured reliably.

Intangible assets are initially recognised at cost. After recognition, under the cost model, intangible assets are measured at cost less any accumulated amortisation and any accumulated impairment losses.

Amortisation is provided on intangible assets at rates calculated to write off the cost of each asset on a straight-line basis over its expected useful life.

Amortisation is provided on the following basis:

Website	-	10 years straight line
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2.7 Tangible fixed assets and depreciation

Tangible fixed assets costing £500 or more, and all laptops, are capitalised and recognised when future economic benefits are probable and the cost or value of the asset can be measured reliably.

Tangible fixed assets are initially recognised at cost. After recognition, under the cost model, tangible fixed assets are measured at cost less accumulated depreciation and any accumulated impairment losses. All costs incurred to bring a tangible fixed asset into its intended working condition should be included in the measurement of cost.

GENDERED INTELLIGENCE

(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2025

2. Accounting policies (continued)

2.7 Tangible fixed assets and depreciation (continued)

Depreciation is charged so as to allocate the cost of tangible fixed assets less their residual value over their estimated useful lives, on a reducing balance basis.

Depreciation is provided on the following basis:

Computer equipment	-	33%
Other fixed assets	-	33%

Gains and losses on disposals are determined by comparing the proceeds with the carrying amount and are recognised in the Statement of financial activities.

2.8 Liabilities and provisions

Liabilities are recognised when there is an obligation at the Balance sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably.

Liabilities are recognised at the amount that the Charity anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide.

Provisions are measured at the best estimate of the amounts required to settle the obligation. Where the effect of the time value of money is material, the provision is based on the present value of those amounts, discounted at the pre-tax discount rate that reflects the risks specific to the liability. The unwinding of the discount is recognised in the Statement of financial activities as a finance cost.

2.9 Pensions

The Charity operates a defined contribution pension scheme and the pension charge represents the amounts payable by the Charity to the fund in respect of the year.

2.10 Fund accounting

General funds are unrestricted funds which are available for use at the discretion of the Trustees in furtherance of the general objectives of the Charity and which have not been designated for other purposes.

Designated funds comprise unrestricted funds that have been set aside by the Trustees for particular purposes. The aim and use of each designated fund is set out in the notes to the financial statements.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the Charity for particular purposes. The costs of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

Investment income, gains and losses are allocated to the appropriate fund.

GENDERED INTELLIGENCE

(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2025

3. Income from donations and legacies

	Restricted funds 2025 £	Unrestricted funds 2025 £	Total funds 2025 £	<i>As restated</i> Total funds 2024 £
Donations				
Youth Camp	5,489	-	5,489	7,738
Youthwork in the North	480	-	480	480
Trans Healthcare	100,000	-	100,000	-
Femme Group	3,047	-	3,047	-
General donations	-	339,138	339,138	324,143
Grants				
The Anna Freud Centre	8,025	-	8,025	-
The Carmela and Ronnie Pignatelli Foundation	2,500	-	2,500	-
Charities Aid Foundation (CAF) - Keystone Fund	-	-	-	30,000
City Bridge Trust - London Community Response Fund	11,500	-	11,500	34,500
City Bridge Foundation	193,200	-	193,200	-
Comic Relief - Sainsburys Pride Top Up	-	-	-	2,000
Compass Wellbeing CIC	-	-	-	27,774
David Family Foundation	-	5,000	5,000	-
DWP Department for Works and Pensions (Access to Work Grants)	-	1,367	1,367	4,709
Esmée Fairbairn Foundation	6,000	300,000	306,000	108,500
The Greater London Authority (New Deal for Young People Propel Grants)	94,847	-	94,847	189,695
The Henry Smith Charity	70,000	-	70,000	35,000
London Marathon Foundation	7,500	-	7,500	7,500
London Youth Getting Active	-	-	-	2,000
Mazars Charitable Trust	16,990	-	16,990	-
The National Lottery Community Fund	-	-	-	240,000
The National Lottery Awards for All	20,000	-	20,000	-
The Iris Page Foundation	10,000	-	10,000	-
Oak Foundation	-	11,850	11,850	-
Paul Hamlyn Foundation	30,000	135,000	165,000	185,000
The Prudence Trust	60,002	-	60,002	-
Spectra CIC (Data Officer & Trans Learning Partnership)	41,907	-	41,907	10,748
Spectra CIC (Policy Officer)	3,655	-	3,655	42,749
Trust for London	-	-	-	54,000
The Tudor Trust	44,000	-	44,000	40,000
Subtotal detailed disclosure	729,142	792,355	1,521,497	1,346,536

GENDERED INTELLIGENCE

(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2025

3. Income from donations and legacies (continued)

	Restricted funds 2025 £	Unrestricted funds 2025 £	Total funds 2025 £	<i>As restated Total funds 2024 £</i>
	729,142	792,355	1,521,497	1,346,536
<i>Total 2024 as restated</i>	758,684	587,852	1,346,536	

4. Income from charitable activities

	Unrestricted funds 2025 £	Total funds 2025 £	<i>Total funds 2024 £</i>
Income from charitable activities	351,543	351,543	450,327

GENDERED INTELLIGENCE

(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2025

5. Expenditure on raising funds

Costs of raising voluntary income

	Restricted funds 2025 £	Unrestricted funds 2025 £	Total funds 2025 £	Total funds 2024 £
Freelance Fundraising Support	350	30,550	30,900	28,200
Fundraising Platform Fees & Commission	-	10,388	10,388	7,423
Computer & Website Costs	-	100	100	40
Wages and Salaries	-	47,239	47,239	10,112
Social security costs	-	5,520	5,520	978
Pension costs	-	1,436	1,436	228
	<u>350</u>	<u>95,233</u>	<u>95,583</u>	<u>46,981</u>
<i>Total 2024</i>	<u>300</u>	<u>46,681</u>	<u>46,981</u>	

6. Analysis of expenditure on charitable activities

Summary by fund type

	Restricted funds 2025 £	Unrestricted funds 2025 £	Total 2025 £	Total 2024 £
Charitable activities	730,826	767,605	1,498,431	1,644,298
	<u>730,826</u>	<u>767,605</u>	<u>1,498,431</u>	<u>1,644,298</u>
<i>Total 2024</i>	<u>509,126</u>	<u>1,135,172</u>	<u>1,644,298</u>	

GENDERED INTELLIGENCE

(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2025

7. Analysis of expenditure by activities

	Activities undertaken directly 2025 £	Support costs 2025 £	Total funds 2025 £	<i>Total funds 2024 £</i>
Charitable activities	924,002	574,429	1,498,431	1,644,298
<i>Total 2024</i>	1,157,314	486,984	1,644,298	

Analysis of direct costs

	Activities 2025 £	Total funds 2025 £	<i>Total funds 2024 £</i>
Staff costs	742,259	742,259	992,654
Consultancy & Evaluation	100,230	100,230	53,347
Venues & Accommodation	31,102	31,102	37,976
Travel, Transport & Postage	18,530	18,530	28,082
Equipment & Materials	12,088	12,088	17,972
Food & Refreshment	11,432	11,432	14,871
Training	3,369	3,369	4,329
Other direct costs	4,992	4,992	8,083
	924,002	924,002	1,157,314
<i>Total 2024</i>	1,157,314	1,157,314	

GENDERED INTELLIGENCE

(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2025

7. Analysis of expenditure by activities (continued)

Analysis of support costs

	Activities 2025 £	Total funds 2025 £	Total funds 2024 £
Staff costs	432,231	432,231	308,512
Depreciation	9,142	9,142	7,330
Printing & Stationery	177	177	867
Computer & Website costs	6,923	6,923	22,564
Professional fees	39,429	39,429	47,017
Subscriptions	3,075	3,075	1,725
Training - external providers	5,789	5,789	4,069
Postage, Freight & Courier	205	205	675
Telephone & Internet	2,227	2,227	2,818
Well being	14,953	14,953	10,508
Travel	4,197	4,197	5,203
Insurance	2,177	2,177	2,197
Rent	28,592	28,592	29,136
General Expenses	5,626	5,626	12,665
Bank fees	312	312	61
Irrecoverable VAT	18,049	18,049	29,682
Advertising, Media & Online Publicity	1,325	1,325	1,955
	<u>574,429</u>	<u>574,429</u>	<u>486,984</u>
<i>Total 2024</i>	<u>486,984</u>	<u>486,984</u>	

8. Auditors' remuneration

	2025 £	2024 £
Fees payable to the Charity's auditor for the audit of the Charity's annual accounts	13,860	13,200
Fees payable to the Charity's auditors in respect of; Preparation of statutory financial statements	2,775	2,645
	<u>16,635</u>	<u>15,845</u>

GENDERED INTELLIGENCE

(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2025

9. Staff costs

	2025 £	2024 £
Wages and salaries	1,095,305	1,176,265
Social security costs	98,060	110,580
Contribution to defined contribution pension schemes	35,320	25,639
	<u>1,228,685</u>	<u>1,312,484</u>

The average number of persons employed by the Charity during the year was as follows:

	2025 No.	2024 No.
Total Employees	40	41
Full time equivalents	<u>26</u>	<u>29</u>

The number of employees whose employee benefits (excluding employer pension costs) exceeded £60,000 was:

	2025 No.	2024 No.
In the band £60,001 - £70,000	-	1

The Charity considers its key management personnel to comprise of;

- Jay Stewart - CEO
- Moya Wilkie - Director of Operations
- Simon Croft - Director of Professional & Educational Services
- Mridul Wadhwa - Director of Services

The total amount of employee benefits received by key management personnel (Salary, Employer NI, Employers Pension, Benefit in Kind etc.) was £191,872 (2024: £242,229).

10. Trustees' remuneration and expenses

During the year, no Trustees received any remuneration or other benefits (2024 - £75).

During the year ended 30 June 2025, Travel and subsistence expenses totalling £596 were reimbursed to 3 Trustees (2024 - £1,042)

GENDERED INTELLIGENCE

(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2025

11. Intangible assets

	Website £
Cost	
At 1 July 2024	50,225
At 30 June 2025	<u>50,225</u>
Amortisation	
At 1 July 2024	1,976
Charge for the year	5,023
At 30 June 2025	<u>6,999</u>
Net book value	
At 30 June 2025	<u>43,226</u>
At 30 June 2024	<u>48,249</u>

GENDERED INTELLIGENCE

(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2025

12. Tangible fixed assets

	Computer equipment £	Other fixed assets £	Total £
Cost or valuation			
At 1 July 2024	20,896	3,011	23,907
Additions	3,258	-	3,258
Disposals	(4,537)	-	(4,537)
At 30 June 2025	<u>19,617</u>	<u>3,011</u>	<u>22,628</u>
Depreciation			
At 1 July 2024	14,926	3,011	17,937
Charge for the year	4,119	-	4,119
On disposals	(4,253)	-	(4,253)
At 30 June 2025	<u>14,792</u>	<u>3,011</u>	<u>17,803</u>
Net book value			
At 30 June 2025	<u>4,825</u>	-	<u>4,825</u>
At 30 June 2024	<u>5,970</u>	-	<u>5,970</u>

13. Debtors

	2025 £	As restated 2024 £
Due within one year		
Trade debtors	79,564	58,972
Other debtors	2,000	2,000
Prepayments and accrued income	528,432	455,255
	<u>609,996</u>	<u>516,227</u>

GENDERED INTELLIGENCE

(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2025

14. Creditors: Amounts falling due within one year

	2025 £	2024 £
Trade creditors	16,875	16,525
Other taxation and social security	35,130	36,554
Other creditors	5,202	5,079
Accruals and deferred income	127,882	93,729
	<u>185,089</u>	<u>151,887</u>
	2025 £	2024 £
Deferred income at 1 July 2024	16,596	15,968
Resources deferred during the year	22,805	16,596
Amounts released from previous periods	(16,596)	(15,968)
	<u>22,805</u>	<u>16,596</u>

Deferred income relates to training course fees and grants being recognised over the period they relate to.

15. Prior year adjustments

A prior year adjustment has been recognised in relation to the year ended 30 June 2024 which relates to grant income of £377,000 that had not been correctly recognised during the year.

This has now been adjusted for resulting in an increase in Charitable income and accrued income and has led to a corresponding rise in surplus for the year ended 2024 of £377,000. This also increased unrestricted reserves by £155,000 from £349,799 to £504,799 and restricted reserves by £222,000 from £220,123 to £442,123.

GENDERED INTELLIGENCE

(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2025

16. Statement of fund

Our unrestricted funds include accrued funds of £200,000 which relate to a 3-year grant (ending in 27-28). We have recognised the full grant income as per the SORP requirements regarding entitlement, however this income will be received in tranches and spent across the grant period.

Statement of funds - current year

	As restated Balance at 1 July 2024 £	Income £	Expenditure £	Balance at 30 June 2025 £
Unrestricted funds				
General Funds	504,799	1,149,472	(862,838)	791,433
Restricted funds				
IT & Administration Support	17,371	114,000	(131,371)	-
Therapist & Counsellor Service	-	16,990	(10,735)	6,255
Research & Development	42,178	183,588	(97,402)	128,364
Staff Wellbeing	38,500	6,000	(31,714)	12,786
Trans Femme Group	-	3,047	-	3,047
Volunteering Support	106	11,500	(11,606)	-
Youth & Community services	329,546	388,528	(428,437)	289,637
Youth Board	6,684	-	(6,684)	-
Youth Camp	7,738	5,489	(13,227)	-
	<u>442,123</u>	<u>729,142</u>	<u>(731,176)</u>	<u>440,089</u>
Total of funds	<u><u>946,922</u></u>	<u><u>1,878,614</u></u>	<u><u>(1,594,014)</u></u>	<u><u>1,231,522</u></u>

GENDERED INTELLIGENCE

(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2025

16. Statement of funds (continued)

Statement of funds - prior year

	<i>Balance at 1 July 2023 £</i>	<i>As restated Income £</i>	<i>Expenditure £</i>	<i>Transfers in/out £</i>	<i>As restated Balance at 30 June 2024 £</i>
Unrestricted funds					
Designated funds					
Research and development of PES	70,000	267,175	(384,013)	46,838	-
YCS activities	125,000	2,456	(451,080)	323,624	-
Website (including branding), intranet and CRM development	50,000	-	-	(50,000)	-
Organisational and staff development, support and well-being	75,000	-	(39,832)	(35,168)	-
Staff salary uplift	18,500	-	-	(18,500)	-
	<u>338,500</u>	<u>269,631</u>	<u>(874,925)</u>	<u>266,794</u>	<u>-</u>
General Funds	<u>303,507</u>	<u>775,014</u>	<u>(306,928)</u>	<u>(266,794)</u>	<u>504,799</u>
Total Unrestricted funds	<u>642,007</u>	<u>1,044,645</u>	<u>(1,181,853)</u>	<u>-</u>	<u>504,799</u>
Restricted funds					
IT & Administration Support	11,155	75,000	(68,784)	-	17,371
Pride Events	1,530	-	(1,530)	-	-
Research & Development	31,442	83,497	(72,761)	-	42,178
Staff Wellbeing	-	38,500	-	-	38,500
Trans Femme Group	4,472	-	(4,472)	-	-
Volunteering Support	10,790	34,500	(45,184)	-	106
Youth & Community services	114,506	519,449	(304,409)	-	329,546
Youth Board	18,689	-	(12,005)	-	6,684
Youth Camp	281	7,738	(281)	-	7,738
	<u>192,865</u>	<u>758,684</u>	<u>(509,426)</u>	<u>-</u>	<u>442,123</u>
Total of funds	<u>834,872</u>	<u>1,803,329</u>	<u>(1,691,279)</u>	<u>-</u>	<u>946,922</u>

GENDERED INTELLIGENCE

(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2025

16. Statement of funds (continued)

Our restricted funds have been grouped into the following areas:

IT & Administration support

In this financial year this includes 2 grants, the purpose of which is for core operational salaries.

Research & Development

In this financial year this includes 3 grants and 1 donation, the purpose of which is for our public engagement work, consultancy, policy work, trans learning partnership, research and trans healthcare activity.

Staff Wellbeing

In this financial year this includes 3 grants, the purpose of which is towards staff counselling, EDI and our all-staff in person learning and development days.

Therapist & Counsellor Service

In this financial year this includes 1 grant, the purpose of which is towards the provision of our Therapist & Counsellor service.

Trans Femme Group

In this financial year this includes 1 donation, the purpose of which is towards the provision of our Trans Femme group.

Volunteering Support

In this financial year this includes 1 grant, the purpose of which was towards the salary of our Volunteer Co-Ordinator (who has since left their position).

Youth & Community Services

In this financial year this includes 10 grants and 1 donation, the purpose of which is for our youth and communities work, including specific focuses on London based youth groups, mental health, work in the North, swimming, families, mentoring and Community Organiser salaries (who have since left their positions).

Youth Board

In this financial year this includes 1 grant, the purpose of which is towards the provision of our Youth Board.

Youth Camp

In this financial year this includes 1 donation, the purpose of which is towards the provision of our Youth Camp.

17. Analysis of net assets between funds

Analysis of net assets between funds - current year

	Restricted funds 2025 £	Unrestricted funds 2025 £	Total funds 2025 £
Tangible fixed assets	-	4,825	4,825
Intangible fixed assets	-	43,226	43,226
Current assets	440,089	928,471	1,368,560
Creditors due within one year	-	(185,089)	(185,089)
Total	440,089	791,433	1,231,522

GENDERED INTELLIGENCE

(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2025

17. Analysis of net assets between funds (continued)

Analysis of net assets between funds - prior year

	<i>As restated Restricted funds 2024 £</i>	<i>As restated Unrestricted funds 2024 £</i>	<i>As restated Total funds 2024 £</i>
Tangible fixed assets	-	5,970	5,970
Intangible fixed assets	-	48,249	48,249
Current assets	442,123	602,467	1,044,590
Creditors due within one year	-	(151,887)	(151,887)
Total As restated	442,123	504,799	946,922

18. Operating lease commitments

At 30 June 2025 the Charity had commitments to make future minimum lease payments under non-cancellable operating leases as follows:

	2025 £	2024 £
Not later than 1 year	6,000	6,000

The following lease payments have been recognised as an expense in the Statement of financial activities:

	2025 £	2024 £
Operating lease rentals	23,953	22,133

19. Related party transactions

Donations of £36 were paid by key management personnel in the year ended 30 June 2025 (2024: £Nil).

GENDERED INTELLIGENCE

England & Wales - Charity number 1182558

Accounts

**ANNUAL REPORT AND FINANCIAL
STATEMENTS**

FOR THE YEAR ENDED

30 JUNE 2024

**GENDERED
INTELLIGENCE**
(A company limited by
guarantee)

GENDERED INTELLIGENCE

(A company limited by guarantee)

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GENDERED INTELLIGENCE

(A company limited by guarantee)

REFERENCE AND ADMINISTRATIVE DETAILS OF THE CHARITY, ITS TRUSTEES AND ADVISERS

FOR THE YEAR ENDED 30 JUNE 2024

Trustees	Warren Koehler Stephanie Stevens (resigned 13 November 2024) Hafsa Qureshi (resigned 5 July 2024) Amsel Page Von Spreckelsen (Chair) Dr Geoffrey Warburton Stone Raven
Company registered number	06617608
Charity registered number	1182558
Registered office	VAI 200a Pentonville Road London NI 9JP
Company secretary	Warren Koehler
Independent auditors	Menzies LLP Chartered Accountants Statutory Auditor Magna House 18-32 London Road Staines-Upon-Thames TW18 4BP
Bankers	Santander Merseyside L30 4GB

GENDERED INTELLIGENCE

(A company limited by guarantee)

CHAIR'S STATEMENT

FOR THE YEAR ENDED 30 JUNE 2024

The chair presents their statement for the year.

Contained within this report is a detailed and thorough review of the work that Gendered Intelligence has been doing between 1st July 2023 and 30th June 2024. This is vital work, undertaken with a sense of deep responsibility. But as trustees we cannot only look back but must constantly examine the oncoming landscape. We have had a very successful year, all things considered, with steady growth and strong delivery against our key metrics, but we cannot rest on our laurels.

The context in which we work is becoming increasingly fraught, dangerous and polarised. Global and local events are driving divisions, and as an organisation devoted to the support of a marginalised group we are keenly aware that as those divisions grow, this marginalisation worsens. Gendered Intelligence faces a range of challenges going forward, to navigate its way through complex circumstances.

Financially, in the last year, we have seen charity closures on a scale that is frightening to behold, with seemingly financially stable organisations hitting unresolvable difficulties. The contraction in income has come from all angles, with donations drying up, grant makers overwhelmed and local authorities reviewing contracts or cancelling them outright.

Gendered Intelligence has not been immune, and the Trustees have undertaken regular budget reviews with senior management to ensure that we continue to do the vital work we do in the short term and are in place to do so for a long time to come.

We believe we are in a strong position to survive, and to thrive. We have just launched a purposeful and rigorously co-designed 5-year strategy. We have ensured that all who have a stake in GI's future and in its work had a voice in deciding what we do next. We are defiant and we are focused. We will serve trans, non-binary and gender questioning individuals and, no matter the difficult decisions that come our way, we will always hold that conviction foremost when we choose our path.

Signed by:

0533AAA3C9B040C...

.....
Amsel Page von Spreckelsen, Chair
Date: 23-Dec-2024

GENDERED INTELLIGENCE

(A company limited by guarantee)

TRUSTEES' REPORT

FOR THE YEAR ENDED 30 JUNE 2024

Section 1: Administration

Recruitment to the Board is via a formal recruitment process, with an open call for candidates and information available on GI's website and via other routes. CVs and covering letters are assessed by members of the Board, with applicants subsequently meeting with senior staff (for information only) and having a formal interview with Board members. The final Appointment of new Trustees (up to a maximum of nine and subject to their willingness to act as a Trustee) is based on recommendations from this process but confirmed by a majority vote at any meeting of the Board. The Chair arranges an induction process for new Trustees; and in addition, a skills audit is carried out regularly so that appropriate training can be provided, or additional Trustees recruited where a significant gap is identified. Training is provided via a range of formal and informal methods e.g. external organisational training and internal work shadowing. Trustee induction includes full financial information and company history. New trustees are briefed on their legal obligations under charity and company law, the company's mission and values and the workings of the Board of Management and the decision-making process.

Our Articles of Association were amended to enable us to involve an additional 2 individuals from the Youth Board as Trustees.

The charity considers its key management personnel to comprise of the trustees and:

Jay Stewart - Chief Executive Officer
Moya Wilkie - Director of Central Support Services
Simon Croft - Director of Professional & Educational Services

Section 2: Objectives and Activities

Company's Purposes

Gendered Intelligence has been working since 2008 to expand understandings of gender and improve trans lives. We are a trans-led organisation, with a core team of skilled, trained and experienced staff, supported by a diverse and vibrant body of volunteers. The many strands of our work are closely interlinked, and the insights and connections we have both nurture and strengthen everything we do. For example, our connections with young people, their families and the wider trans community supports the training and consultancy we offer, and also informs our policy and research work.

We have just launched a new strategy for 2024-2029. The development process involved staff consultation and other key stakeholders. Our focus areas for the next five years are:

- Health - Protecting trans, non-binary and gender questioning people's health and wellbeing.
- Equity, Diversity and Inclusion - Centring the most marginalised.
- Sustainability - Ensuring lasting impact.

Specific Objectives & Public Benefit

The Trustees were mindful of the Charity Commission's guidance on public benefit when setting the specific objectives for the 2019-2024 business planning period, and in looking forward to 2024-29.

NB Elements of work are listed under the most relevant object, hence the order in which they appear is not representative of their relative size or value within the organisation, and the lettering (A-I) is merely included to aid navigation in the document.

GENDERED INTELLIGENCE

(A company limited by guarantee)

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 30 JUNE 2024

OBJECT 1

To promote human rights (as set out in the Universal Declaration of Human Rights and subsequent United Nations convention and declarations) of people whose experience of sex, gender, sexual orientation and/or sexuality does not align, in whole or in part, with dominant cultural expectations and societal norms and who are therefore vulnerable to discrimination, exclusion, marginalisation, hate crime and lower quality life by all or any of the following means:

- a) Monitoring abuses of human rights;
- b) Obtaining redress for the victims of human rights abuse;
- c) Relieving need among the victims of human rights abuse;
- d) Research into human rights issues;
- e) Providing technical advice to government and others on human rights matters;
- f) Contributing to the sound administration of human rights law;
- g) Commenting on proposed human rights legislation;
- h) Raising awareness of human rights issues;
- i) Promoting public support for human rights;
- j) Promoting respect for human rights among individuals and corporations;
- k) International advocacy of human rights;
- l) Eliminating infringements of human rights.

A: Public Engagement

GI seeks to influence legislation, the media, policy and research at a national level. This includes:

- Providing interviews, quotes and comment across the media and other platforms
- Responding to governmental and similar consultations, and encouraging others to play a part
- Engaging with academic and other research to further knowledge
- Providing information, commentary and resources via social media channels to support trans people and allies

Over the period of this annual report, we have continued to see turbulent times for trans people. This year (particularly in the lead up to the General Election in 2024) we have been working in an environment that is more urgent and more challenging, with increasing hostility from politicians, policy makers and the mainstream media.

Public Policy

Trans Healthcare

We responded to NHS England's consultation on puberty delaying treatment as well as sending a briefing paper to our parents & carers' group to encourage them to respond. The team helped the wider staff cohort to support our service users, including managing misinformation.

GI joined the Children and Young People (CYP) Healthcare Policy Hub, collaborating with sector colleagues on responses

GENDERED INTELLIGENCE

(A company limited by guarantee)

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 30 JUNE 2024

to the Cass Review Final Report; providing advice and feedback to NHS England Specialised Commissioning about the development of youth gender identity services; sharing approaches to the consultation on the NHS ten-year review; and reviewing adult gender identity services. We have also attended meetings with NHS Specialised Commissioning relating to the development of adult gender services.

NHS legality of waiting times judicial review

GI was initially party to the judicial review, which was carried out by Trans Actual and the Good Law Project.

NHS accommodation

The NHS accommodation policy was up for review. GI responded advocating for minimal change and outlining the specific needs of trans people in healthcare environments.

Schools' guidance

GI joined the 'transgender schools guidance coalition' with several other organisations working across the sector (and beyond), held by the LGBT Consortium. Draft guidance on trans children in educational settings went out for consultation with considerable press interest. We agreed with some of the fundamental principles of the guidance, for example, that educators needed more clarity on how to support young queer people. However, our consultations response criticised the draft guidance because:

- It enables discrimination and bullying towards trans pupils
- It aims to prohibit social transition
- It medicalises all young trans people
- It exacerbates existing health risks, like poor mental health, lack of access to physical activity, and lack of access to toilet facilities.
- It increases the risk of non-attendance / disengagement for trans students
- It creates safeguarding risks, particularly around 'forced outing' and young people with adverse family situations, and disrupted existing safeguarding infrastructure.

We also encouraged the public to respond to the consultation and collaborated with other LGBT+ sector organisations to produce guidance on responding to the consultation. We distributed the guidance via social media, newsletter, and community and professional networks.

RSHE (relationships, sex and health education)

GI joined the Supportive Schools Coalition to advocate for inclusive RSHE and responded to the RSHE consultation.

Our response focused on the following points:

- Teaching on gender identity should not be scrapped. In fact, it would be impossible to teach sex relationships education without teaching gender identity.
- Age-restricting teaching on sexuality and gender identity disadvantages young queer people. This content should be provided as a normal part of the curriculum.
- Teaching about sensitive subjects like pornography and inappropriate sexual behaviour is important for safeguarding and the development of healthy relationships to sex and sexuality.
- An inclusive approach to RSHE promotes social cohesion in schools and the wider inclusion of young queer people.

Section 35

GI was requested to provide a witness statement for the judicial review (JR) into the unprecedented use of Section 35 to disallow the bringing into law of the Gender Recognition Reform (Scotland) Bill. The JR was unsuccessful.

GENDERED INTELLIGENCE

(A company limited by guarantee)

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 30 JUNE 2024

Other activities

Networking and relationship building with civil liberties organisations and LGBT+ Third Sector orgs included:

- Speaking at London Trans Pride on behalf of our young people and communities, to an audience of approximately 25,000
- Attending the Third Global Transgender Rights Convening in Bogota hosted by the International Network of Civil Liberties Organisations (INCLO)
- Continuing to play a key role in the Trans Spokesperson Network (a project by All About Trans and NEON to launch a spokesperson network aimed to place media trained trans spokespeople in broadcast contexts). This included placement of GI speakers in digital and broadcast media as well as facilitation of placements for a wider network of trans speakers.
- Continuing to be a key member of the Ban Conversion Therapy Alliance steering group, including feeding into legislation and policy proposals, and advising the coalition during government rollbacks of conversion practice draft legislation.
- Advising the US State Department on the current situation with trans issues in the UK, and providing our insights towards their own EDI policy.
- Continuing to work with the Public Interest Research Centre (PIRC) on the Building Our Narrative Power project.
- Membership of the Healthcare Policy Hub, a group of LGBT+ organisations working on healthcare policy and advocacy.
- Membership of the Supportive School Coalition, a group of LGBT+ and educational organisations working on better standards for queer pupils and better guidance for educators.

Media Work

We noted close to 200 mentions of Gendered Intelligence across media publications (very slightly higher than the year prior). We also noted a negative shift in coverage reflective of prevailing media narratives on education, conversion practices, Section 35, the closure of the Gender Identity Development Service and the publication of the Cass Review.

We supported All About Trans (as part of Heard) with their professional engagement workshops. We met with media producers, publicists for major celebrities and performers, and journalists to provide lived experience accounts and advice on supporting high profile individuals to engage with trans advocacy and allyship.

We continued to appear across the major news channels and platforms in the UK, including BBC programme 'Antisocial', C4, TimesRadio, Sky News package (this was a fuller interview with international reach); LBC, Metro and Gay Times, and BBC 5Live. GI notably took part in an interview with BBC Scotland with substantial reach (~850,000).

GI supported producer and dramaturge Sabrina Zavaglio as part of an ongoing partnership with ZAVA Productions. ZAVA offered GI free tickets to an early production of the play Hide and Seek, and while we did not feed into the text, we supported the further development of the production, particularly focusing on narrative change work related to the negative influence of social media and homo/transphobia on young people. The play had a successful run at Soho Park Theatre, including one evening where GI provided a Q&A about the current state of trans rights in the UK. The Q&A was attended by about 100 people and went well. A GI fundraising ask was included in the program and for-sale copies of the script.

We ran successful limited social media campaigns around key calendar dates, including short video content about GI staff and work for Trans Day of Visibility. In 2023-24 our social media analytics showed slight positive trends in engagement and audience response on Instagram and LinkedIn, and significant negative trends in engagement and audience response on X (formerly Twitter; largely owing to changes in the platform following the takeover by Elon Musk).

GENDERED INTELLIGENCE

(A company limited by guarantee)

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 30 JUNE 2024

C: Research (see Object 2)

OBJECT 2

To advance education and promote the understanding of equality and diversity of sex, gender, sexual orientation, sexuality and/or the needs of the communities whose sex, gender, sexual orientation and/or sexuality are diverse, for the public benefit.

GI's main activities that related to this object:

B: Professional and Educational Services

The Professional and Educational Services (PES) Team works with organisations and individuals who want to improve the service or support they provide to trans people in a professional capacity. We provide support across the private, public, and not-for-profit sectors, with particularly strong engagement in the fields of Education and Healthcare.

We offer a range of training to meet the needs of our clients, ranging from one-hour basic awareness sessions to two-day in-depth courses, as well as tailored consultancy to meet organisational needs.

Training

We deliver a mixture of in person and remote training sessions, and this has remained at approximately the same ratio since our return to in person following the Covid-19 pandemic in 2021. During this year (2023-2024) we delivered 65.2% of our sessions remotely and 34.8% in person, compared with 66.4% remote and 33.6% in person in 2022-23.

- We delivered 394 training sessions in total this year, compared with 351 in 22-23
- We trained approximately 9,360 people from across 135 organisations and an additional 155 individuals on our open courses, our largest annual cohort yet.
- We raised over £251,500 from training compared with £194,000 in 22-23 and £166,000 in 21-22.

Evaluation of our training sessions continues to show highly improved awareness and understanding of trans lives among delegates. The average overall rating given to our training sessions by delegates on evaluation forms remains at 4.7 out of 5.

A selection of training clients in 2023-24 included commercial organisations such as Sony Pictures, Sopra Steria and Sumo Group; Arts organisations such as Royal Shakespeare Company and Barbican, public sector organisations such as Devon Partnership NHS, Manchester City Council, UKAEA and Greater London Authority; non-profit organisations such as Oak Foundation, Scope and Oxfam, and other LGBT+ sector organisations such as Stonewall and Albert Kennedy Trust.

GENDERED INTELLIGENCE

(A company limited by guarantee)

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 30 JUNE 2024

Feedback from clients

"As much as I was unsure of the training before I undertook it, I really enjoyed it and learnt a lot. [Trainer] was very knowledgeable and calm throughout, [trainer] was able to educate us on topics such as gender changes in teens without surgery, trans people in sports, and what happens if someone regrets the change later in life. These were all topics I was curious about and felt comfortable asking without worrying how [Trainer] would respond. It was interesting to see that some people were still early on in their learning of working with trans people, and how their comments and questions were taken without an sign of judgement leading to open and honest conversations"
(Anon, Devon Partnership NHS)

"A really informative session with lots of room for open dialogue and questions, the trainer was extremely knowledgeable and affirming."
(Anon, Open CPD session)

"Thanks- really helpful, non judgemental and loved the facilitators"
(Deputy Ward Manager – Birmingham & Solihull NHS)

"So accessible, Non judgmental and informative"
(Anon, Young Vic Theatre)

"[Trainer] was, as always, funny, fantastic, insightful. Taking what can be a sensitive topic and opening up the room for discussion, no judgement and building the knowledge of everyone in the room. We all left inspired."
(Assistant Manager – Anglia Ruskin University Students Union)

"Excellent session! Extremely knowledgeable and supported us as a group to explore and go more in-depth about specific issues!"
(Anon, Stonewall)

Consultancy

Our consultancy service brought in over £18,000 income in 2023-2024, compared with £36,000 in 2022-2023.

The work remains varied, including policy/guidance development, problem-solving, and work in the performing arts such as casting and script work. Clients included the University of Liverpool, Youth Hostels Association, British Association for Counselling and Psychotherapy (BACP) and Brook.

We consulted with Brook, a sexual health charity, to co-create and launch their e-learning programme: Gender Diversity for Schools and Educators which has had 231 orders since its launch in March 2024.

We have continued to invest in general briefings and resources which we expect to bring further consultancy work through the door. We maintain a free 40-page resource list, have produced a companion Glossary for our Trans Inclusion at Work Policy Skeleton (this was requested and sent out 90 times in 2023-24) and we have developed a critical thinking framework for elite sport, as well as working on some updated guidance around toilets and facilities.

Work in Education

This year, we paused our offer for Workshops, Lectures and Assemblies as we had seen a decrease in demand in this area. We have still provided several training sessions for school, college and university staff, as well as some short consultancy calls.

GI provides a mentoring service for trans, non-binary and gender questioning (TNBQ) youth for which we have partnerships with schools and universities; see the mentoring section for further details.

GENDERED INTELLIGENCE

(A company limited by guarantee)

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 30 JUNE 2024

Training for therapists and counsellors

Our 'Working Alongside Trans, Gender Diverse and Questioning People' (WATGDQP) training for therapists and counsellors is a two-day session which is offered in-person only. We offer this as an open session for individuals, as well as in-house for organisations.

In 2023-24 we delivered 5 open sessions with a total of 67 delegates, as well as 3 in-house sessions with a total number of 37 delegates for the NHS (compared with 2022-23: 4 open sessions and 4 in-house sessions).

We offer two bursary places up to the combined value of £550 on each course for those who might otherwise have been unable to attend. We prioritise counsellors and therapists who are trans and/or non-binary, particularly QTPOC (Queer Trans Intersex People of Colour).

Towards the end of this financial year, we secured grant funding from Mazars Charitable Trust which will allow us to increase the number of bursary places available for the WATGDQP course to 3 per session and run a singular course attended specifically by TNBQ therapists and counsellors in 2024-2025.

Therapists and Counsellors Network

GI's Therapists and Counsellors Network provides ongoing learning and support opportunities for therapists and counsellors wishing to improve trans inclusion in their practice. Those who have completed the two-day WATGDQP course (see above) are eligible to join. The network increased from 252 to 285 members this year, due to more WATGDQP sessions taking place.

Network members can access group supervisions and reflective spaces focused on trans-inclusive practice. This year, we delivered 6 online supervisions with a total of 38 attendances by 17 therapists.

Appropriately qualified network members who sign up to GI's Standards of Therapeutic Practice can opt to be listed in GI's Therapists and Counsellors Directory. The directory is made freely available online as an aid to trans people and their families who are looking for a trans-aware/trans-inclusive therapist. Therapists edit and update their submissions regularly, so it is an evolving, up-to-date document. At year end, the directory listed 70 therapists. This is an increase from the previous year (58) due to the network expanding, creating a greater number of therapists who are eligible for inclusion.

C: Research

We were co-applicants on the Anna Freud Foundation's *My Story and Me* project, which documents young women and non-binary people's experiences of mental health.

We worked with researchers at Brunel University to develop a research project on body autonomy and access to sexual healthcare for young queer people. The project has recently received additional funding and is ready to go to survey at time of writing.

GI continued our involvement with the Trans Learning Partnership (TLP) - a collaborative research partnership between Spectra, Gendered Intelligence, LGBT Foundation and Mermaids, established in 2018, to produce participatory community-led research that can be used to improve services and policymaking for trans people and their families. Our CEO continues to be a member of the steering group, we have a community representative from our GIANTS programme and GI was one of the organisations that took part in the structural inclusion audit. The CEO also mentors the Programme Manager at TLP. This year the TLP established a policy strategy and process to engage partners to get statements and responses to public policy out in a swift and consolidated way. We increased capacity within GI with a new Data Officer role.

GI took part in a range of research projects and activities including:

- Delivering focus groups for the Cass Review around young people's engagement with services.
- Continuing membership of the steering group for Queer Futures 2 at Lancaster University.

GENDERED INTELLIGENCE

(A company limited by guarantee)

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 30 JUNE 2024

D: Public Events

Our public events activities directly support our aim to educate and inform the public by delivering presentations, keynote speeches and taking part in panel discussions. These can be in the context of conferences, equality and diversity events or other activities. We offer expertise in the areas of trans identities, gender diversity, equity and inclusion to a range of organisations, delivering engaging educational and cultural talks across public, private and third sector settings.

This year, we provided speakers and panel members for organisations including the Festival of Education, Sony Pictures and Mazars LLP.

Also:

[Public Policy \(see Object 1, under A: Public Engagement\)](#)

OBJECT 3

To advance the health and well-being of people whose experience of sex, gender, sexual orientation and/or sexuality does not align, in whole or in part, with dominant cultural expectations, in particular to improve their physical and mental health and quality of life, for the public benefit.

GI's main activities that related to this object:

GENDERED INTELLIGENCE

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TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 30 JUNE 2024

E: Trans Youth Work

We have worked with a total of 363 young people in our youth service over the past 12 months. By June 2024, we were running 17 youth groups per month, with an average of 127 attendees total per month. This is a slight decrease from last year. This year we made the difficult decision to end our 'Community Centre Mondays' and we also supported our 18-30s group to become independent from GI.

The difficulties our young people are facing have not eased and we are seeing a continuation of young people struggling with their mental health, including a lack of adequate provision from statutory services. We have taken steps this year to explore how we can better address this need within our services.

We continued to offer 1-2-1s for young people, amounting to 156 across the year, given to a total of 107 individual young people. This is more young people supported in this way than the previous year, but through fewer 1-2-1s. This is due to better signposting from staff and the addition of other mental health focused projects.

Our focus on mental health has led to:

- Our ability to offer young people counselling with a trans counsellor at no cost, thanks to a counsellor reaching out.
- An Art therapy placement for 6 months in Leeds, which meant 4 young people were able to benefit from 1-2-1 art therapy sessions.
- A DBT (dialectical behaviour therapy) project in partnership with a trainee clinical psychologist. This allowed 12 young people to engage in online DBT-skill learning sessions, weekly over a period of 5 months. All of these young people had struggled to access adequate, reliable and effective mental health support in the past. This project meant that the mental health experts came to them and, alongside trusted GI youth workers, were able to support with the content, thus allowing for greater and more genuine participation.

Other activities we ran from the youth work service included:

- A trip to UK Black Pride which started with a nice, slow breakfast together.
- A kickabout with Queerspace FC for our 11-17 year olds – a fun time with lots of supporting one another.

Alongside these activities and trips, we ran our annual youth events:

- 'Imagining Our Futures' Work event that bring young people together with trans people in work and activism.
- Trans Day of Celebration - a celebration and honouring of trans people we have lost.
- End of Year celebration show, involving an overnight trip for our Leeds group and a multitude of incredible performances from our young people.

GENDERED INTELLIGENCE

(A company limited by guarantee)

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 30 JUNE 2024

Summer Camps

In July and August 2023, we ran our annual camping trips, taking a total of 64 young people away for two separate weekends. Highlights included a pinata, a football tournament, and young people led activities on the olders camp (for 16-25 year olds). The younger camp had the most transfem young people attending that we've had on a GI camp so far. Young people reflected on camp as a space where they felt safe and connected to their community.

"Camp filled me with love and it was so unbelievably nice to forget my worries completely and to replace them with love."

"I left with more friends. but what I left mostly with is hope. seeing older trans people care so much about trans youth especially when we are such a target right now was so special. knowing that no matter who you were before you came to camp, your existence isn't questioned here."

"I have friends who will support me. knowing I have a trans family out there rooting for me. knowing that I make up a huge percentage of the trans population that are in the same position as me, and if I give up I'd be giving up on them too. I need to be here for them as they are for me."

"I gained the confidence I needed to tell people when something was wrong or they did something that wasn't right. That was something I'd struggled with before coming to camp but I felt empowered to use my voice and stand my ground after going and being encouraged by the workers."

Additional Residentials

- A 2-night residential to support young people to attend Trans Pride Brighton
- Our second transfem residential, with 17 young people. A huge highlight was teaching young people emotional regulation skills through DnD (Dungeons & Dragons) abilities.
- Our 2nd and 3rd residentials for trans young people of colour – supporting 27 young people in total. On the TPOC residential they had interesting baking and cooking experiences, as well as beautiful nature walks.

Support Line Service

For the last six years, the Support Line has offered free, confidential support for individuals aged 18+ impacted by gender healthcare waiting lists in the UK. The service operates in partnership with Nottingham, East of England, Sheffield Porterbrook, and West of England Exeter Gender Identity Clinics to support those on their waiting lists.

The support line is available to trans people and their loved ones, offering help via phone, email, or WhatsApp, five days a week for 5 hours a day. It provides a space for asking healthcare questions, accessing resources, and discussing self-care and emotional well-being. The support line is there to support people to 'wait well' given the lengthy and distressing waits to access gender healthcare. The service is run by and for trans/non-binary people, ensuring that information is not shared with the clinics without consent.

GENDERED INTELLIGENCE

(A company limited by guarantee)

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 30 JUNE 2024

Support Line Statistics

This financial year has seen the highest number of contacts to the support line, with almost 1,500 contacts which equates to approximately 125 support conversations per month. The total talk time for the year amounted to 450 hours.

We made 667 referrals in our conversations with people. Referrals included GI support groups, local support groups, health resources, Trans Health Advocacy, GenderKit, therapy resources and support with other issues such as housing.

Topics of conversation included:

Topics of conversation

- 25% mental health support including suicidal ideation and active suicide intent
- 20% to talk to another trans person
- 17% medical query
- 8% exploring support options while they wait
- 8% exploring their identity
- 7% social transition support
- 6% supporting trans prisoners
- 6% find out about trans support groups

From April to the end of June, there was a noticeable increase in the number of callers. This surge can largely be attributed to the growing hostility toward trans people and recent legislative changes regarding puberty blockers. These developments have raised widespread concern, prompting more individuals to reach out for support. In response to this increased demand, the support line expanded its team by hiring two new staff members on 0.8FTE contracts, significantly boosting the service's capacity.

As part of our feedback survey, which we send after our contact with people, 97% said they would recommend the service.

Feedback comments:

"It was wonderful communicating with you. You were great in responding quickly and supporting me. Thank you very much."

"They are so compassionate and make me feel less anxious and more positive about the future"

"The person I spoke to was really supportive, informed about trauma, and able to help me to reconnect with my sense of self and gender."

"Gendered Intelligence's support line service is fantastic. I am currently isolated from trans community because of health and location, and being able to talk through difficulties I have about gender identity and expression with people who understand has been a real lifeline to me in recent weeks."

"Received more information than I hoped for. Greatly needed and greatly appreciated. I will certainly be contacting Gendered Intelligence again when/if the need arises."

GENDERED INTELLIGENCE

(A company limited by guarantee)

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 30 JUNE 2024

Prison Support

Over the past year, the support line has increased its work supporting trans women in prison. We have been actively building relationships with prisons across England to make our phone number available to trans individuals. We supported a trans meet-up at one of the prisons we work at which received excellent feedback. During this event, we were able to provide clothing and books to those women who attended through collaborations with organisations like Tin Wardrobe. A regular contact from the prison expressed her comfort in sharing her experience, which helped foster a greater understanding of the challenges faced. As a result, the prison has made changes by adding clothing, cosmetics, and shapewear to the canteen for purchase.

Waiting List Warriors

The Waiting List Warriors group continues to be a vital source of connection and support for its members. Over the past year, members have expressed that the group is a space where they can truly be themselves, with some stating it has even saved their lives. This year, we focused on creating meaningful, celebratory experiences, such as a 'show and tell' where members shared personal items and stories. We also held sessions exploring the changing seasons and how they connect to our own journeys, bodies, and transitions. One new member shared, "You've given me loads of hope," highlighting the group's role in providing encouragement and a sense of belonging.

TransFem Over 50s

We've introduced a new group for transfeminine people over 50. We were passionate about starting this group as a significant proportion of our callers – around one quarter - are from this demographic, and of these 80% are women. There are also very specific challenges of both waiting for GIC treatment when you're older and navigating coming out later in life.

The group differs from Waiting List Warriors as the attendees are the driving force behind the theme each month. The group members have put forward their own ideas for the timings, aims and structure of the space, as well as discussing topics for each group. We have had sessions on makeup application, Tarot, and inner child work.

Voice Workshops

We held further online voice workshops this year as well as one in person event. The Voice Event in Exeter had over 40 attendees. Our voice specialists led an engaging workshop with break out rooms for people to practise. Participants appreciated the opportunity to practise with professionals in small groups, and many highlighted the sense of community and connection. The Q&A session with those experienced in voice work was especially helpful, and the post-workshop lunch provided a valuable chance to connect and form new friendships. Feedback was overwhelmingly positive, with attendees praising the supportive and welcoming environment.

"All the hosts/experts were very helpful and open to answering questions, making the event feel really welcoming, esp[ecially] for someone who is anxious around new situations esp[ecially] like this where gender is so new to me. The other participants were also very kind and open to chatting despite being anxious about using their voices in the exercise. Thank you to everyone XhugX"

G: Trans Mentoring

Alongside youth work, and support for families in the Youth and Families area of service, we also deliver mentoring - a highly intensive, personal support service for individual young people. Mentoring is a trauma informed practice which enables a protected environment around the student. Guided by a mentor with lived experience of being trans, non-binary or gender questioning, the student is supported to explore the intersections of their identities and learn to manage and navigate difficult situations. By providing crucial psychosocial support, mentoring aims to build scaffolding around the student to enable them to thrive. We do this by working closely with professionals and networks of support around the student. Mentoring can be provided in educational institutions from primary schools to universities, and in hospitals and assisted living accommodation.

Our team consists of four trans and non-binary mentors, all with extensive experience of working with young people.

GENDERED INTELLIGENCE

(A company limited by guarantee)

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 30 JUNE 2024

What mentees say about mentoring:

"[Mentoring] helped my confidence - being visible as trans and autistic in a place where I have felt uncomfortable (ie feeling safe wearing my ear defenders around others) - provided me with frameworks for caring for myself I can now integrate into my future - i made some big jumps in my thinking and feeling processing around social space which I am v proud of - I can access the world in a way I feel like me, which is glorious"
(University Student, 28)

"I love [my mentor], they made me feel comfortable, provided me with valuable insight, and gave me the sense of belonging. Talking to them would improve my mood for the rest of the day, and would provide me with positivity."
(University student, 26)

"Mentoring gave me a space to explore my gender identity with a person who really understood"
(University Student, 22)

What professionals say about mentoring:

"[The mentor] was excellent, very easy to communicate with, reliable and punctual, lovely to work with. Thorough and professional, and they obviously really cared about my student" - Adam Harris, SENCo, Beacon High

Mentoring in Schools

This year we were able to support two students based in schools - this was a significant return to school-based mentoring since covid. We are keen to continue developing our relationships with schools, as we know if we can input intervention sooner, we can have the greatest positive impact on young people's mental health and their engagement in education.

H: Parents & Carers

Our parents and carers service maintained its growth from last year, with average attendance numbers now being 18 per session and a total of 130 parents and carers attending throughout the year. Excitingly, we recruited our first ever Families Sessional Worker in early 2024 and K has been a real asset to the families team.

In April we ran a special one-off session for parents and carers online to ask questions about medical transition. Over 80 parents and carers joined for this session. Feedback from this was extremely positive with families reporting that they felt more involved, more informed and more confident about their child's medical transition plans after the session.

"the speakers were so knowledgeable, reflective and generous with your time, and managed to put across so much important information so clearly. And we were so grateful for how open the volunteers were in sharing their very personal experiences - we know how privileged we are to be able to hear that. We both came away feeling teary with gratitude! And with a new degree of hope that whatever path our young person takes they will be OK. If they grow up to be even half as mature, thoughtful and impressive as the staff or volunteers, we will be very lucky indeed."

GENDERED INTELLIGENCE

(A company limited by guarantee)

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 30 JUNE 2024

OBJECT 4

For the relief of those in need, by reason of the fact that their experience of sex, gender, sexual orientation and/or sexuality does not align, in whole or in part, with dominant cultural expectations, and whose quality of life is lessened because of this, for the public benefit.

No activities were undertaken in relation to this object during 2023-24.

OBJECT 5

To promote social inclusion by preventing people from becoming socially excluded* and relieving the needs of those people who are socially excluded, for the public benefit.

*For the purpose of this object, 'socially excluded' means being excluded from society, or parts of society, as a result of their experience of sex, gender, sexual orientation and/or sexuality not aligning, in whole or in part, with dominant cultural expectations or societal norms.

GI's main activities that related to this object and outcomes:

[Trans Youth Work \(See Object 3\)](#)

[Trans Mentoring \(see Object 3\)](#)

I: Volunteering

Volunteering is an essential part of our work as a charity and part of our offer to the trans and gender non-conforming community in the UK. Our vibrant volunteer community supports our Youth and Families team to deliver their wide array of youth groups, events, camps and residential as well as their parents & carers groups. Our Volunteers also allow us to run stalls at Pride events, external events and support the new groups emerging from the Adult Wellbeing Team.

Many of our volunteers come to GI wanting to create the affirming and supportive spaces for our young people that they didn't have access to themselves. Volunteering is a way to build their networks and solidarity in the face of the negative climate towards trans people in the UK. Being part of a wider trans collective working to improve the lives of trans people helps our volunteers feel less socially excluded and helps them relieve their own isolation through the strength of Gendered Intelligence's volunteer community.

Over this period, Volunteer and Events Coordinator (VEC) developed and improved our volunteer systems to allow us to recruit and support our volunteers to thrive in their roles. This involved facilitating the transition to a new volunteer management system called Better Impact which enabled us to safely store all our volunteer information and track training and volunteer checks. Alongside this, the VEC established clear systems of support for our volunteers, implementing regular volunteer 1-2-1s, monthly volunteer newsletters, monthly volunteer peer support spaces and annual supervision for volunteer development. We also introduced annual volunteer socials and celebrations in Leeds and London to strengthen volunteer solidarity and community.

The VEC established a new volunteer onboarding process to support new youth work volunteers to join our community. This involved creating an interactive youth work volunteer induction, creating volunteer induction 1-2-1s and training. From December to March 2024, we opened volunteer applications and recruited, inducted and trained 30 brilliant new volunteers with 20 of these volunteers becoming regular youth work volunteers.

GENDERED INTELLIGENCE

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TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 30 JUNE 2024

From July to June 2024:

- 34 youth work volunteers volunteered at our youth groups.
- These 34 volunteers collectively volunteered at 149 separate youth groups.
- Our volunteers gave approximately 630 hours of volunteering time.
- In June 2024, 16 of the volunteers who completed their residential youth work volunteer camp training were selected to support our two camps in August 2024.

We've had some brilliant new volunteer opportunities with the creation of a new online TransFem Over 50s group led by the Adult Wellbeing Team. This has created volunteer roles that have been perfect for two of our volunteers who are both transfeminine and over 50. It has been a really rewarding experience for both these volunteers who've felt their shared identities has enabled them to really contribute meaningfully to the facilitation of this space.

Alongside volunteering, the VEC supported the delivery of a range of GI internal and external events including summer prides and Northern university fairs.

The VEC worked collaboratively with the Adult Wellbeing team to organise and run the Youth-led End of Year event in December 2023. This was a cross departmental event celebrating the launch of the new GI website, GI's 14-year anniversary and an array of performances from GI young people. This event was attended by over 100 guests including volunteers, parents, carers, staff members, trustees and other stakeholders.

In March 2023, the VEC worked with YAF to deliver our annual Imagining our Futures (IOF): Work and Careers event for our young people aged 8-30 years old. The event was made up of a morning careers fair followed by a panel talk and Q&A with five trans and gender diverse speakers discussing their experience in their jobs from lawyers, doctors and hairdressers to dancers. The careers fair hosted an array of external organisations sharing their employment and training opportunities with young people from LGBT+ Consortium and the Roundhouse to PwC, London Ambulance service and CV workshops with Johnson Matthey. This IOF event went really well, providing young people with an expansive sense of what their futures could like in the world of work and careers as trans and gender non-conforming people. This was the feedback shared with our youth team from one of the young people:

"I just wanted to email and say how much I enjoyed the IOF careers event on Saturday. It was exactly what I needed right now, and gave me a real sense that there is a place for me in the future, which is not something I've been feeling much at all recently. I related to so much of what the panel said, and really resonated with a lot of their experiences."

Section 3: Financial Review

3.1 Reserves policy

Our Reserves Policy (May 2023) sets the aim for Unrestricted Reserves at £300,000. This is just under two months operating costs based on expenditure against the approved budget for 2024-5, and allows for emergency wind up costs including redundancy payments. This level was reviewed in November 2024, with acknowledgement that the environment in which we are working continues to shift, with new risks appearing. Our staff headcount has increased slightly, although FTE remains stable.

As of 30th June 2024, the Unrestricted Reserves were £349,799. The Restricted Reserves of £220,123 will be used to deliver services which we are committed to via contracts and grant agreements, and are not available for general organisational expenditure.

With support from the Board, in 2023-24 we ran a deficit budget which reduced our Unrestricted Reserves from a high of £642,007. The Trustees are mindful of the level of reserves and looking to ensure that we balance service delivery in line with our objectives alongside security and sustainability for our service users and our staff as we move forwards with our new strategy. To this end, we have not designated any funds for 2024-25.

GENDERED INTELLIGENCE

(A company limited by guarantee)

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 30 JUNE 2024

3.2 Financial controls

Financial controls and processes are reviewed and updated on an ongoing basis.

The quarterly Board meeting reviews actual expenditure and income projections against all budget lines.

The Finance Working Group, which has Trustee and staff membership, continues to provide focused strategic input, specifically detailed engagement with, and interrogation of, the financial picture. Our Chair has a financial background but we are hoping to appoint a new Treasurer in the imminent recruitment round. In the meantime, the Chair is delivering both Chair and Treasurer function.

Finance activity was delivered by a part time Director, a full-time Manager and two full-time Finance Officers. Our Finance Policy was reviewed in Spring 2024 and a revised version will be adopted during 2024-25.

3.3 Risk Management

The Board annually review our high-level Risk Register, which aims to take a 360 degree look at the charity's outputs and operations, and identifies key organisational risks and control factors. Risks are grouped in the following categories:

- Service Delivery
- Safeguarding
- Human Resources
- Equality, Diversity and Inclusion
- Infrastructure
- Financial
- Governance
- External
- Reputational

The Board have confirmed thresholds for quarterly risk reviews, with lesser risks being monitored by SLT (senior leadership team) or at department level. The organisation aims to ensure procedures and policies are in place to mitigate all risks, and to minimise or manage the impact on Gendered Intelligence of those risks if they arise. Currently, post-mitigation, only one risk (within the Service Delivery section, relating to the challenges faced by and within our staff team) remains at a high level, and this is reviewed weekly by SLT.

3.4 Fundraising

Our income spread remained stable in comparison to the previous year; the ratio between different income strands was largely unchanged, with a maximum 3% difference to last year's split. The largest element of our income in 2023-24 is still Grants, which at £637,175 represents 45% of our total income. Sales of our services (training, consultancy, mentoring) provided £292,234, representing 20% of our income. Service Contracts (recorded under Charitable Activities in the accounts) were a further £158,093, or 11% of our income. After an increase in Donations last year, this remained steady at £332,361 (including Gift Aid), equivalent to 23.5% of our total income.

These streams reflect the principles of our activities. We want our youth and community services to be free to access for the young people and other service users, and hence currently require funding achieved from grants from Trusts and Foundations, and increasingly from Donations. Our sold services directly support our charitable aims by providing education and skill development across all sectors, and the expertise we share is charged-for, to ensure it is valued. However, we are committed to delivering for all sectors and, acknowledging that some organisations may not be able to meet our costs, we are reviewing options for a mixed income stream to subsidise specific clients.

Our Donations were almost wholly Unrestricted. We are very grateful for this element of our income which comes from a range of sources, from corporate donations and individual donors as well as fundraising activities. It enables us to target expenditure where it is needed most, creating sustainable infrastructure for the future.

GENDERED INTELLIGENCE

(A company limited by guarantee)

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 30 JUNE 2024

Fundraising expenditure

GI continued to employ a freelance fundraiser for approximately two days per week during this financial year. In addition, we appointed a full-time Fundraising Manager in April 2024. Fundraising expenditure therefore grew to £46,981 in 2023-24, an increase of 18% compared to 2022-23. This will increase further in 2023-24 as we invest in this activity to grow our income.

Monitoring of the activities undertaken by the freelance fundraiser happens through scheduled monthly meetings, and additional ad-hoc communications relating to specific applications (to confirm narrative and budgetary content). All applications are stored centrally and accessible by key staff, with quarterly summary reports submitted to the Senior Leadership Team and Board of Trustees.

No complaints were received by Gendered Intelligence or any individual acting on our behalf in relation to fundraising.

Section 4: Structure, Governance and Management

The charity is controlled by its governing document, Articles of Association, and constitutes a limited company, limited by guarantee, as defined by the Companies Act 2006.

Jay Stewart is the Chief Executive. The Board meets a minimum of four times per year, currently online, and is concerned with the strategic overview of the organisation: they receive updates on activities and are made aware of any operational issues that will affect the overarching strategic direction of the organisation. This includes reviewing annual budget projections and monitoring financial reporting during the year to ensure good practice; and oversight and approval of relevant GI policies. Operational decisions (such as creating budgets, approving expenditure within the budget parameters) and day-to-day management are delegated to staff, specifically the CEO and SLT.

Board meeting minutes are circulated to the full Board. New trustees are elected by the current trustees and no trustee receives any remuneration for their work as a Trustee.

Remuneration

On 1st July 2019, GI adopted a PayScale, based on the NJC scale. The scale is made up of pay 'bands' (each comprising between five and eight 'spinal points') which include equivalent roles and enable new posts to be positioned appropriately. In 2023-24 we undertook a job evaluation and salary benchmarking process, using an independent tool, and following consultation with the staff team and union, new bands were created. Over 85% of staff received a rise as a result of this change, which was approved by the Board and will be implemented from 1st July 2024. Within that framework, the decisions to set individual pay levels has been delegated to SLT by the Board. The Board has agreed that annual inflationary rises where negotiated and agreed at national level with NJC will be applied at GI.

No staff member earns below the National Minimum Wage or the National Living Wage (both set by government).

GI uses the Real Living Wage (a higher, independent benchmark, differentiated for London versus the rest of the UK) as our reference point. As of June 2024, salary levels at GI were as shown below:

	% above the Real Living Wage	Ratio of pay to the highest paid employee
Lowest paid employee on a permanent contract	36% (22-23: 50%, 21-22: 44%)	2.03 (22-23: 2.1, 21-22: 2.2)

Planned changes in early 2024-25 will increase these figures to 48% above the Real Living Wage, and a ratio of 2.1. As part of our Staff Benefits Review, we made a commitment that this ratio will never go above 3.0.

GENDERED INTELLIGENCE

(A company limited by guarantee)

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 30 JUNE 2024

Statement of Trustees' Responsibilities

The trustees (who are also the directors of Gendered Intelligence for the purposes of company law) are responsible for preparing the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure of the charitable company for that period. In preparing those financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles of the Charities SORP (FRS 102);
- make judgments and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards (FRS 102) have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the Company will continue in business.

The trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charitable company and the enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Disclosure of information to auditors

Each of the persons who are Trustees at the time when this Trustee's report is approved has confirmed that:

- so far as the trustees are aware, there is no relevant audit information of which the charitable company's auditors are unaware; and
- the trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information.

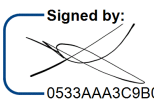
Auditors

Under section 487(2) of the Companies Act 2006, Menzies LLP will be deemed to have been reappointed as auditors 28 days after these financial statements were sent to members or 28 days after the latest date prescribed for filing the accounts with the registrar, which is earlier.

Small company exemption

In preparing this report, the Trustees have taken advantage of the small companies exemptions provided by Section 415A of the Companies Act 2006.

Approved by order of the members of the board of Trustees and signed on their behalf by:

Signed by:

0533AAA3C9B040C.....

Amsel Page von Spreckelsen
Chair

Date: 23-Dec-2024

GENDERED INTELLIGENCE

(A company limited by guarantee)

MENZIES
BRIGHTER THINKING

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF GENDERED INTELLIGENCE

Opinion

We have audited the financial statements of Gendered Intelligence (the 'charity') for the year ended 30 June 2024 which comprise the Statement of financial activities, the Balance sheet, the Statement of cash flows and the related notes, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 30 June 2024 and of its incoming resources and application of resources, including its income and expenditure for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditors' responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the United Kingdom, including the Financial Reporting Council's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the Trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charitable company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the Trustees with respect to going concern are described in the relevant sections of this report.

Other information

The other information comprises the information included in the Annual report other than the financial statements and our Auditors' report thereon. The Trustees are responsible for the other information contained within the Annual report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

GENDERED INTELLIGENCE

(A company limited by guarantee)

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF THE MEMBERS OF GENDERED INTELLIGENCE (CONTINUED)

Opinion on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the Trustees' report for the financial year for which the financial statements are prepared is consistent with the financial statements.
- the Trustees' report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of our knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the Trustees' report.

We have nothing to report in respect of the following matters in relation to which Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of Trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the Trustees were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies' exemptions in preparing the Trustees' report and from the requirement to prepare a Strategic report.

Responsibilities of trustees

As explained more fully in the Trustees' responsibilities statement, the Trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the Trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Trustees are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

GENDERED INTELLIGENCE

(A company limited by guarantee)

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF THE MEMBERS OF GENDERED INTELLIGENCE (CONTINUED)

Auditors' responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an Auditors' report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

The charitable company is subject to laws and regulations that directly affect the financial statements including financial reporting legislation. We determined that the following laws and regulations were most significant including the Companies Act 2006, Charities Act 2011, Safeguarding Vulnerable Groups Act 2006, The Equality Act 2010, Employment and Health and Safety legislation, GDPR and the UK Code of Fundraising Practice. We assessed the extent of compliance with these laws and regulations as part of our procedures on the related financial statement items.

We understood how the charitable company is complying with those legal and regulatory frameworks by, making inquiries to management, those responsible for legal and compliance procedures and the company secretary. We corroborated our inquiries through our review of board minutes.

The engagement partner assessed whether the engagement team collectively had the appropriate competence and capabilities to identify or recognise non-compliance with laws and regulations. The assessment did not identify any issues in this area.

We assessed the susceptibility of the Company's financial statements to material misstatement, including how fraud might occur. We considered the opportunities and incentives that may exist within the organisation for fraud and identified the greatest potential for fraud in the following areas: fictitious employees, fictitious suppliers, the posting of unusual journals and complex transactions and the use of management override of controls to manipulate results, or to cause the Company to enter into transactions not in its best interests.

Audit procedures performed by the engagement team included:

- identifying and assessing the design and effectiveness of controls management has in place to prevent and detect fraud;
- understanding how those charged with governance considered and addressed the potential for override of controls or other inappropriate influence over the financial reporting process;
- challenging assumptions and judgements made by management in its significant accounts estimates;
- identifying and testing journal entries, in particular any journal entries posted with unusual account combinations.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our Auditors' report.

GENDERED INTELLIGENCE

(A company limited by guarantee)

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF THE MEMBERS OF GENDERED INTELLIGENCE (CONTINUED)

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an Auditors' report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and its members, as a body, for our audit work, for this report, or for the opinions we have formed.

DocuSigned by:

Janice Matthews

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Janice Matthews FCA (Senior statutory auditor)

for and on behalf of

Menzies LLP

Chartered Accountants

Statutory Auditor

Magna House

18-32 London Road

Staines-Upon-Thames

TW18 4BP

Date: 23-Dec-2024

GENDERED INTELLIGENCE

(A company limited by guarantee)

STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING INCOME AND EXPENDITURE ACCOUNT) FOR THE YEAR ENDED 30 JUNE 2024

	Note	Restricted funds 2024 £	Unrestricted funds 2024 £	Total funds 2024 £	Total funds 2023 £
Income from:					
Donations and legacies	3	536,684	432,852	969,536	1,028,681
Charitable activities	4	-	450,327	450,327	439,306
Investments		-	6,466	6,466	2,730
Total income		536,684	889,645	1,426,329	1,470,717
Expenditure on:					
Raising funds	5	300	46,681	46,981	39,789
Charitable activities	6	509,126	1,135,172	1,644,298	1,427,823
Total expenditure		509,426	1,181,853	1,691,279	1,467,612
Net movement in funds		27,258	(292,208)	(264,950)	3,105
Reconciliation of funds:					
Total funds brought forward		192,865	642,007	834,872	831,767
Net movement in funds		27,258	(292,208)	(264,950)	3,105
Total funds carried forward		220,123	349,799	569,922	834,872

The Statement of financial activities includes all gains and losses recognised in the year.

The notes on pages 28 to 42 form part of these financial statements.

GENDERED INTELLIGENCE

(A company limited by guarantee)
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BALANCE SHEET AS AT 30 JUNE 2024

	Note	2024 £	2023 £
Fixed assets			
Intangible assets	11	48,249	-
Tangible assets	12	5,970	8,422
		<u>54,219</u>	<u>8,422</u>
Current assets			
Debtors	13	139,227	133,385
Cash at bank and in hand		528,363	845,297
		<u>667,590</u>	<u>978,682</u>
Creditors: amounts falling due within one year	14	(151,887)	(152,232)
Net current assets		<u>515,703</u>	<u>826,450</u>
Total net assets		<u><u>569,922</u></u>	<u><u>834,872</u></u>
Charity funds			
Restricted funds	15	220,123	192,865
Unrestricted funds	15	349,799	642,007
Total funds		<u><u>569,922</u></u>	<u><u>834,872</u></u>

The Trustees acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and preparation of financial statements.

The financial statements have been prepared in accordance with the provisions applicable to entities subject to the small companies regime.

The financial statements were approved and authorised for issue by the Trustees and signed on their behalf by:

Signed by:

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Amsel Page von Spreckelsen
Chair

Date: 23-Dec-2024

The notes on pages 28 to 42 form part of these financial statements.

GENDERED INTELLIGENCE

(A company limited by guarantee)

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 30 JUNE 2024

	2024 £	2023 £
Cash flows from operating activities		
Net cash generated by operating activities	(263,807)	(49,745)
Purchase of intangible assets	(50,225)	-
Purchase of tangible fixed assets	(2,902)	(4,400)
Net cash used in investing activities	(53,127)	(4,400)
Cash flows from financing activities		
Net cash provided by financing activities	-	-
Change in cash and cash equivalents in the year	(316,934)	(54,145)
Cash and cash equivalents at the beginning of the year	845,297	899,442
Cash and cash equivalents at the end of the year	528,363	845,297

The notes on pages 28 to 42 form part of these financial statements

GENDERED INTELLIGENCE

(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 30 JUNE 2024

1. General information

Gendered Intelligence is a private company limited by guarantee incorporated in England and Wales. The registered office is Voluntary Action Islington (VAI) 200a Pentonville Road, London, England, N1 9JP.

2. Accounting policies

2.1 Basis of preparation of financial statements

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) (effective 1 January 2019), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Gendered Intelligence meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy.

2.2 Going concern

The Finance Working Group (FWG) closely interrogates the quarterly management accounts prior to full Board review and approval. The staff team regularly revisits and reprofiles the budget based on new information throughout the year, giving assurance to the Board of its accuracy. FWG is provided with financial projections, which are in detail for the remainder of the financial year; and at a higher level (acknowledging any risks) for the coming three years. The Board's composition ensures an awareness of the landscape Gendered Intelligence operates in, with understanding of the Risks (as captured in our Risk register) and confidence in their position that the charity remains a going concern.

2.3 Income

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

Grants are included in the Statement of financial activities on a receivable basis. The balance of income received for specific purposes but not expended during the period is shown in the relevant funds on the Balance sheet. Where income is received in advance of entitlement of receipt, its recognition is deferred and included in creditors as deferred income. Where entitlement occurs before income is received, the income is accrued.

Income tax recoverable in relation to investment income is recognised at the time the investment income is receivable.

GENDERED INTELLIGENCE

(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2024

2. Accounting policies (continued)

2.4 Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use.

Expenditure on raising funds includes all expenditure incurred by the Charity to raise funds for its charitable purposes and includes costs of all fundraising activities events and non-charitable trading.

Expenditure on charitable activities is incurred on directly undertaking the activities which further the Charity's objectives, as well as any associated support costs.

2.5 Taxation

The Charity is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the Charity is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

2.6 Intangible assets and amortisation

Intangible assets costing £5,000 or more are capitalised and recognised when future economic benefits are probable, and the cost or value of the asset can be measured reliably.

Intangible assets are initially recognised at cost. After recognition, under the cost model, intangible assets are measured at cost less any accumulated amortisation and any accumulated impairment losses.

Amortisation is provided on intangible assets at rates calculated to write off the cost of each asset on a straight-line basis over its expected useful life.

Amortisation is provided on the following basis:

Website	-	% 10 years straight line
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2.7 Tangible fixed assets and depreciation

Tangible fixed assets costing £500 or more, and all laptops, are capitalised and recognised when future economic benefits are probable and the cost or value of the asset can be measured reliably.

Tangible fixed assets are initially recognised at cost. After recognition, under the cost model, tangible fixed assets are measured at cost less accumulated depreciation and any accumulated impairment losses. All costs incurred to bring a tangible fixed asset into its intended working condition should be included in the measurement of cost.

GENDERED INTELLIGENCE

(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2024

2. Accounting policies (continued)

2.7 Tangible fixed assets and depreciation (continued)

Depreciation is charged so as to allocate the cost of tangible fixed assets less their residual value over their estimated useful lives, on a reducing balance basis.

Depreciation is provided on the following basis:

Computer equipment	-	33%
Other fixed assets	-	33%

Gains and losses on disposals are determined by comparing the proceeds with the carrying amount and are recognised in the Statement of financial activities.

2.8 Liabilities and provisions

Liabilities are recognised when there is an obligation at the Balance sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably.

Liabilities are recognised at the amount that the Charity anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide.

Provisions are measured at the best estimate of the amounts required to settle the obligation. Where the effect of the time value of money is material, the provision is based on the present value of those amounts, discounted at the pre-tax discount rate that reflects the risks specific to the liability. The unwinding of the discount is recognised in the Statement of financial activities as a finance cost.

2.9 Pensions

The Charity operates a defined contribution pension scheme and the pension charge represents the amounts payable by the Charity to the fund in respect of the year.

2.10 Fund accounting

General funds are unrestricted funds which are available for use at the discretion of the Trustees in furtherance of the general objectives of the Charity and which have not been designated for other purposes.

Designated funds comprise unrestricted funds that have been set aside by the Trustees for particular purposes. The aim and use of each designated fund is set out in the notes to the financial statements.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the Charity for particular purposes. The costs of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

Investment income, gains and losses are allocated to the appropriate fund.

GENDERED INTELLIGENCE

(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2024

3. Income from donations and legacies

	Restricted funds 2024 £	Unrestricted funds 2024 £	Total funds 2024 £	Total funds 2023 £
Donations				
Youth Camp	7,738	-	7,738	350
TPOCalypse Group	-	-	-	196
Youthwork in the North	480	-	480	360
Trans Healthcare	-	-	-	7,288
General donations	-	324,143	324,143	324,482
Grants				
BBC Children in Need	-	-	-	62,624
Charities Aid Foundation (CAF) - Keystone Fund	30,000	-	30,000	-
City Bridge Trust - London Community Response Fund	34,500	-	34,500	15,500
Comic Relief - Bridging The Gap	-	-	-	15,000
Comic Relief - Sainsburys Pride Top Up	-	2,000	2,000	18,000
Compass Wellbeing CIC	27,774	-	27,774	-
DWP Department for Works and Pensions (Kickstart Grant)	-	-	-	4,457
DWP Department for Works and Pensions (Access to Work Grants)	-	4,709	4,709	11,357
Esmée Fairbairn Foundation	8,500	100,000	108,500	120,000
The Greater London Authority (New Deal for Young People Propel Grants)	189,695	-	189,695	94,848
The Henry Smith Charity	35,000	-	35,000	60,000
John Lyon's Charity	-	-	-	33,000
The Listening Fund by the Blgrave Trust	-	-	-	25,000
London Marathon Foundation	7,500	-	7,500	-
London Youth Getting Active	-	2,000	2,000	1,600
The National Lottery Community Fund	48,000	-	48,000	4,358
Oak Foundation	-	-	-	16,600
Paul Hamlyn Foundation	-	-	-	63,000
SafeLives (Your Best Friend Fund)	-	-	-	12,775
Spectra CIC (Data Officer & Trans Learning Partnership)	10,748	-	10,748	11,498
Spectra CIC (Policy Officer)	42,749	-	42,749	41,388
Trust for London	54,000	-	54,000	45,000
The Tudor Trust	40,000	-	40,000	40,000
Subtotal detailed disclosure	536,684	432,852	969,536	1,028,681

GENDERED INTELLIGENCE

(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2024

3. Income from donations and legacies (continued)

	Restricted funds 2024 £	Unrestricted funds 2024 £	Total funds 2024 £	Total funds 2023 £
	536,684	432,852	969,536	1,028,681
<i>Total 2023</i>	538,242	490,439	1,028,681	

4. Income from charitable activities

	Unrestricted funds 2024 £	Total funds 2024 £	Total funds 2023 £
Income from charitable activities	450,327	450,327	439,306

5. Expenditure on raising funds

Costs of raising voluntary income

	Restricted funds 2024 £	Unrestricted funds 2024 £	Total funds 2024 £	Total funds 2023 £
Freelance Fundraising Support	300	27,900	28,200	26,400
Fundraising Platform Fees & Commission	-	7,423	7,423	9,362
Computer & Website Costs	-	40	40	17
Wages and Salaries	-	10,112	10,112	3,598
Social security costs	-	978	978	338
Pension costs	-	228	228	74
	300	46,681	46,981	39,789
<i>Total 2023</i>	4,810	34,979	39,789	

GENDERED INTELLIGENCE

(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2024

6. Analysis of expenditure on charitable activities

Summary by fund type

	Restricted funds 2024 £	Unrestricted funds 2024 £	Total 2024 £	Total 2023 £
Charitable activities	509,126	1,135,172	1,644,298	1,427,823
<i>Total 2023</i>	506,523	921,300	1,427,823	

7. Analysis of expenditure by activities

	Activities undertaken directly 2024 £	Support costs 2024 £	Total funds 2024 £	Total funds 2023 £
Charitable activities	1,157,314	486,984	1,644,298	1,427,823
<i>Total 2023</i>	1,063,490	364,333	1,427,823	

GENDERED INTELLIGENCE

(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2024

7. Analysis of expenditure by activities (continued)

Analysis of support costs

	Activities 2024 £	Total funds 2024 £	Total funds 2023 £
Staff costs	308,512	308,512	179,000
Depreciation	7,330	7,330	5,688
Printing & Stationery	867	867	1,259
Computer & Website costs	22,564	22,564	16,563
Professional fees	5,541	5,541	19,268
Subscriptions	1,725	1,725	2,661
Training - external providers	4,069	4,069	3,320
Postage, Freight & Courier	675	675	302
Telephone & Internet	2,818	2,818	3,142
Well being	10,508	10,508	22,620
Travel	5,203	5,203	6,587
Insurance	2,197	2,197	1,899
Rent	29,136	29,136	19,480
General Expenses	12,665	12,665	6,372
Bank fees	61	61	108
Irrecoverable VAT	29,682	29,682	32,726
Advertising, Media & Online Publicity	1,955	1,955	2,241
Governance costs	41,476	41,476	41,097
	<u>486,984</u>	<u>486,984</u>	<u>364,333</u>
<i>Total 2023</i>	<u>364,333</u>	<u>364,333</u>	

8. Auditors' remuneration

	2024 £	2023 £
Fees payable to the Charity's auditor for the audit of the Charity's annual accounts	13,200	13,050
Fees payable to the Charity's auditors in respect of; Preparation of statutory financial statements	2,645	2,350
	<u>2,645</u>	<u>2,350</u>

GENDERED INTELLIGENCE

(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2024

9. Staff costs

	2024 £	2023 £
Wages and salaries	1,176,265	984,940
Social security costs	110,580	87,995
Contribution to defined contribution pension schemes	25,639	20,734
	<u>1,312,484</u>	<u>1,093,669</u>

The average number of persons employed by the Charity during the year was as follows:

	2024 No.	2023 No.
Total Employees	41	37
Full time equivalents	<u>29</u>	<u>26</u>

The number of employees whose employee benefits (excluding employer pension costs) exceeded £60,000 was:

	2024 No.	2023 No.
In the band £60,001 - £70,000	1	-

The Charity considers its key management personnel to comprise of;

- Jay Stewart - CEO
- Moya Wilkie - Director of Public Engagement & Central Support Services
- Simon Croft - Director of Professional & Educational Services
- Finn Greig - Director of Youth & Communities Services (left post in May 2024)

The total amount of employee benefits received by key management personnel (Salary, Employer NI, Employers Pension, Benefit in Kind etc.) was £242,229 (2023: £225,539).

10. Trustees' remuneration and expenses

During the year, Stone Raven received £75 for youth consultation as part of Youth Access quantitative research (2023-£30).

During the year ended 30 June 2024, Travel, accomodation, subsistence and training expenses totalling £1,042 were reimbursed to Trustees (2023 - £202).

GENDERED INTELLIGENCE

(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2024

11. Intangible assets

	Website £
Cost	
Additions	50,225
At 30 June 2024	<u>50,225</u>
Amortisation	
Charge for the year	1,976
At 30 June 2024	<u>1,976</u>
Net book value	
At 30 June 2024	<u><u>48,249</u></u>
At 30 June 2023	<u><u>-</u></u>

12. Tangible fixed assets

	Computer equipment £	Other fixed assets £	Total £
Cost or valuation			
At 1 July 2023	17,994	3,011	21,005
Additions	2,902	-	2,902
At 30 June 2024	<u>20,896</u>	<u>3,011</u>	<u>23,907</u>
Depreciation			
At 1 July 2023	10,239	2,344	12,583
Charge for the year	4,687	667	5,354
At 30 June 2024	<u>14,926</u>	<u>3,011</u>	<u>17,937</u>
Net book value			
At 30 June 2024	<u><u>5,970</u></u>	<u><u>-</u></u>	<u><u>5,970</u></u>
At 30 June 2023	<u><u>7,755</u></u>	<u><u>667</u></u>	<u><u>8,422</u></u>

GENDERED INTELLIGENCE

(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2024

13. Debtors

	2024 £	2023 £
Due within one year		
Trade debtors	58,972	58,989
Other debtors	2,000	-
Prepayments and accrued income	78,255	74,396
	<u>139,227</u>	<u>133,385</u>

14. Creditors: Amounts falling due within one year

	2024 £	2023 £
Trade creditors	16,525	11,593
Other taxation and social security	36,554	38,716
Other creditors	5,079	4,760
Accruals and deferred income	93,729	97,163
	<u>151,887</u>	<u>152,232</u>

	2024 £	2023 £
Deferred income at 1 July 2023	15,968	81,296
Resources deferred during the year	16,596	15,968
Amounts released from previous periods	(15,968)	(81,296)
	<u>16,596</u>	<u>15,968</u>

Deferred income relates to training course fees and grants being recognised over the period they relate to.

GENDERED INTELLIGENCE

(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2024

15. Statement of funds

Statement of funds - current year

	Balance at 1 July 2023 £	Income £	Expenditure £	Transfers in/out £	Balance at 30 June 2024 £
Unrestricted funds					
Designated funds					
Research and development of PES	70,000	267,175	(384,013)	46,838	-
YCS activities	125,000	2,456	(451,080)	323,624	-
Website (including branding), intranet and CRM development	50,000	-	-	(50,000)	-
Organisational and staff development, support and well-being	75,000	-	(39,832)	(35,168)	-
Staff salary uplift	18,500	-	-	(18,500)	-
	338,500	269,631	(874,925)	266,794	-
General funds					
General Funds	303,507	620,014	(306,928)	(266,794)	349,799
	642,007	889,645	(1,181,853)	-	349,799
Restricted funds					
IT & Administration Support	11,155	75,000	(68,784)	-	17,371
Pride Events	1,530	-	(1,530)	-	-
Research & Development	31,442	53,497	(72,761)	-	12,178
Staff Wellbeing	-	38,500	-	-	38,500
Trans Femme Group	4,472	-	(4,472)	-	-
Volunteering Support	10,790	34,500	(45,184)	-	106
Youth & Community services	114,506	327,449	(304,409)	-	137,546
Youth Board	18,689	-	(12,005)	-	6,684
Youth Camp	281	7,738	(281)	-	7,738
	192,865	536,684	(509,426)	-	220,123
	834,872	1,426,329	(1,691,279)	-	569,922

GENDERED INTELLIGENCE

(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2024

15. Statement of funds (continued)

Statement of funds - prior year

	<i>Balance at 1 July 2022</i>	<i>Income</i>	<i>Expenditure</i>	<i>Transfers in/out</i>	<i>Balance at 30 June 2023</i>
	£	£	£	£	£
Unrestricted funds					
Designated funds					
Research and development of PES	75,000	249,994	(265,323)	10,329	70,000
YCS activities	275,000	183,419	(357,976)	24,557	125,000
Website (including branding), intranet and CRM development	50,000	-	(7,900)	7,900	50,000
Organisational and staff development, support and well-being	100,000	-	(42,411)	17,411	75,000
Staff salary uplift	-	-	-	18,500	18,500
	<u>500,000</u>	<u>433,413</u>	<u>(673,610)</u>	<u>78,697</u>	<u>338,500</u>
General Funds	<u>165,811</u>	<u>499,062</u>	<u>(282,669)</u>	<u>(78,697)</u>	<u>303,507</u>
Total Unrestricted funds	<u>665,811</u>	<u>932,475</u>	<u>(956,279)</u>	<u>-</u>	<u>642,007</u>
Restricted funds					
IT & Administration Support	14,039	77,457	(80,341)	-	11,155
Pride Events	7,542	-	(6,012)	-	1,530
Research & Development	10,776	60,173	(39,507)	-	31,442
Staff Wellbeing	32,093	4,358	(36,451)	-	-
TPOCalypse Group	11,483	197	(11,680)	-	-
Trans Femme Group	5,024	12,775	(13,327)	-	4,472
Volunteering Support	20,477	15,500	(25,187)	-	10,790
Youth & Community services	42,587	342,432	(270,513)	-	114,506
Youth Board	21,935	25,000	(28,246)	-	18,689
Youth Camp	-	350	(69)	-	281
	<u>165,956</u>	<u>538,242</u>	<u>(511,333)</u>	<u>-</u>	<u>192,865</u>
Total of funds	<u>831,767</u>	<u>1,470,717</u>	<u>(1,467,612)</u>	<u>-</u>	<u>834,872</u>

GENDERED INTELLIGENCE

(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2024

15. Statement of funds (continued)

Designated funds consist of monies set aside by the trustees for the particular purposes set out above including Development of PES (Professional and Educational Services) which relates to research and development to improve the PES training and consultancy offer, and YCS activities which relate to young people, their families and carers, as well as supporting young and older adults. Transfers relate to monies set aside for these purposes during the year. It is anticipated that these monies will be spent in the next 12 months.

Restricted funds consist of monies given for the special purposes noted above.

16. Analysis of net assets between funds

Analysis of net assets between funds - current period

	Restricted funds 2024 £	Unrestricted funds 2024 £	Total funds 2024 £
Tangible fixed assets	-	5,970	5,970
Intangible fixed assets	-	48,249	48,249
Current assets	220,123	447,467	667,590
Creditors due within one year	-	(151,887)	(151,887)
Total	220,123	349,799	569,922

Analysis of net assets between funds - prior period

	<i>Restricted funds 2023 £</i>	<i>Unrestricted funds 2023 £</i>	<i>Total funds 2023 £</i>
Tangible fixed assets	-	8,422	8,422
Current assets	192,865	785,817	978,682
Creditors due within one year	-	(152,232)	(152,232)
Total	192,865	642,007	834,872

GENDERED INTELLIGENCE

(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2024

17. Reconciliation of net movement in funds to net cash flow from operating activities

	2024 £	2023 £
Net income/expenditure for the period (as per Statement of Financial Activities)	(264,950)	3,105
Adjustments for:		
Depreciation charges	5,354	4,800
Amortisation charges	1,976	-
Decrease/(increase) in debtors	(5,842)	33,457
Decrease in creditors	(345)	(91,108)
Net cash used in operating activities	(263,807)	(49,746)

18. Analysis of cash and cash equivalents

	2024 £	2023 £
Cash in hand	528,363	845,297
Total cash and cash equivalents	528,363	845,297

19. Analysis of changes in net debt

	At 1 July 2023 £	Cash flows £	At 30 June 2024 £
Cash at bank and in hand	845,297	(316,934)	528,363
	845,297	(316,934)	528,363

GENDERED INTELLIGENCE

(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 30 JUNE 2024

20. Operating lease commitments

At 30 June 2024 the Charity had commitments to make future minimum lease payments under non-cancellable operating leases as follows:

	2024 £	2023 £
Not later than 1 year	<u>6,000</u>	<u>-</u>

The following lease payments have been recognised as an expense in the Statement of financial activities:

	2024 £	2023 £
Operating lease rentals	<u>22,133</u>	<u>-</u>

21. Related party transactions

No related party transactions in the year ended 30 June 2024 (2023: £Nil).

GENDERED INTELLIGENCE

England & Wales - Charity number 1182558

Accounts

Company registration number: 06617608
Charity number: 1182558

ANNUAL REPORT AND FINANCIAL
STATEMENTS

FOR THE YEAR ENDED

30 JUNE 2023

GENDERED
INTELLIGENCE
(A company limited by
guarantee)

MENZIES
BRIGHTER THINKING

GENDERED INTELLIGENCE

(A company limited by guarantee)

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GENDERED INTELLIGENCE

(A company limited by guarantee)

REFERENCE AND ADMINISTRATIVE DETAILS OF THE CHARITY, ITS TRUSTEES AND ADVISERS FOR THE YEAR ENDED 30 JUNE 2023

Trustees	Warren Koehler Dr Lynette Goddard (resigned 19 December 2022) Dr Chryssy Hunter, Chair (resigned 16 November 2022) Stephanie Stevens Hafsa Qureshi Amsel Page Von Spreckelsen (Chair from November 2022) Dr Geoffrey Warburton Stone Raven (appointed 16 November 2022)
Company registered number	06617608
Charity registered number	1182558
Registered office	VAI 200a Pentonville Road London NI 9JP
Company secretary	Warren Koehler
Independent auditors	Menzies LLP Chartered Accountants Statutory Auditor Magna House 18-32 London Road Staines-Upon-Thames TW18 4BP
Bankers	Santander Merseyside L30 4GB

GENDERED INTELLIGENCE

(A company limited by guarantee)

CHAIR'S STATEMENT

FOR THE YEAR ENDED 30 JUNE 2023

The chair presents their statement for the year.

Despite the idea of transition being rooted in change, the reality of being trans and gender questioning in the UK right now is one of stasis and regression. We wait, sometimes for interminable lengths of time, for the smallest of recognitions, for access to the most basic elements of healthcare. And for some, it is literally unbearable: so I want to start my statement this year with a recognition of those that we have lost.

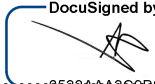
As someone who transitioned later in life, I have given a lot of thought as to why that was. In part, I know that it is because I could not always see a future that held me in my truest identity, as someone accepted and successful and happy. As such, visibility is something that I take incredibly seriously. We cannot be that which we cannot see, and it is part of the role of the Trustees at an organisation like Gendered Intelligence to be examples. Not examples of perfection, but examples of possibility.

It was therefore with great pleasure that I attended a number of events held by GI this year in my role as Chair, including our 15th anniversary celebrations. I particularly enjoyed the launch of the Transfem gaming project in Whitechapel. Getting to see these confident young creators discuss their work in a room of their peers brought home the importance of the work that we do on the very personal level, because for many gender questioning young people there are no spaces like this in their day-to-day lives.

Which brings me to the largest element of the Board's work in this last year. As GI prepares its next five-year strategy, we have been called to help imagine a future that contains these spaces: both those spaces directly created by GI, but also the wider change needed so those spaces can exist, something that future generations of gender questioning people will be able to take for granted.

As an organisation we have not taken our vision for granted. We have worked extensively to include the ideas, priorities, and requirements of our community. We aim to do what we can do well to the very best of our ability, and to highlight and promote the work of those who do what we cannot. Together we can create a world in which trans and gender questioning people are honoured, uniquely themselves, incredible, utterly mundane, at home - anything that they want to be.

And alive.

DocuSigned by:

8588AA309B0400.....
Amsel Page von Spreckelsen, Chair
Date: 21-Dec-2023

GENDERED INTELLIGENCE

(A company limited by guarantee)

TRUSTEES' REPORT

FOR THE YEAR ENDED 30 JUNE 2023

Section 1: Administration

Recruitment to the Board is via a formal recruitment process, with an open call for candidates and information available on GI's website and via other routes. CVs and covering letters are assessed by members of the Board, with applicants subsequently meeting with senior staff (for information only) and having a formal interview with Board members. The final Appointment of new Trustees (up to a maximum of nine and subject to their willingness to act as a Trustee) is based on recommendations from this process, but confirmed by a majority vote at any meeting of the Board. The Chair arranges an induction process for new Trustees; and in addition a skills audit is carried out regularly so that appropriate training can be provided, or additional Trustees recruited where a significant gap is identified. Training is provided via a range of formal and informal methods e.g. external organisational training and internal work shadowing. Trustee induction includes full financial information and company history. New trustees are briefed on their legal obligations under charity and company law, the company's mission and values and the workings of the Board of Management and the decision-making process. We have reviewed our Articles of Association to enable us to involve individuals from the Youth Board as Trustees.

The charity considers its key management personnel to comprise of the trustees and:

Jay Stewart	Chief Executive Officer
Moya Wilkie	Director of Public Engagement & Central Support Services
Simon Croft	Director of Professional & Educational Services
Finn Greig	Director of Youth & Communities Services

Section 2: Objectives and Activities

Company's Purposes

Gendered Intelligence has been working since 2008 to increase understandings of gender diversity and to improve the quality of life of trans people, and young trans people in particular. We are a trans-led organisation, with a core team of skilled, trained and experienced staff, supported by a diverse and vibrant body of volunteers.

The many strands of our work are closely interlinked, and the insights and connections we have both nurture and strengthen everything we do. For example, our connections with young people, their families and the wider trans community supports the training and consultancy we offer, and also informs our policy and research work.

We are approaching the end of our 5-year strategy (2019-2024) which was developed with support from the National Lottery Community Fund. It outlines the five pillars that help us to structure our activities and provide focus:

1. Preparing to grow (building organisational resilience and sustainability for the future)
2. Listen, learn, improve (continuous implementation of feedback)
3. Telling our stories (prioritising impact and acknowledging the power of our history)
4. Working in intersectional ways (improving access for marginalised identities)
5. Partnerships (to allow us to reach wider audiences and deliver new services)

We have begun the process to create the next strategy, which will be in place for summer 2024. This has already involved staff consultation and other key stakeholders.

Specific Objectives & Public Benefit

The Trustees were mindful of the Charity Commission's guidance on public benefit when setting the specific Objectives for the 2019-2024 business planning period. In 2019 we created a Theory of Change (ToC) for GI's work and we have mapped each of our Intermediate Outcomes from the ToC to the relevant Objects below, taken from our Articles of Association. In reporting on our organisational activities and projects activities we have attempted to reflect progress towards these outcomes.

NB Elements of work are listed under the most relevant object, hence the order in which they appear is not representative of their relative size or value within the organisation, and the lettering (A-I) is merely included to aid navigation in the document.

GENDERED INTELLIGENCE

(A company limited by guarantee)

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 30 JUNE 2023

OBJECT 1

To promote human rights (as set out in the Universal Declaration of Human Rights and subsequent United Nations convention and declarations) of people whose experience of sex, gender, sexual orientation and/or sexuality does not align, in whole or in part, with dominant cultural expectations and societal norms and who are therefore vulnerable to discrimination, exclusion, marginalisation, hate crime and lower quality life by all or any of the following means:

- a) Monitoring abuses of human rights;
- b) Obtaining redress for the victims of human rights abuse;
- c) Relieving need among the victims of human rights abuse;
- d) Research into human rights issues;
- e) Providing technical advice to government and others on human rights matters;
- f) Contributing to the sound administration of human rights law;
- g) Commenting on proposed human rights legislation;
- h) Raising awareness of human rights issues;
- i) Promoting public support for human rights;
- j) Promoting respect for human rights among individuals and corporations;
- k) International advocacy of human rights;
- l) Eliminating infringements of human rights.

Related Intermediate Outcome from Theory of Change:

- (i) Improved awareness and understanding of trans lives

GI's main activities that related to this object & outcome:

A: Public Engagement

GI's Public Engagement activity is responsible for communications both internally and externally, with multiple stakeholders and due consideration of our organisation's profile. This includes our work with public policy; work in the media; social justice; and research.

Public Policy

Over the period this annual report covers, we had three Prime Ministers (Johnson, Truss, and Sunak). With this background, and with the rapidly increasing nature of anti-trans rhetoric and sentiment within Westminster, we decided it was untenable to continue pursuing engagement with parliamentarians at this time.

We have however engaged with various policymakers and influential figures. We also engage with a range of organisations and projects from across sectors, including but not limited to the Children and Young People's Healthcare Policy Hub; the Trans Health Forum; the Trans Organisations Network and the Trans Manifesto project led by LGBT Consortium; and TGEU on the anti-gender movement. We continued to be part of the coalition to Ban Conversion Therapy, acting as a member of the steering committee, and working towards a comprehensive legislative ban on conversion practices. We have also provided expert knowledge to the Good Law Project.

We responded to a number of public consultations and calls for inputs, such as NHS England's consultation on the new services due to replace the Gender Identity Development Service (GIDS) and the subsequent consultations on puberty delaying medication and referral pathways; the Crown Prosecution Service's consultation on prosecutorial guidance on Deception as to Gender; the Independent Press Standards Officer consultation on reporting on sex and gender; and two UN Independent Expert on Sexual Orientation and Gender Identity (IE SOGI) calls for evidence - one on the balancing of freedom of religion and belief with freedom from violence and discrimination based on SOGI, and the other in preparation of the IE SOGI's visit to the UK.

Media Work

We noted 194 mentions of Gendered Intelligence across media publications, a 47% rise on our previous reporting year.

75% of these mentions were either positive or neutral, and whilst the number of negative mentions has increased from last year, this can be partly accounted for by a continuously increased media profile, and represents a slight reduction in the % from last year.

GENDERED INTELLIGENCE

(A company limited by guarantee)

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 30 JUNE 2023

We continued to appear across the major news channels in the UK, including repeat appearances on BBC Newsnight, and have also featured on Times Radio, LBC, and other national radio channels. We had a studio interview with PoliticsJoe, an online channel with 2 million unique visitors per month. Our international reach has continued to extend, including appearing in Le Monde, AFP (Agence France-Presse), and Die Zeit.

C: Research (see Object 2)

OBJECT 2

To **advance education and promote the understanding of equality and diversity** of sex, gender, sexual orientation, sexuality **and/or the needs of the communities** whose sex, gender, sexual orientation and/or sexuality are diverse, for the public benefit.

Related Intermediate Outcome from Theory of Change:

- ii) Improved awareness and understanding of trans lives

GI's main activities that related to this object and outcomes:

B: Professional and Educational Services

The Professional and Educational Services Team works with organisations and individuals who want to improve the service or support they provide to trans people in a professional capacity. We provide support across the private, public, and not-for-profit sectors, with particularly strong engagement in the fields of Education and Healthcare. We offer a range of training to meet the needs of our clients, ranging from one-hour basic awareness sessions to two-day in-depth courses, as well as tailored consultancy to meet organisational needs.

Training

Post-pandemic we have maintained our offer of remote training, alongside returning to in person sessions. During this year (2022-23) we delivered 66.4% of our sessions remotely and 33.6% in person, compared with 84% remote and 16% in person in 2021-22.

- We delivered 351 training sessions in total, compared with 330 in 21-22
- We trained approximately 8,170 people from across 219 organisations and an additional 190 individuals on our open courses, our largest annual cohort yet.
- We raised over £194,000 from training compared with £166,000 in 21-22.

Evaluation of our training sessions continues to show highly improved awareness and understanding of trans lives among delegates. The average overall rating given to our training sessions by delegates on evaluation forms remains at 4.7 out of 5.

A selection of training clients in 2022-23 included commercial organisations such as Skanska, Facebook and Sopra Steria; public sector organisations such as Birmingham and Solihull NHS, Devon Partnership NHS and Manchester City Council; non-profit organisations such as Wellcome Trust, Oxfam and other LGBT+ sector organisations such as Stonewall, Galop and Albert Kennedy Trust.

GENDERED INTELLIGENCE

(A company limited by guarantee)

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 30 JUNE 2023

Feedback from clients

"[Trainer] was an excellent facilitator and added real depth to the training by sharing lots of his own stories and experiences. The examples that [trainer] used throughout the session really brought things to life for us and demystified some of the terms and concepts I was unsure about before the course. I really enjoyed the session and will strongly encourage my colleagues to sign up!"

(anonymous, Crisis)

"[Trainer] was an excellent facilitator and trainer. They summarised some quite heavy material and discussions, keeping us to time, but also allowing us to feel like we could ask and discuss anything that we wanted to in a safe and connected way. It was one of the best development sessions I have attended in a long time because the information was well communicated, engaging and I know we will continue these discussions back in our working groups. Thank you!"

(Director of People & Policy Bath & NES Council)

"Very well organised and presented. Excellent range of practical activities. "

(Canterbury Christchurch University, Director of SDH Research Centre for Arts and Health CCU)

"It was really interesting. I think [trainer] is a great trainer - very knowledgeable and a great advocate for the subject. I felt very comfortable in the training, even though I started out a bit nervous about the subject matter."

(Counsellor – Hounslow Youth Counselling Service)

"Probably the best training I've ever had at work. Super engaging, not at all patronising and really generated some open and vulnerable discussions about complex issues. [Trainer] was fantastic - such a brilliant presenter and I didn't once find myself bored or looking at the clock."

(anonymous, charity sector)

"Great session and very well facilitated, especially given the wide range of "base knowledge" in the room"

(Inclusion & Diversity Leader BoKlok / Skanska)

Consultancy

Our consultancy service brought in over £36,000 in income in 2022-23 (2020-21: £42,000). The work remains varied, including policy/guidance development, problem-solving, and work in the performing arts such as casting and script work. Clients included the Science Museum, Knight Frank, Brighton Dome, Heathrow Airport and Birmingham and Solihull NHS.

We continue to invest in general briefings and resources. We maintain a free 40-page resource list, have produced a companion Glossary for our Trans Inclusion at Work Policy Skeleton (this was requested and sent out 67 times in 2022-23), and are developing a critical thinking framework for elite sport.

Work in Education

We can provide workshops, lectures and assemblies for schools, colleges, and universities and we are working on development of these courses. We have seen a decrease in demand from educational establishments: one potential factor here is the service being chargeable, where offers from other organisations are grant funded.

GENDERED INTELLIGENCE

(A company limited by guarantee)

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 30 JUNE 2023

Training for therapists and counsellors

Our 'Working Alongside Trans, Gender Diverse and Questioning People' (WATGDQP) training for therapists and counsellors is a two-day session which is offered in-person only. We offer this as an open session for individuals, as well as in-house for organisations.

In 2022-23 we delivered 4 open sessions with a total of 54 delegates as well as 4 in-house sessions for organisations, with a total of 44 delegates, for the NHS and an independent school.

We offer two bursary places up to the combined value of £550 on each course for those who might otherwise have been unable to attend. We prioritise counsellors and therapists who are trans and/or non-binary, in particular QTPOC (Queer Trans Intersex People of Colour).

Therapists and Counsellors Network

GI's Therapists and Counsellors Network provides ongoing learning and support opportunities for therapists and counsellors wishing to improve trans inclusion in their practice. Those who have completed the two-day WATGDQP course (see above) are eligible to join. The network increased from 189 to 252 members this year.

Network members can access group supervisions focused on trans-inclusive practice. This year, we delivered 6 online supervisions with a total of 28 attendances by 25 therapists.

Appropriately qualified network members who sign up to GI's Standards of Therapeutic Practice can opt to be listed in GI's Therapists and Counsellors Directory. The directory is made freely available online as an aid to trans people and their families who are looking for a trans-aware/trans-inclusive therapist. Therapists edit and update their submissions regularly, so it is an evolving, up-to-date document. At year end, the directory listed 58 therapists. This is a decrease from the previous year (74) due to our active process to check current accreditation and ensure the database only contains those who are engaged and remain eligible.

Finally, this year we also launched an updated directory, with several new features including a searchable filter for trans, LGB and therapists of colour; images of therapists; and a visual redesign to make it more accessible. Since its launch in February 2023, we have had 1,300 visitors to the directory webpage.

C: Research

Research projects that we have been involved in this year are:

1. Mental health and wellbeing among young women aged 12-24: Personalised public mental health with the Anna Freud Centre (Jan – Jun 2022)
2. Quality of Life study with Dr Jo Lloyd from University of East London (formerly Goldsmiths, University of London) (longitudinal study, 2016 – ongoing. This year's survey did not go ahead due to limited capacity from our partners at UEL.
3. Our work with the Trans Learning Partnership continues - a collaborative research partnership between Spectra, Gendered Intelligence, LGBT Foundation and Mermaids, established in 2018, to produce participatory community-led research that can be used to improve services and policymaking for trans people and their families. Our CEO is a member of the steering group, we have a community representative from our GIANTS programme and GI was one of the organisations that took part in the structural inclusion audit.

D: Public Events

Our public events activities directly support our aim to educate and inform the public by delivering presentations, keynote speeches and taking part in panel discussions. These can be in the context of conferences, equality and diversity events or other activities. We offer expertise in the areas of trans identities, gender diversity, equity and inclusion to a range of organisations, delivering engaging educational and cultural talks across public, private and third sector settings.

This year, we provided speakers and panel members for 23 organisations including: National Counsellors Conference, Pride Sports, PinkNews, NEON and the Northern Ireland Human Rights Commission Forum.

GENDERED INTELLIGENCE

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TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 30 JUNE 2023

Also:

Public Policy (see Object 1, under A: Public Engagement)

OBJECT 3

To advance the health and well-being of people whose experience of sex, gender, sexual orientation and/or sexuality does not align, in whole or in part, with dominant cultural expectations, in particular to improve their physical and mental health and quality of life, for the public benefit.

Related Intermediate Outcomes from Theory of Change:

- (iii) Increased pride in identity and ability for people to express their gender, including to feel able to socially transition
- (iv) Improved skills and confidence amongst gender diverse people to enable them to achieve their goals and aspirations
- (iv) Improved skills and confidence amongst gender diverse people to enable them to achieve their goals and aspirations
- (v) Improved mental and physical health and wellbeing amongst gender diverse people

GI's main activities that related to this object and outcomes:

E: Trans Youth Work

We have worked with a total of 431 young people in our youth service over the past 12 months. By June 2022 we were running 22 youth groups per month, with an average of 196 attendees total per month.

"genuinely such a life saver of an organisation, tries to work with you no matter how "different" you are or how far you are along in your transition"

(Service User, 18)

This is a significant increase from last year, when we were running 15 youth groups per month with an average attendance of 136 per month. The overall number of young people accessing the youth service also saw an increase of 40%.

A driving force behind the increase in provision has been the consolidation of the Youth and Families (YAF) restructure that took place in the previous financial year. This has given the youth service a new flexibility and ability to respond to changing needs. Notably, we established two separate trans people of colour groups in London, rolled out monthly GI walk-in days in London, and started Leeds 8-12s and Leeds Community Saturday groups. We were delighted to see substantive increases in attendance for all the new groups quarter on quarter. This is largely a reflection of the staff team's skill in responding to changing community needs.

"Seeing other people like me further along in transition and/or proud of their identity is helping me to accept my own"

(Service User, 17)

The restructure has also increased capacity at the monitoring and outreach levels of the youth service. The team were able to address a trend identified towards the end of 2022, where attendance at our younger age groups (8-12s and 11-16s) was dropping. In response, there was a coordinated outreach effort to schools and GPs, and the decision to split the London swimming group into two age ranges was made. We are pleased to note that attendance at the lower age groups has increased 62% from the first to last quarter.

The Youth Service began open access walk-in days at the London LGBTQ+ Centre, one day per month. This provision was in part due to feedback from young people that they needed informal spaces to drop into as well as structured monthly groups. The feedback has been very positive around the importance of the regular space and the relaxed, supportive community atmosphere.

GENDERED INTELLIGENCE

(A company limited by guarantee)

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 30 JUNE 2023

More broadly, we were extremely pleased with the engagement with the additional youth trips and special projects which the restructure allowed. These additional provisions allowed more sustained support for young people who are struggling, complemented by the regularity and structure of the monthly groups.

Notably, we ran 'The Transfem Gaming Project' in response to a need for more online and identity-specific spaces for our young trans women and transfeminine people. The project ran over seven months with regular involvement from around 20 young transfeminine people. The game they developed was about healthy relationships. The work culminated in a 1-night residential and exhibition in London. To our knowledge, it is the first residential trip exclusively for young transfeminine people to take place in the UK. Over 60 people came to the game launch exhibition to hear from the young people who developed the game. The launch event ended in a healthy relationship workshop for young people.

Other activities we ran from youth work department include;

- Two youth trips to the theatre to see plays by trans directors.
- Five of our 11–17-year-olds worked together on a video, speaking to their experiences as young trans people.
- Our London under 12s went on a trip to the City Farm.
- Some of our young people began an aerial theatre course. Young people said they felt 'powerful, aligned, soft, strong'.
- Our 8-12s group joined up with the 11-16s group for an amazing trip to London Zoo.
- Five of our young people and one parent joined the YCS team at the space we held outside the Royal Courts of Justice for the GIC Waiting times Judicial Review hearing days.
- Five young people and a volunteer spoke at a Trans History panel organised by London Metropolitan Archives, which was a huge success.

Alongside these activities and trips, we ran our annual youth events:

- 'Imagining Our Futures' Work & Families events that bring young people together with trans people in work and activism, and those forming families as trans adults.
- Trans Day of Celebration - a celebration and honouring of trans people we have lost.
- End of year celebration show, involving a trip for our Leeds group.
- TPOC end of year event - the team reflected: "There seemed to be a lot of buzz in the space and lots of remarks of joy to be in such a big TPOC group considering the last few years we have had."

With the increased number of young people coming to our youth service, we also noticed an increase in the complexity and level of need brought. A key indicator of this has been an increase in suicidal ideation among our young people, especially transfeminine people. This is by no small measure attributable to a year of unprecedented anti-trans hostility across the media and all levels of government, including policy makers. The material effects are being felt in the worsening state of GIDS which is causing worry among our young people and parents and carers. This context of those in positions of power using transphobic rhetoric was not ignored by community members when the young trans woman Brianna Ghey was murdered. The grief, anger and devastation are still reverberating across the community.

In response to the increased wellbeing needs of young people at our groups, we expanded our one-to-ones across YAF. We offered 219 one-to-ones across the year, to a total of 85 individual young people. These were spaces with a youth worker to explore challenges and to be offered support, advice, and signposting where appropriate. Over this period, we also offered YAF staff bespoke suicide prevention training to better equip the team to meet the needs of the young people.

A further response was increasing our residential offer. For the first time, we held a trans youth of colour residential and a transfeminine young people residential. We also added an additional night to our annual Trans Pride Brighton trip. Across the residentials, young people fed back that having longer trans only spaces, to both experience joy but also acknowledge difficulties, was hugely beneficial. One young person from the Brighton residential said,

"I just want to say the biggest thank you to all of you at GI for being so awesome this weekend! [You] are all so accommodating and accepting. It's been forever since I felt that amount of acceptance and being able to just be me no fears of judgement!"

GENDERED INTELLIGENCE

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TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 30 JUNE 2023

Two of our biggest successes this year were the transfeminine and trans youth of colour residential. Our lived experience staff teams were able to facilitate spaces of healing and joy for our young people.

It is important to note that with the developing wellbeing needs of our service users, the same external factors have had an impact on our youth workers. There have been several periods of lower capacity across the team, sometimes leading to youth group cancellations. We continue to strive to support our youth workers and to be as responsive to the needs of the team as possible.

Summer Camps

In August, we ran our annual camping trips, taking a total of 73 young people away for two separate weekends. Both camps were a huge success with young people really feeling the benefit of connection and community. One attendee of our 11-17s camp said,

"i like living now. i've struggled with depression my whole life but now i've seen powerful and loving trans people like me, i see a point in staying alive. all the workers are so inspirational to me, and i want to be alive just so i can be like them one day"

Excitingly, following a training day we held for five young people in June, some of our "ex-young people" ran two peer-led camps over July and August, with around 30 attendees. GI supported these trips with small bursaries towards venue hire, food, and travel. GI also paid for eight Level 1 Youth Work training courses for aspiring young youth workers and had around 30 new volunteers attend our residential training weekend, who will now be able to work on GI residential projects.

F: Helpline

The Support Line Service (SLS) has been in operation for 5 years (since 2018) and is now partnered with four Gender Identity Clinics: Nottingham Centre for Transgender Health, East of England Gender Clinic, Sheffield Porterbrook Clinic, and The Laurels Exeter. SLS provides information and emotional support for over 18s who are waiting for gender-affirmative healthcare. The Support Line is open 5 days a week, 5 hours per day.

This financial year started with the new position of Head of Community Development and Empowerment (CDE) being appointed. This has led to the creation of new service protocols, guidelines and monitoring processes that are taking the service from strength to strength, as evidenced by the rise in recorded contacts to the service.

This year we have hired another two contact handlers and now have a strong team of people from a variety of backgrounds including therapeutic backgrounds, youth and community workers, and also those who've been through the GIC process themselves.

People can contact us via telephone, WhatsApp and email. We have a voicemail service and return all voicemail messages, as well as scheduling calls with people to happen at a date/time which best suits them. We work to ensure the service is as accessible as possible to people who need to contact us. For instance, we have introduced a new freephone telephone number. We felt this was particularly important due to the cost of living crisis, and acknowledging not everyone has access to a phone contract with free minutes. For example, those in prisons previously had to pay to call us - considering their income level, this was a barrier we knew was important to overcome.

This year we have recorded a 93% increase in contacts, from 591 to 1154. Of those who contact us, 78% are people contacting us about themselves, 10% are family members/carers and 6% healthcare professionals. Of these contacts, 44% have contacted us before. We have a few regular callers throughout the year, while others are in contact with us over a couple of days to a few weeks until they have the information they need to move forward, or we've helped them to connect with another service. We made referrals in 73% of our phone calls. The majority of our referrals are to GI services (36%), support/social groups (9%), information websites on trans healthcare (20%) or to the caller's Gender Identity Clinic (16%).

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TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 30 JUNE 2023

The calls we receive to the helpline can be incredibly varied: however, our most common themes are mental health support (23% calls), wanting to speak to another trans/non-binary person (23% calls) and questions relating to their GIC (22%). We have found that it is very important for our callers to speak to someone else who identifies as trans. This can help with feeling that they will be understood by a professional who is trans and can speak from lived experience of transition, as well as from an experienced professional perspective. It is also empowering when a professional service is run by and for trans people.

We are able to make a great difference to people in mental distress and help them improve their mental health. For instance, we've had multiple callers who are considering self-harm or suicide, who have been able to come back to us the next day reporting feeling much better having spoken to us or having made a plan. We also have callers who have tackled substance misuse through coming to our support groups and contacting us, leading to a positive change in their wellbeing.

We have benefited from being a non-medical service, alleviating the mistrust some trans people have for medical professionals. We regularly get contacts who feel unable to contact healthcare providers (even for non-transition related issues) due to past negative experiences. We aim to empower these callers to contact their GPs and other care providers through self-advocacy tips, resources, and encouragement/clarity around how they should be treated. GPs also contact us directly, and we have had some callers encourage their GP to call us for advice on how to relate to and care for their trans patients in the best way possible.

Callers are able to increase their social connections and integration within society: we support them to maintain and navigate familial bonds to their children and/or parents and give them the language to articulate their needs and what transition will mean for their families. Similarly, 9% of callers were signposted to external or local groups, increasing their connection to their local area, especially for people with limited access to technology.

The SLS receives incredibly positive feedback from callers. On our feedback survey completed by contacts the SLS is rated 4.6 out of 5 stars and 90% of callers said they would recommend the service to others.

Recent Quotes

"[support line contact handler] you were amazing. You listened and responded with great warmth, acceptance and empathy. It is so good to find a source of support and information I can trust"

"Thank you so much for all of this information! It is so useful and amazing for you to have provided it!"

"It's really really nice talking to someone else that's trans. I think I didn't talk to someone for so long because I just really prefer people that have actually been through what they help others with. Thank you for the chat today!"

"Honestly you have helped me so much. I just didn't know where to turn."

Waiting List Warriors

In February we started a pilot for a new online support group - Waiting List Warriors (WLW). The group has proved very popular with over 80 people registering their interest in the group in the first month alone. Since it began in February, we've had 27 distinct individuals attending WLW. Everyone who has registered though this year (98 people) has been contacted and had a phone call with someone on the Support Line team. In that conversation people have either moved on to join the group, access our youth and families services, or engage with another service more appropriate for them.

The group is incredibly supportive of one another. It is very varied in age range and gender too. Our youngest member is early 20s and the oldest is almost 70 years old. The group navigates issues such as disability, addiction, neurodiversities, mental health and transphobia.

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TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 30 JUNE 2023

The group is accessible to people who do not have access to the internet through a dial-in option, which has worked seamlessly and enabled the most isolated members of our community to take part. This has greatly improved the wellbeing and quality of life for these members, who otherwise would have no contact with other trans people. Similarly, members are encouraged to 'come as you are' and can present themselves however they would in their own homes when coming to the group. This enables them to see their transition and gender identity separate to their external appearance, meaning they feel more empowered to socially transition and present as their authentic selves in more situations.

Group members support each other to achieve their goals and ambitions; they have literally climbed mountains (and shared the photos to prove it), started university courses, found stable housing, employment and self-advocated for their own needs. Through the care they show each other in the group they are able to see a kinder world, where they can have more pride in their identities, is possible, and look forward to sharing their achievements with each other each month.

Members' Quotes:

"It was amazing to be included in the group, I've never felt so at home and comfortable in a group, thank you for setting up and running this group, it is awesome!"

"Thank you for everything, and for you both for running the group! It is a lifesaver and at least there's 2hrs a month where I feel safe and like I belong somewhere!"

Voice Workshops

In March, we held our first online Introduction to Voice workshop, a two-hour workshop exploring gender affirmative voice. We had 100 people sign up. We then held this event in person in Bristol with 31 attendees. After the workshop we shared lunch together to build community and help attendees meet new people they could explore their voice with.

We plan to hold more voice workshops in 2023-2024 to support people waiting on the GIC list to move forward with their transition by giving them the skills to explore their voice in a way that is good for them and helps them feel more connected to themselves.

Attendee Quote:

"a good workshop - enjoyed being in a room full of trans friends, the workshop leaders were extremely knowledgeable and friendly, the GI hosts were lovely and welcoming, felt like a safe space and the lived-experience speakers were brilliant- out of everything I think hearing about their experiences will be the thing I remember most about the day!"

G: Trans Mentoring

Alongside youth work, and support for families in the Youth and Families area of service, we also deliver mentoring - a highly intensive, personal support service for individual young people. Mentoring is a trauma informed practice which enables a protected environment around the student. Guided by a mentor with lived experience of being trans, non-binary or gender questioning, the student is supported to explore the intersections of their identities and learn to manage and navigate difficult situations. By providing basic psychosocial support, mentoring aims to build scaffolding around the student to enable them to thrive. We do this by working closely with professionals and networks of support around the student. Mentoring can be provided in educational institutions from primary schools to universities, and in hospitals and assisted living accommodation.

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TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 30 JUNE 2023

Following a referral from the educational institution, we schedule an extended meeting where we capture the needs of the young person; based on that, we then agree a plan for mentoring support of a block of six sessions (or more as required) and match them with the most suitable mentor. We had some staff turnover in mentoring and brought on new mentors. Our team now consists of six trans and non-binary identified mentors (the same number as last year), all with extensive experience of working with young people.

What mentees say about mentoring:

"The mentoring helped me understand and accept myself more fully. It helped me realise the importance of creativity and playfulness with some of the things that I was exploring that can feel quite heavy."

(University student, 30)

"The mentoring has really helped me talk to a friendly and helpful person who has similar lived experience. Expressing concerns, wishes for the future and goals helped me understand my trans identity. I thought shared lived experience and general mentorship helped me understand what I need moving forward."

(University student, 22)

What professionals say about mentoring:

"I've been working with GI for the past 7 years now and have always found the service and communication very professional and reliable. I was given guidance throughout the process and quick response to email queries."

(Disability Service Manager)

"I received great updates and felt like my student was well looked after. Very friendly [and] helpful."

(Mental Health Co-ordinator, UCL)

New Mentoring Group Work

This year we continued a new group mentoring project, expanding our mentoring work, and developing how we can work with educational institutions. Working with trans, non-binary and gender questioning Clinical Psychology students at the University of Canterbury, we delivered a series of reflective group mentoring sessions, consisting of 8 x 2-hour long sessions to students from years 1-3 of the BA course. The group was called 'Gender Thinking Space' by the university organisers and evaluation showed that the space is making a positive impact on students' experience of being supported in their educational institution and in their lives. The University of Canterbury has approved continued working with us and increased capacity for the group from 5 to 8 students, attending more and longer sessions. We will also be looking at making connections with other Universities and Colleges to offer this group work.

What students have said about 'Gender Thinking Space':

"It's a great place to be fully myself: a psychologist, a student, and a trans person who is proud of all of those things. There's also a real joy in connecting with the similarities I share with other group members, particularly where they relate to aspects of self that I rarely talk to others about."

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FOR THE YEAR ENDED 30 JUNE 2023

Sessions were accessible and the timing was flexible, which was really helpful. [...] The facilitator managed the sessions well and has been supporting group members to work towards their goals. [...] In attending the group, I have felt heard, respected, and connected with other trainees. I have been able to explore who I am as a therapist and as a person independent of my work and study, and I have been able to cultivate a sense of confidence around that. It's been really difficult for me to feel proud of myself and confident in myself, and this group has been instrumental in supporting me with this."

"[The best thing about the sessions has been] meeting other people who are navigating similar decisions and challenges to me. I've not met other trans/non-binary people before in a safe space where I can talk about my identity in a fluid way. It's really refreshing to be more authentic and not constantly be worried about how others might perceive me or if it's unsafe."

Length and flow of sessions is good, [facilitator] does a really great job of directing sessions when we're quieter and also giving us space to direct and choose the content of sessions when there are things on our mind. [...] I've never in my life had a space like it, I think it's the best thing I've had on training. It's hard to fully describe what it means to me - there's something so special about meeting other people who 'see you' and can affirm your identity in a professional space when I'm used to that not being safe or ok."

What professionals say about 'Gender Thinking Space':

"[GI] was always responsive, approachable and flexible. [The facilitator] was very thoughtful and flexible about what could be offered and received positive feedback from trainees that were in the group."

(University Admissions Director)

H: Parents & Carers

A new Families Work Coordinator came into role in February 2023 prompting a dramatic increase in our average attendance of parents and carers per session, from 8 to 19. Over the year there were 25 sessions for parents and carers split between online and in person in London and Leeds. In total, 145 different individuals accessed our parents and carers support over the year, an increase of almost a third (compared to 104 in the previous year).

Also:

C: Research (see Object 2)

OBJECT 4

For the relief of those in need, by reason of the fact that their experience of sex, gender, sexual orientation and/or sexuality does not align, in whole or in part, with dominant cultural expectations, and whose quality of life is lessened because of this, for the public benefit.

No activities were undertaken in relation to this object during 2020-21.

OBJECT 5

To promote social inclusion by preventing people from becoming socially excluded* and relieving the needs of those people who are socially excluded, for the public benefit.

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TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 30 JUNE 2023

*For the purpose of this object, 'socially excluded' means being excluded from society, or parts of society, as a result of their experience of sex, gender, sexual orientation and/or sexuality not aligning, in whole or in part, with dominant cultural expectations or societal norms.

Related Intermediate Outcomes from Theory of Change:

- (ii) Improved inclusivity - and hence reduction of discrimination - amongst public services and service providers; employers; educators; politicians and policy makers; parents and carers; professionals and students across all environments
- (vi) Improved access to community spaces and feelings of connectivity and safety for gender diverse people
- (vii) Greater participation across all aspects of life including, education, employment, physical activities, communities and civic life.

GI's main activities that related to this object and outcomes:

E: Trans Youth Work (see Object 3)

G: Trans Mentoring (see Object 3)

I: Volunteering

Volunteering provides GI with significant support for running the youth groups (both online and in-person), parents and carers group, camps and supporting other activities such as Trans Pride Brighton and stalls at events.

Our volunteers are a vital part of Gendered Intelligence. Through their work supporting our young people and staff to run our youth groups, events and camps they build a strong sense of community and belonging. In February 2023 we hired a new Volunteer and Events Coordinator, filling a role that had been vacant since April 2022. We are working towards establishing new systems which will mean we can recruit new volunteers, understanding the benefits for both our work and the volunteers that support us. From April to June 2023, we recruited 33 new volunteers for our summer camp. In May 2023, these volunteers completed their weekend residential youth work volunteer camp training with us.

From January to June 2023:

- 30 youth work volunteers volunteered at our youth groups
- These 30 volunteers collectively volunteered at 215 separate youth groups.
- Our volunteers gave approximately 850 hours of volunteering time.

Many of our volunteers come to GI as a way to build their networks and solidarity in the face of the negative climate towards trans people in the UK. Being part of a wider trans collective working to improve the lives of trans people helps our volunteers feel less socially excluded and helps them relieve their own isolation through the strength of Gendered Intelligence's volunteer community. We also have many of our ex-young people wanting to become volunteers, transitioning from attending the youth service and into a role where they can then support GI's work. This helps them build their confidence as they grow from youth-led spaces to navigating what it means to be an adult in the UK.

This summer, we were able to return to Pride events in Manchester, Brighton and London. We inducted new and existing volunteers to host event stalls sharing our work and message with attendees. Through attending these joyful events that celebrate being trans, our volunteers can feel a sense of pride in their identities and share the work of GI to new people.

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TRUSTEES' REPORT (CONTINUED)

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GIANTS

GIANTS continues to run at GI but has changed shape since its inception. There is now a small team of around 5 volunteers who continue to meet working on a project called 'Celebrate Trans Joy' (CTJ). This was started to carve out a space on social media that was celebrating our identities and being a positive place for joy, to negate from all the hateful rhetoric and challenging news stories that exist. In November the group carried out 'Trans Joy Week' in the lead up to Trans Day of Remembrance. The week was advertised via Instagram and the account reached 27,000 accounts in 30 days. One person said about the week:

"Hey GI people I just wanted to say thanks for this project. Especially recently, my mental health hasn't been great due to all the transphobia in this world, and the despair I often see around me about it all...this reminds me there is more to the world than that, and that I can make it through, there are people out there who love me and fight for me, and I will get to live as myself. I am trans, and that's quite beautiful and perfectly okay, and I am not responsible for this world, just about myself. From a trans masc boyflux person/ pos"

In June the project joined up with Heard (formerly Off Road Media) and Mermaids to hold a Trans Joy picnic in London with around 30 people in attendance. There were workshops, food and goodie bags. The CTJ team contributed their art work to the goodie bags. The project also has its own website which celebrates trans artists.

OBJECT 6

To prevent or relieve poverty for people whose experience of sex, gender, sexual orientation and/or sexuality does not align, in whole or in part, with dominant cultural expectations or societal norms, for the public benefit.

No activities were undertaken in relation to this object during 2022-23.

Section 3: Financial Review

3.1 Reserves policy

Our Reserves Policy was updated in May 2023, increasing the previous aim for Unrestricted Reserves, with a target of £300,000. This is just under 2 months operating costs based on expenditure against the approved budget for 2023-24, and allows for emergency wind up costs including redundancy payments. This level will be kept under review as the environment in which we are working is shifting rapidly, with new risks and increased uncertainty. In addition, both our staff headcount and FTE has increased, with the larger staff team delivering more services.

As of 30th June 2023, the Unrestricted Reserves were £642,007. This includes £338,500 which has been Designated by the Board for specific activities, including research and development to improve the PES training and consultancy offer (£70,000); support for YCS activity (£125,000); branding and website development (£50,000); organisational development in advance of our new strategy (£75,000), and an expected salary uplift in Q4 (£18,500). These funds are not available for general organisational expenditure. The Restricted Reserves of £192,865 will be used to deliver services which we are committed to via contracts and grant agreements, and are not available for general organisational expenditure.

The steep growth noted in Unrestricted Reserves over the last 5 years (from a starting point of £22,825 in 2017-18) appears to be flattening, with a stable level for the last 2 years. The Trustees are mindful of the level of reserves and looking to ensure that we balance service delivery in line with our objectives alongside security and sustainability for our service users and our staff as we move towards our new strategy.

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FOR THE YEAR ENDED 30 JUNE 2023

3.2 Financial controls

Financial controls and processes are reviewed and updated on an ongoing basis.

The quarterly Board meeting reviews actual expenditure and income projections against all budget lines. Additionally, they review our Risk Register, which aims to take a 360 degree look at the charity's outputs, operations and competitors. Based on this, the organisation aims to ensure procedures and policies are in place to mitigate those risks, and to minimise or manage the impact on Gendered Intelligence of those risks if they arise.

A Finance Working Group was created this year, with Trustee and staff membership, and the intention of providing focused strategic input, specifically detailed engagement with and interrogation of the financial picture. The Treasurer who was appointed in May 2022 has since moved to the position of Chair, so we are hoping to appoint a new Treasurer in the imminent recruitment round. In the meantime, the Chair is delivering both Chair and Treasurer function.

Finance activity was delivered by a part time Director, a full-time Manager and a full-time Finance Officer.

3.3 Risk Management

The Board operate a high-level Risk Register which identifies key organisational risks and control factors. The key risks can be broadly summarised as:

External environment

There has been an increase in supporting Youth and Community service users experiencing significant distress and/ or having complex needs. This means that we have to increase the levels of activity to mitigate risks. Over recent years there has been an ever-increasing environment of hostility towards trans people within the media and government directly correlating to the uprise in serious self-harm and suicidality. The cost-of-living crisis is impacting our young people, families, volunteers and staff. Impacts of cuts and strains on the NHS with very long waits for ambulances, appointment delays and long waits in A&E's etc. increases everyone's anxiety. 70,000 (including 7,000 children) are currently on the waiting list for Gender Services. The early adopters for post GIDS are slow to take up the backlog. The murder of Brianna Ghey raised fear and worry amongst trans youth and their families. This amongst other aspects of everyday life disproportionately impacts on our more marginalised service users, volunteers and staff. We are managing this increased risk through more detailed planning in the event of crisis, safeguarding, and death by suicide.

Staffing

We are a trans-led organisation and much of the quality of our services relies on individuals with lived experiences delivering our work. This brings specific risks for the staff team, often facing transphobia and using emotional labour on a daily basis, which impacts on both physical and mental health, with further implications when sickness absence increases the workload in the rest of the team. A further additional risk is the time and resources required to recruit and induct new staff.

Serious self-harm and suicidality of service users

While we are confident that our existing processes mitigate this risk, and would also reduce the impact, we are aware we cannot remove it entirely, and in the current environment, the likelihood of this occurring remains high.

Negative media and individual attention

As a registered charity, we are more visible than before, and with that comes increased attention, which is not always positive. Our involvement with a number of litigation cases has increased this risk. We have a small but highly skilled communications team who come with a robust and strategic qualities to manage responses to negative press. One strategy is to work in partnership and in forming coalitions across the LGBT+ sector and beyond.

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Financial management

Having had £1m+ income for 3 years, the increased volume of transactions creates challenges for the team's capacity; we have instituted revised internal coding to take effect in 2023-24 which we hope will improve and simplify financial monitoring; and are appointing an additional Finance Officer. We also became VAT registered in 2022-23, which has created additional reporting demands on the Finance team.

Technological

GI hardware and software has grown organically over the last decade, adapting to new activities and projects but without a comprehensive oversight. An organisational ICT strategy is required to ensure we have a systematic and considered solution for our needs, that keeps us compliant with GDPR and our data secure. We are working towards a website launch in December 2023 which will mitigate several risks and provide clearer communication with stakeholders.

3.4 Fundraising

The figures in last year's narrative were based on an early version of the accounts, not the final version. The comparisons this year reflect the approved figures from 2021-22, hence may not appear consistent with last year's text.

Our income spread was stable in comparison to 2021-22; the ratio between different income strands was largely unchanged, with a maximum 4% difference to last year's split. In 2021-22 "Grants" encompassed both Grant income from trusts and foundations and Service Contracts (for the Support Line Service we provide for the NHS). This year they have been disaggregated to provide greater clarity in our income streams. The largest element of our income in 2022-23 is still Grants, which at £696,005 represents 47% of our total income. Service Contracts (moved from Donations and Legacies to Charitable Activities in the accounts) were a further £144,002, or 10% of our income. Sales of our services (training, consultancy, mentoring) provided £295,303, an increase of £106k and 20% of our income. After a small dip in value last year, we saw a 25% increase in Donations to £332,675 (including Gift Aid) this year, equivalent to 22.5% of our total income.

These streams reflect the principles of our activities. We want our youth and community services to be free to access for the young people and other service users, and hence currently require grant funding achieved from Trusts and Foundations, and increasingly from Donations. Our sold services directly support our charitable aims by providing education and skill development across all sectors, and the expertise we share is charged-for, in order to ensure it is valued. However, we are committed to delivering for all sectors and, acknowledging that some organisations may not be able to meet our costs we are reviewing options for a mixed income stream to subsidise specific clients.

Our donations were almost wholly Unrestricted. We are very grateful for this element of our income much of which comes from small individual donors and enables us to target expenditure where it is needed most, creating sustainable infrastructure for the future.

Fundraising expenditure

GI employed a fundraiser for approximately two days per week during this financial year. Fundraising expenditure was £39,789 in 2022-23, an increase of less than a third compared to 2021-22. This was due to additional staff time required and higher platform fees arising from the increased donations. We plan to increase the fundraising expenditure further in 2023-24 in order to maximise our increased visibility and related donation income.

Section 4: Structure, Governance and Management

The charity is controlled by its governing document, Articles of Association, and constitutes a limited company, limited by guarantee, as defined by the Companies Act 2006.

Jay Stewart is the Chief Executive. The Board meets a minimum of four times per year, currently online, and is concerned with the strategic overview of the organisation: they receive updates on activities and are made aware

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TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 30 JUNE 2023

of any operational issues that will affect the overarching strategic direction of the organisation. This includes reviewing annual budget projections and monitoring financial reporting during the year to ensure good practice; and oversight and approval of GI policies. Operational decisions (such as creating budgets, approving expenditure within the budget parameters) and day-to-day management are delegated to staff, specifically the CEO and SLT.

Board meeting minutes are circulated to the full Board. New trustees are elected by the current trustees and no trustee receives any remuneration.

Remuneration

On 1st July 2019, GI adopted a PayScale, based on the NJC scale. The scale is made up of pay 'bands' (each comprising up to seven 'spinal points') which include equivalent roles and enable new posts to be positioned appropriately. Within that framework, the decisions to set individual pay levels has been delegated to the SLT by the Board. The Board has agreed that annual inflationary rises where negotiated and agreed at national level will be applied at GI.

In response to the cost of living crisis, in Autumn 2022 the Board approved a salary increase for all staff members. This was applied in a graded manner, with the lowest paid colleagues moving up by four Spinal Points, reducing across the team so that those at the upper end of the scale moved by one Spinal Point.

No staff member earns below the National Minimum Wage or the National Living Wage (both set by government). GI uses the Real Living Wage (a higher, independent benchmark, differentiated for London versus the rest of the UK) as our reference point. As of June 2023, salary levels at GI were as shown below (including an interim settlement in advance of NJC confirmation received in November 2023):

	% above the Real Living Wage	Ratio of pay to the highest paid employee
Lowest paid employee on a permanent contract	50% (44%)	2.1 (2.2)

Statement of Trustees' Responsibilities

The trustees (who are also the directors of Gendered Intelligence for the purposes of company law) are responsible for preparing the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing those financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charity SORP;
- make judgements and estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

The trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charitable company and to enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

In so far as the trustees are aware:

- there is no relevant audit information of which the charitable company's auditors are unaware; and
- the trustees have taken all steps that they ought to have taken to make themselves aware of any relevant

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TRUSTEES' REPORT (CONTINUED)

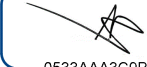
FOR THE YEAR ENDED 30 JUNE 2023

audit information and to establish that the auditors are aware of that information.

Auditors

Under section 487(2) of the Companies Act 2006, Menzies LLP will be deemed to have been reappointed as auditors 28 days after these financial statements were sent to members or 28 days after the latest date prescribed for filing the accounts with the registrar, whichever is earlier.

Approved by order of the members of the board of Trustees and signed on their behalf by:

DocuSigned by:

0533AAA3C9B040C.....

Amsel Page von Spreckelsen
Chair

Date: 21-Dec-2023

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MENZIES
BRIGHTER THINKING

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF GENDERED INTELLIGENCE

Opinion

We have audited the financial statements of Gendered Intelligence (the 'charity') for the year ended 30 June 2023 which comprise the Statement of financial activities, the Balance sheet, the Statement of cash flows and the related notes, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 30 June 2023 and of its incoming resources and application of resources, including its income and expenditure for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditors' responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the United Kingdom, including the Financial Reporting Council's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the Trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charitable company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the Trustees with respect to going concern are described in the relevant sections of this report.

Other information

The other information comprises the information included in the Annual report other than the financial statements and our Auditors' report thereon. The Trustees are responsible for the other information contained within the Annual report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

GENDERED INTELLIGENCE

(A company limited by guarantee)

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF GENDERED INTELLIGENCE (CONTINUED)

Opinion on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the Trustees' report for the financial year for which the financial statements are prepared is consistent with the financial statements.
- the Trustees' report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of our knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the Trustees' report.

We have nothing to report in respect of the following matters in relation to which Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of Trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the Trustees were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies' exemptions in preparing the Trustees' report and from the requirement to prepare a Strategic report.

Responsibilities of trustees

As explained more fully in the Trustees' responsibilities statement, the Trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the Trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Trustees are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

GENDERED INTELLIGENCE

(A company limited by guarantee)

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF GENDERED INTELLIGENCE (CONTINUED)

Auditors' responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an Auditors' report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

The charitable company is subject to laws and regulations that directly affect the financial statements including financial reporting legislation. We determined that the following laws and regulations were most significant including the Companies Act 2006, Charities Act 2011, Safeguarding Vulnerable Groups Act 2006, The Equality Act 2010, Employment and Health and Safety legislation, GDPR and the UK Code of Fundraising Practice. We assessed the extent of compliance with these laws and regulations as part of our procedures on the related financial statement items.

We understood how the charitable company is complying with those legal and regulatory frameworks by, making inquiries to management, those responsible for legal and compliance procedures and the company secretary. We corroborated our inquiries through our review of board minutes.

The engagement partner assessed whether the engagement team collectively had the appropriate competence and capabilities to identify or recognise non-compliance with laws and regulations. The assessment did not identify any issues in this area.

We assessed the susceptibility of the Company's financial statements to material misstatement, including how fraud might occur. We considered the opportunities and incentives that may exist within the organisation for fraud and identified the greatest potential for fraud in the following areas: fictitious employees, fictitious suppliers, the posting of unusual journals and complex transactions and the use of management override of controls to manipulate results, or to cause the Company to enter into transactions not in its best interests.

Audit procedures performed by the engagement team included:

- identifying and assessing the design and effectiveness of controls management has in place to prevent and detect fraud;
- understanding how those charged with governance considered and addressed the potential for override of controls or other inappropriate influence over the financial reporting process;
- challenging assumptions and judgements made by management in its significant accounts estimates;
- identifying and testing journal entries, in particular any journal entries posted with unusual account combinations.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our Auditors' report.

GENDERED INTELLIGENCE

(A company limited by guarantee)

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF GENDERED INTELLIGENCE (CONTINUED)

Use of our report

This report is made solely to the charitable company's trustees, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's trustees those matters we are required to state to them in an Auditors' report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and its members, as a body, for our audit work, for this report, or for the opinions we have formed.

DocuSigned by:

Janice Matthews

634E24DE92A4471
Janice Matthews FCA (Senior statutory auditor)

for and on behalf of

Menzies LLP

Chartered Accountants

Statutory Auditor

Magna House

18-32 London Road

Staines-Upon-Thames

TW18 4BP

Date: 21-Dec-2023

GENDERED INTELLIGENCE

(A company limited by guarantee)

STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING INCOME AND EXPENDITURE ACCOUNT) FOR THE YEAR ENDED 30 JUNE 2023

	Note	Restricted funds 2023 £	Unrestricted funds 2023 £	Total funds 2023 £	Total funds 2022 £
Income from:					
Donations and legacies	3	538,242	490,439	1,028,681	965,629
Charitable activities	4	-	439,306	439,306	188,704
Investments		-	2,730	2,730	256
Other income		-	-	-	180
Total income		538,242	932,475	1,470,717	1,154,769
Expenditure on:					
Raising funds	5	4,810	34,979	39,789	30,184
Charitable activities	6	506,523	921,300	1,427,823	1,012,528
Total expenditure		511,333	956,279	1,467,612	1,042,712
Net movement in funds		26,909	(23,804)	3,105	112,057
Reconciliation of funds:					
Total funds brought forward		165,956	665,811	831,767	719,710
Net movement in funds		26,909	(23,804)	3,105	112,057
Total funds carried forward		192,865	642,007	834,872	831,767

The Statement of financial activities includes all gains and losses recognised in the year.

The notes on pages 28 to 42 form part of these financial statements.

GENDERED INTELLIGENCE

(A company limited by guarantee)
REGISTERED NUMBER: 06617608

BALANCE SHEET AS AT 30 JUNE 2023

	Note	2023 £	2022 £
Fixed assets			
Tangible assets	11	8,422	8,822
		8,422	8,822
Current assets			
Debtors	12	133,385	166,842
Cash at bank and in hand		845,297	899,443
		978,682	1,066,285
Creditors: amounts falling due within one year	13	(152,232)	(243,340)
		826,450	822,945
Net current assets		826,450	822,945
Total net assets		834,872	831,767
Charity funds			
Restricted funds	14	192,865	165,956
Unrestricted funds	14	642,007	665,811
Total funds		834,872	831,767

The entity was entitled to exemption from audit under section 477 of the Companies Act 2006.

The members have not required the entity to obtain an audit for the year in question in accordance with section 476 of the Companies Act 2006.

However, an audit is required in accordance with section 144 of the Charities Act 2011.

The Trustees acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and preparation of financial statements.

The financial statements have been prepared in accordance with the provisions applicable to entities subject to the small companies regime.

The financial statements were approved and authorised for issue by the Trustees and signed on their behalf by:

DocuSigned by:

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Amsel Page von Spreckelsen
 Chair
 Date: 21-Dec-2023

The notes on pages 28 to 42 form part of these financial statements.

GENDERED INTELLIGENCE

(A company limited by guarantee)

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 30 JUNE 2023

	2023 £	2022 £
Cash flows from operating activities		
Net cash generated by operating activities	(49,745)	145,245
	<u> </u>	<u> </u>
Purchase of tangible fixed assets	(4,400)	(6,157)
	<u> </u>	<u> </u>
Net cash used in investing activities	(4,400)	(6,157)
	<u> </u>	<u> </u>
Cash flows from financing activities		
Net cash provided by financing activities	-	-
	<u> </u>	<u> </u>
Change in cash and cash equivalents in the year	(54,145)	139,088
Cash and cash equivalents at the beginning of the year	899,442	760,354
	<u> </u>	<u> </u>
Cash and cash equivalents at the end of the year	845,297	899,442
	<u><u> </u></u>	<u><u> </u></u>

The notes on pages 28 to 42 form part of these financial statements

GENDERED INTELLIGENCE

(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 30 JUNE 2023

1. General information

Gendered Intelligence is a private company limited by guarantee incorporated in England and Wales. The registered office is Voluntary Action Islington (VAI) 200a Pentonville Road, London, England, N1 9JP.

2. Accounting policies

2.1 Basis of preparation of financial statements

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) (effective 1 January 2019), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Gendered Intelligence meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy.

2.2 Income

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

The recognition of income from legacies is dependent on establishing entitlement, the probability of receipt and the ability to estimate with sufficient accuracy the amount receivable. Evidence of entitlement to a legacy exists when the Charity has sufficient evidence that a gift has been left to them (through knowledge of the existence of a valid will and the death of the benefactor) and the executor is satisfied that the property in question will not be required to satisfy claims in the estate. Receipt of a legacy must be recognised when it is probable that it will be received and the fair value of the amount receivable, which will generally be the expected cash amount to be distributed to the Charity, can be reliably measured.

Grants are included in the Statement of financial activities on a receivable basis. The balance of income received for specific purposes but not expended during the period is shown in the relevant funds on the Balance sheet. Where income is received in advance of entitlement of receipt, its recognition is deferred and included in creditors as deferred income. Where entitlement occurs before income is received, the income is accrued.

Income tax recoverable in relation to investment income is recognised at the time the investment income is receivable.

Other income is recognised in the period in which it is receivable and to the extent the goods have been provided or on completion of the service.

GENDERED INTELLIGENCE

(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2023

2. Accounting policies (continued)

2.3 Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use.

Expenditure on raising funds includes all expenditure incurred by the Charity to raise funds for its charitable purposes and includes costs of all fundraising activities events and non-charitable trading.

Expenditure on charitable activities is incurred on directly undertaking the activities which further the Charity's objectives, as well as any associated support costs.

2.4 Taxation

The Charity is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the Charity is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

2.5 Tangible fixed assets and depreciation

Tangible fixed assets costing £500 or more, and all laptops, are capitalised and recognised when future economic benefits are probable and the cost or value of the asset can be measured reliably.

Tangible fixed assets are initially recognised at cost. After recognition, under the cost model, tangible fixed assets are measured at cost less accumulated depreciation and any accumulated impairment losses. All costs incurred to bring a tangible fixed asset into its intended working condition should be included in the measurement of cost.

Depreciation is charged so as to allocate the cost of tangible fixed assets less their residual value over their estimated useful lives, on a reducing balance basis.

Depreciation is provided on the following basis:

Computer equipment	-	33%
Other fixed assets	-	33%

Gains and losses on disposals are determined by comparing the proceeds with the carrying amount and are recognised in the Statement of financial activities.

GENDERED INTELLIGENCE

(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2023

2. Accounting policies (continued)

2.6 Liabilities and provisions

Liabilities are recognised when there is an obligation at the Balance sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably.

Liabilities are recognised at the amount that the Charity anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide.

Provisions are measured at the best estimate of the amounts required to settle the obligation. Where the effect of the time value of money is material, the provision is based on the present value of those amounts, discounted at the pre-tax discount rate that reflects the risks specific to the liability. The unwinding of the discount is recognised in the Statement of financial activities as a finance cost.

2.7 Pensions

The Charity operates a defined contribution pension scheme and the pension charge represents the amounts payable by the Charity to the fund in respect of the year.

2.8 Fund accounting

General funds are unrestricted funds which are available for use at the discretion of the Trustees in furtherance of the general objectives of the Charity and which have not been designated for other purposes.

Designated funds comprise unrestricted funds that have been set aside by the Trustees for particular purposes. The aim and use of each designated fund is set out in the notes to the financial statements.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the Charity for particular purposes. The costs of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

Investment income, gains and losses are allocated to the appropriate fund.

3. Income from donations and legacies

	Restricted funds 2023 £	Unrestricted funds 2023 £	Total funds 2023 £	<i>Total funds 2022 £</i>
Donations				
Youth Camp	350	-	350	5,692
TPOCalypse Group	196	-	196	-
Youthwork in the North	360	-	360	-
Trans Healthcare	7,288	-	7,288	-
General donations	-	324,482	324,482	260,431

GENDERED INTELLIGENCE

(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2023

3. Income from donations and legacies (continued)

	Restricted funds 2023 £	Unrestricted funds 2023 £	Total funds 2023 £	Total funds 2022 £
Grants				
Anna Freud Centre	-	-	-	10,000
BBC Children in Need	62,624	-	62,624	39,058
BBC Children in Need (small grants)	-	-	-	19,405
City Bridge Trust - London Community Response Fund	15,500	-	15,500	34,500
Comic Relief - Bridging The Gap	15,000	-	15,000	74,862
Comic Relief - Tech for Good	-	-	-	70,000
Comic Relief - Sainsburys Pride Top Up	-	18,000	18,000	-
Devon Partnership NHS Trust	-	-	-	11,959
DWP Department for Works and Pensions (Kickstart Grant)	4,457	-	4,457	13,586
DWP Department for Works and Pensions (Access to Work Grants)	-	11,357	11,357	-
Esmée Fairbairn Foundation	-	120,000	120,000	100,000
Garfield Weston Foundation	-	-	-	20,000
The Greater London Authority (New Deal for Young People Propel Grants)	94,848	-	94,848	-
The Henry Smith Charity	60,000	-	60,000	60,000
John Lyon's Charity	33,000	-	33,000	30,000
The Listening Fund by the Blagrave Trust	25,000	-	25,000	23,400
London Youth Getting Active	1,600	-	1,600	-
The National Lottery Community Fund	4,358	-	4,358	26,254
NIHR via Oxford University	-	-	-	1,235
Nottinghamshire Healthcare NHS Foundation Trust	-	-	-	51,682
Oak Foundation	-	16,600	16,600	-
OutRight Action International	-	-	-	8,769
Paul Hamlyn Foundation	63,000	-	63,000	3,558
SafeLives (Your Best Friend Fund)	12,775	-	12,775	-
Sheffield NHS Foundation Trust	-	-	-	43,287
Spectra CIC (Data Officer & Trans Learning Partnership)	11,498	-	11,498	3,311
Spectra CIC (Policy Officer)	41,388	-	41,388	-
Stonewall	-	-	-	1,980
Tides Foundation	-	-	-	11,123
Trust for London	45,000	-	45,000	-
The Tudor Trust	40,000	-	40,000	40,000

GENDERED INTELLIGENCE

(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2023

3. Income from donations and legacies (continued)

	Restricted funds 2023 £	Unrestricted funds 2023 £	Total funds 2023 £	Total funds 2022 £
Subtotal detailed disclosure	538,242	490,439	1,028,681	964,092
Legacies	-	-	-	1,537
	538,242	490,439	1,028,681	965,629
<i>Total 2022</i>	<i>465,098</i>	<i>500,531</i>	<i>965,629</i>	

4. Income from charitable activities

	Restricted funds 2023 £	Unrestricted funds 2023 £	Total funds 2023 £	Total funds 2022 £
Income from charitable activities	-	439,306	439,306	188,704
<i>Total 2022</i>	<i>1,614</i>	<i>187,090</i>	<i>188,704</i>	

GENDERED INTELLIGENCE

(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2023

5. Expenditure on raising funds

Costs of raising voluntary income

	Restricted funds 2023 £	Unrestricted funds 2023 £	Total funds 2023 £	Total funds 2022 £
Freelance Fundraising Support	800	25,600	26,400	18,000
Fundraising Platform Fees & Commission	-	9,362	9,362	6,491
Computer & Website Costs	-	17	17	-
Printing and photocopying	-	-	-	1
Wages and Salaries	3,598	-	3,598	5,175
Social security costs	338	-	338	412
Pension costs	74	-	74	105
	<u>4,810</u>	<u>34,979</u>	<u>39,789</u>	<u>30,184</u>
<i>Total 2022</i>	<u>17,279</u>	<u>12,905</u>	<u>30,184</u>	

6. Analysis of expenditure on charitable activities

Summary by fund type

	Restricted funds 2023 £	Unrestricted funds 2023 £	Total 2023 £	Total 2022 £
Charitable activities	506,523	921,300	1,427,823	1,012,528
	<u>506,523</u>	<u>921,300</u>	<u>1,427,823</u>	<u>1,012,528</u>
<i>Total 2022</i>	<u>459,565</u>	<u>552,963</u>	<u>1,012,528</u>	

GENDERED INTELLIGENCE

(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2023

7. Analysis of expenditure by activities

	Activities undertaken directly 2023 £	Support costs 2023 £	Total funds 2023 £	Total funds 2022 £
Charitable activities	1,063,490	364,333	1,427,823	1,012,528
<i>Total 2022</i>	<u>860,170</u>	<u>152,358</u>	<u>1,012,528</u>	

Analysis of support costs

	Activities 2023 £	Total funds 2023 £	Total funds 2022 £
Staff costs	179,000	179,000	82,445
Depreciation	5,688	5,688	3,452
Printing & Stationery	1,259	1,259	104
Computer & Website costs	16,563	16,563	587
Professional fees	19,268	19,268	10,486
Subscriptions	2,661	2,661	4,053
Training - external providers	3,320	3,320	3,913
Postage, Freight & Courier	302	302	145
Telephone & Internet	3,142	3,142	431
Well being	22,620	22,620	1,153
Travel	6,587	6,587	235
Insurance	1,899	1,899	1,674
Rent	19,480	19,480	627
General Expenses	6,372	6,372	845
Bank fees	108	108	26
Irrecoverable VAT	32,726	32,726	-
Advertising, Media & Online Publicity	2,241	2,241	-
Governance costs	41,097	41,097	42,182
	<u>364,333</u>	<u>364,333</u>	<u>152,358</u>
<i>Total 2022</i>	<u>152,358</u>	<u>152,358</u>	

GENDERED INTELLIGENCE

(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2023

8. Auditors' remuneration

	2023 £	2022 £
Fees payable to the Charity's auditor for the audit of the Charity's annual accounts	13,050	9,240
Fees payable to the Charity's auditors in respect of; Preparation of statutory financial statements	2,350	1,980
	<u>15,400</u>	<u>11,220</u>

9. Staff costs

	2023 £	2022 £
Wages and salaries	984,940	668,777
Social security costs	87,995	53,608
Contribution to defined contribution pension schemes	20,734	13,524
	<u>1,093,669</u>	<u>735,909</u>

The average number of persons employed by the Charity during the year was as follows:

	2023 No.	2022 No.
Total Employees	37	34
Full time equivalents	26	22
	<u>63</u>	<u>56</u>

No employee received remuneration amounting to more than £60,000 in either year.

The Charity considers its key management personnel to comprise of;

- The Trustees
- Jay Stewart - CEO
- Moya Wilkie - Director of Public Engagement & Central Support Services
- Simon Croft - Director of Professional & Educational Services
- Finn Greig - Director of Youth & Communities Services

The total amount of employee benefits received by key management personnel (Salary, Employer NI, Employers Pension, Benefit in Kind etc.) was £225,539 (2022:£223,727).

10. Trustees' remuneration and expenses

During the year, Stone Raven received £30 for youth consultation as part of Cass Review quantitative research (2022 - £NIL).

During the year ended 30 June 2023, Travel and subsistence expenses totalling £201.63 were reimbursed to Trustees (2022 - £NIL).

GENDERED INTELLIGENCE

(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2023

11. Tangible fixed assets

	Computer equipment £	Other fixed assets £	Total £
Cost or valuation			
At 1 July 2022	13,594	3,011	16,605
Additions	5,289	-	5,289
Disposals	(889)	-	(889)
At 30 June 2023	<u>17,994</u>	<u>3,011</u>	<u>21,005</u>
Depreciation			
At 1 July 2022	6,433	1,350	7,783
Charge for the year	4,695	994	5,689
On disposals	(889)	-	(889)
At 30 June 2023	<u>10,239</u>	<u>2,344</u>	<u>12,583</u>
Net book value			
At 30 June 2023	<u>7,755</u>	<u>667</u>	<u>8,422</u>
At 30 June 2022	<u>7,161</u>	<u>1,661</u>	<u>8,822</u>

12. Debtors

	2023 £	2022 £
Due within one year		
Trade debtors	58,989	70,069
Prepayments and accrued income	74,396	96,773
	<u>133,385</u>	<u>166,842</u>

GENDERED INTELLIGENCE

(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2023

13. Creditors: Amounts falling due within one year

	2023	2022
	£	£
Trade creditors	11,593	66,968
Other taxation and social security	38,716	50,353
Other creditors	4,760	2,401
Accruals and deferred income	97,163	123,618
	152,232	243,340
	2023	2022
	£	£
Deferred income at 1 July 2022	81,296	135,082
Resources deferred during the year	15,968	81,296
Amounts released from previous periods	(81,296)	(135,082)
	15,968	81,296

Deferred income relates to training course fees and grants being recognised over the period they relate to.

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NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2023

14. Statement of funds

Statement of funds - current year

	Balance at 1 July 2022 £	Income £	Expenditure £	Transfers in/out £	Balance at 30 June 2023 £
Unrestricted funds					
Designated funds					
Development of PES	75,000	249,994	(265,323)	10,329	70,000
YCS activities	275,000	183,419	(357,976)	24,557	125,000
Website (including branding), intranet and CRM development	50,000	-	(7,900)	7,900	50,000
Client Relationship Management System	100,000	-	(42,411)	17,411	75,000
Organisational and staff development, support and well- being	-	-	-	18,500	18,500
	500,000	433,413	(673,610)	78,697	338,500
General funds					
General Funds	165,811	499,062	(282,669)	(78,697)	303,507
	665,811	932,475	(956,279)	-	642,007
Restricted funds					
IT & Administration Support	14,039	77,457	(80,341)	-	11,155
Mentoring	-	-	-	-	-
Pride Events	7,542	-	(6,012)	-	1,530
Research & Development	10,776	60,173	(39,507)	-	31,442
Staff Wellbeing	32,093	4,358	(36,451)	-	-
TPOCalypse Group	11,483	197	(11,680)	-	-
Training & Consultancy	-	-	-	-	-
Trans Femme Group	5,024	12,775	(13,327)	-	4,472
Volunteering Support	20,477	15,500	(25,187)	-	10,790
Youth & Community services	42,587	342,432	(270,513)	-	114,506
Youth Board	21,935	25,000	(28,246)	-	18,689
Youth Camp	-	350	(69)	-	281
	165,956	538,242	(511,333)	-	192,865

GENDERED INTELLIGENCE

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NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2023

14. Statement of funds (continued)

Total of funds	831,767	1,470,717	(1,467,612)	-	834,872
Statement of funds - prior year					
	<i>Balance at 1 July 2021</i>	<i>Income</i>	<i>Expenditure</i>	<i>Transfers in/out</i>	<i>Balance at 30 June 2022</i>
	£	£	£	£	£
Unrestricted funds					
Designated funds					
Development of PES	120,000	215,069	(198,965)	(61,104)	75,000
YCS activities	30,000	-	(27,758)	272,758	275,000
Website (including branding), intranet and CRM development	25,000	-	(18,000)	43,000	50,000
Client Relationship Management System	-	-	-	-	-
Organisational and staff development, support and well- being	15,000	-	(42,001)	127,001	100,000
	<u>190,000</u>	<u>215,069</u>	<u>(286,724)</u>	<u>381,655</u>	<u>500,000</u>
General funds					
General Funds	<u>354,703</u>	<u>472,988</u>	<u>(279,144)</u>	<u>(382,736)</u>	<u>165,811</u>
Total Unrestricted funds	<u>544,703</u>	<u>688,057</u>	<u>(565,868)</u>	<u>(1,081)</u>	<u>665,811</u>
Restricted funds					
IT & Administration Support	5,485	94,710	(86,156)	-	14,039
Mentoring	1,232	-	(1,232)	-	-
Pride Events	8,125	-	(583)	-	7,542
Research & Development	6,497	4,851	(514)	(58)	10,776
Staff Wellbeing	26,254	26,254	(20,415)	-	32,093
TPOCalypse Group	13,029	-	(1,546)	-	11,483
Training & Consultancy	8,994	1,980	(10,974)	-	-
Trans Femme Group	7,294	-	(2,270)	-	5,024
Volunteering Support	-	34,500	(14,023)	-	20,477
Youth & Community services	69,853	266,883	(295,288)	1,139	42,587
Youth Board	22,965	23,000	(24,030)	-	21,935
Youth Camp	5,279	14,534	(19,813)	-	-

GENDERED INTELLIGENCE

(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2023

14. Statement of funds (continued)

Statement of funds - prior year (continued)

	<i>Balance at 1 July 2021</i>	<i>Income</i>	<i>Expenditure</i>	<i>Transfers in/out</i>	<i>Balance at 30 June 2022</i>
	£	£	£	£	£
	175,007	466,712	(476,844)	1,081	165,956
Total of funds	719,710	1,154,769	(1,042,712)	-	831,767

Designated funds consist of monies set aside by the trustees for the particular purposes set out above including Development of PES (Professional and Educational Services) which relates to research and development to improve the PES training and consultancy offer, and YCS activities which relate to young people, their families and carers, as well as supporting young and older adults. Transfers relate to monies set aside for these purposes during the year. It is anticipated that these monies will be spent in the next 12 months.

Restricted funds consist of monies given for the special purposes noted above.

15. Analysis of net assets between funds

Analysis of net assets between funds - current year

	Restricted funds 2023	Unrestricted funds 2023	Total funds 2023
	£	£	£
Tangible fixed assets	-	8,422	8,422
Current assets	192,865	785,817	978,682
Creditors due within one year	-	(152,232)	(152,232)
Total	192,865	642,007	834,872

GENDERED INTELLIGENCE

(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2023

15. Analysis of net assets between funds (continued)

Analysis of net assets between funds - prior year

	<i>Restricted funds 2022 £</i>	<i>Unrestricted funds 2022 £</i>	<i>Total funds 2022 £</i>
Tangible fixed assets	-	8,822	8,822
Current assets	165,956	900,329	1,066,285
Creditors due within one year	-	(243,340)	(243,340)
Total	165,956	665,811	831,767

16. Reconciliation of net movement in funds to net cash flow from operating activities

	2023 £	2022 £
Net income for the year (as per Statement of Financial Activities)	3,105	112,057
Adjustments for:		
Depreciation charges	4,800	3,371
Decrease/(increase) in debtors	33,457	(14,565)
Increase/(decrease) in creditors	(91,108)	12,327
Net cash provided by/(used in) operating activities	(49,746)	113,190

17. Analysis of cash and cash equivalents

	2023 £	2022 £
Cash in hand	845,297	899,442
Total cash and cash equivalents	845,297	899,442

GENDERED INTELLIGENCE

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NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2023

18. Analysis of changes in net debt

	At 1 July 2022	Cash flows	At 30 June 2023
	£	£	£
Cash at bank and in hand	899,443	(54,146)	845,297
	<u>899,443</u>	<u>(54,146)</u>	<u>845,297</u>

19. Related party transactions

No related party transactions in the year ended 30 June 2023. During the year ended 2022 wages of £661 were paid to a child of a Trustee for youth work assistance. The Trustee was not involved in the decision making process that related to the appointment of their child. .

GENDERED INTELLIGENCE

England & Wales - Charity number 1182558

Accounts

Company registration number: 06617608
Charity number: 1182558

**ANNUAL REPORT AND FINANCIAL
STATEMENTS**

FOR THE YEAR ENDED

30 JUNE 2022

**GENDERED
INTELLIGENCE**
(A company limited by
guarantee)

MENZIES
BRIGHTER THINKING

GENDERED INTELLIGENCE

(A company limited by guarantee)

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GENDERED INTELLIGENCE

(A company limited by guarantee)

REFERENCE AND ADMINISTRATIVE DETAILS OF THE CHARITY, ITS TRUSTEES AND ADVISERS FOR THE YEAR ENDED 30 JUNE 2022

Trustees	Dr Catherine McNamara (resigned 3 February 2022) Warren Koehler Dr Lynette Goddard (resigned 19 December 2022) Dr Chryssy Hunter, Chair (resigned 16 November 2022) Stephanie Stevens (appointed 5 May 2022) Hafsa Qureshi (appointed 5 May 2022) Amsel Page Von Spreckelsen (appointed 5 May 2022; Chair from November 2022) Dr Geoffrey Warburton (appointed 5 May 2022)
Company registered number	06617608
Charity registered number	1182558
Registered office	VAI 200a Pentonville Road London NI 9JP
Company secretary	Warren Koehler
Independent auditors	Menzies LLP Chartered Accountants Statutory Auditor Centrum House 36 Station Road Egham Surrey TW20 9LF
Bankers	Santander Merseyside L30 4GB

GENDERED INTELLIGENCE

(A company limited by guarantee)

CHAIR'S STATEMENT

FOR THE YEAR ENDED 30 JUNE 2022

The chair presents their statement for the year.

As Chair of the Board of Trustees for the financial year 2021-22, I can confirm that the details contained in the Annual Report describing the work by Gendered Intelligence's staff team during the 12 months in question reflect the work and progress made by the charity over the year.

I am immensely proud of the progress Gendered Intelligence has made establishing itself as a viable and growing charity since I joined the Board in 2018. We have maintained our grass roots values of working above and beyond to offer support to trans, nonbinary and gender questioning young people and their families. At the same time and equally importantly we have supported a majority trans and nonbinary staff team in unique ways to make us well qualified to be considered the leading trans and nonbinary led charity in the UK. That all this has taken place while we have been living through the twin challenges of an organised and vitriolic anti-trans social environment and the catastrophe of the Covid pandemic speaks to the strength and commitment of everyone involved in the organisation.

Having worked with Amsel over the last 12 months and seen what they have brought to the board in terms of experience and commitment I am happy to support their statement in the Annual Report, and am very confident in their ability to lead Gendered Intelligence into its next phase.

Chryssy Hunter, Chair (until November 2022)

I am writing this in December 2022 as the newly appointed Chair. My background is in accounting, and I joined GI as the Treasurer earlier this year, after a robust recruitment and induction process. As such, I have more to do with the future of Gendered Intelligence than I do its past. What I do have to say about the past, however, is glowing. Throughout this Annual Report you will be able to see the qualities GI has set for itself shining through. A meticulous dedication to our charitable objects and to the evidence, not for the sake of ticking boxes, but for who they represent and serve. Being trans or gender questioning in the UK at this time is hard. We know this through experience, as a trans-led organisation many of us see it in our own lives, but we also know it through the evidence that we have collected – we can prove it. And proof is important, because it isn't about us and our lives – as staff and Trustees, it's about the lives of the youth and community members that we work with directly and support; and the trans individuals who are impacted by our training, consultancy and public engagement work.

By breaking down our mission, analysing it and our impacts at every turn, and feeding that back into our practice, we can be sure that we are doing what is right for trans and gender questioning people, for their families and for their loved ones. Whilst those of us who are trans, or who care for trans individuals, might consider what is best for ourselves to be self-evident - which is that we should be able to be ourselves, be accepted and have access to the healthcare and opportunities that are afforded to others - it is disputed. This is our motivation at Gendered Intelligence: we do the work, we make the difference, and then we show that what we have done is the right thing to have done. And we will keep doing so as long as we have to.

This is the relay baton passed on to me by Dr Chryssy Hunter, the previous Chair. This is the body of work that Dr Jay Stewart and his team have built up over years, and for which it is now my privilege to provide governance and oversight. When I joined the Board I immediately realised I was working with an organisation that demanded the best from itself, which in turn was invigorating to me. I came to GI as a trans individual who saw the care with which they held my community and the hope that they gave to those in the younger generations – I stayed because I saw how seriously they, now we, take that responsibility.

To the future, then. What does it look like? Gendered Intelligence is growing. We have proven that we can do the work, and there is a lot of work to do. This means that more people are trusting us with their donations, more funders are trusting us with their grants, and more clients are trusting us to tell them the truth about trans lives through our training and consultancy. With that trust and that growth however, comes more scrutiny.

Some of this is welcomed; we are now on our second year of statutory audit, and going through the process of registering for VAT – two important milestones for a growing charity that we have engaged with enthusiastically. From the outside these may not look like big changes, but they require new systems to be built and tested and perfected. Throughout the organisation, in all departments, these systems changes are happening and we are responding, getting stronger and more resilient. Building our body of proof, assessing our methods and learning from our mistakes to ensure we are always doing what we know is best.

But we also know, as a leading charity working with trans people, including youth trans and gender questioning

GENDERED INTELLIGENCE

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CHAIR'S STATEMENT (CONTINUED)

FOR THE YEAR ENDED 30 JUNE 2022

people, that we are in a cultural flashpoint, and that we will (and do) attract attention that is not so well meaning. These attacks are demoralising, they drain our resources – those same resources that we have been entrusted with to fulfil our objects. We can't stop them – they are often designed to exhaust us, to push us back into the closet, to make us small again. It is now my role to make sure that, ultimately, they fail; that we continue to see how important we are, to make sure that the team are supported and the governance that underpins their work stays strong and sturdy, and it is a role I take on with a sense of purpose gifted to me by the very team it is my duty to support.

DocuSigned by:



3A7F495EA042404.....

Amsel Page von Spreckelsen, Chair

Date: 21-Feb-2023

GENDERED INTELLIGENCE

(A company limited by guarantee)

TRUSTEES' REPORT

FOR THE YEAR ENDED 30 JUNE 2022

Section 1: Administration

Recruitment to the Board is via a formal recruitment process, with an open call for candidates and information available on GI's website and via other routes. CVs and covering letters are assessed by members of the Board, and, in the case of applications for the Treasurer, an independent expert. Applicants subsequently meet with senior staff (for information only) and have a formal interview with Board members (plus finance expert as appropriate). The final Appointment of new Trustees (up to a maximum of nine and subject to their willingness to act as a Trustee) is based on recommendations from this process, but confirmed by a majority vote at any meeting of the Board. The Chair arranged an induction process for new Trustees; and in addition a skills audit is carried out regularly so that appropriate training can be provided, or additional Trustees recruited where a significant gap is identified. Training is provided via a range of formal and informal methods e.g. external organisational training and internal work shadowing. Trustee induction comprises full financial information and company history. New trustees are briefed on their legal obligations under charity and company law, the company's mission and values and the workings of the Board of Management and the decision-making process. We have reviewed our Articles of Association to enable us to involve individuals from the Youth Board as Trustees.

The charity considers its key management personnel to comprise of the trustees and:

Jay Stewart	Chief Executive Officer
Moya Wilkie	Director of Public Engagement & Central Support Services
Simon Croft	Director of Professional & Educational Services
Finn Greig	Director of Youth & Communities Services

Section 2: Objectives and Activities

Company's Purposes

Gendered Intelligence has been working since 2008 to increase understandings of gender diversity and to improve the quality of life of trans people, and young trans people in particular. We are a trans-led organisation, with a core team of skilled, trained and experienced staff, supported by a diverse and vibrant body of volunteers.

The many strands of our work are closely interlinked, and the insights and connections we have both nurture and strengthen everything we do. For example, our connections with young people, their families and the wider trans community supports the training and consultancy we offer, and also informs our policy and research work.

Our 2019-2024 strategy (developed with support from the National Lottery Community Fund) outlines the five pillars that help us to structure our activities and provide focus:

1. Preparing to grow (building organisational resilience and sustainability for the future)
2. Listen, learn, improve (continuous implementation of feedback)
3. Telling our stories (prioritising impact and acknowledging the power of our history)
4. Working in intersectional ways (improving access for marginalised identities)
5. Partnerships (to allow us to reach wider audiences and deliver new services)

Specific Objectives & Public Benefit

The trustees were mindful of the Charity Commissions guidance on public benefit when setting the specific Objectives for the 2019-2024 business planning period. In 2019 we created a Theory of Change (ToC) for GI's work and we have mapped each of our Intermediate Outcomes from the ToC to the relevant Objects below taken from our Articles of Association. In reporting on our organisational activities and projects activities we have attempted to reflect progress towards these outcomes.

NB Elements of work are listed under the most relevant object, hence the order in which they appear is not representative of their relative size or value within the organisation, and the lettering (A-J) is merely included to aid navigation in the document.

GENDERED INTELLIGENCE

(A company limited by guarantee)

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 30 JUNE 2022

OBJECT 1

To promote human rights (as set out in the Universal Declaration of Human Rights and subsequent United Nations convention and declarations) of people whose experience of sex, gender, sexual orientation and/or sexuality does not align, in whole or in part, with dominant cultural expectations and societal norms and who are therefore vulnerable to discrimination, exclusion, marginalisation, hate crime and lower quality life by all or any of the following means:

- a) Monitoring abuses of human rights;
- b) Obtaining redress for the victims of human rights abuse;
- c) Relieving need among the victims of human rights abuse;
- d) Research into human rights issues;
- e) Providing technical advice to government and others on human rights matters;
- f) Contributing to the sound administration of human rights law;
- g) Commenting on proposed human rights legislation;
- h) Raising awareness of human rights issues;
- i) Promoting public support for human rights;
- j) Promoting respect for human rights among individuals and corporations;
- k) International advocacy of human rights;
- l) Eliminating infringements of human rights.

Related Intermediate Outcome from Theory of Change:

- (i) Improved awareness and understanding of trans lives

GI's main activities that related to this object & outcome:

A: Public Engagement

GI's Public Engagement activity is responsible for communications both internally and externally, with multiple stakeholders and due consideration of our organisation profile. This includes our work with public policy; work in the media; and research.

Public Policy

Throughout the Johnson administration (20019-22) we worked with the Government Equalities Office (GEO) via our own contacts and other groups, like the Trans in the City Quarterly Forum. We raised awareness of issues affecting the trans community and applied pressure around key organisational goals like the ban on conversion practices. Early in 2022 we re-started contact with government policy-makers, and hope to rebuild a positive working relationship.

A frequently changing political environment made it increasingly difficult to engage with policymakers as Gendered Intelligence would have wanted to, but we continued with our policy work regardless. In particular, our inter-organisational work with the Ban Conversion Therapy Alliance continued during 21-22, with a view of a comprehensive, trans-inclusive legislative ban on conversion practices coming into place within 22-23.

GI is also a key member of several groups engaging with parliament. As well as strategic and administrative support, GI helped design and deliver cross-party briefings that were subsequently used in parliamentary debates on conversion practices and non-binary legal recognition.

We responded to several consultations and calls for evidence, including: a Scottish Government consultation on conversion practices, ONS, WPATH, Ministry of Justice (Universal Periodic Review), the Human Rights Act, NHS (single sex provision), the General Pharmaceutical Council, Bristol City Council's trans inclusion policy, and the Cass Review.

Media Work

We noted 132 mentions of Gendered Intelligence across media publications, a 31% rise on our previous reporting year.

72% of these mentions were positive and whilst this was a 3-percentage point decrease from the previous year, it is partly accounted for by an increased media profile. We appeared in publications including: BBC News,

GENDERED INTELLIGENCE

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TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 30 JUNE 2022

PinkNews, Them, EachOther, Dazed, Sky Sports, NME, VICE, Media Storm, Attitude, The Big Issue, iNews, Metro, and Thompson Reuters Foundation. We have also seen the beginnings of international press coverage, including World Radio in the US and Danish broadsheet Politiken.

We spoke on a video series around the so-called "culture wars" with The Economist. We also made frequent television and radio appearances, including Newsnight, a primetime spot on Channel 4 News to discuss the issues facing the trans community, and short features on Times Radio and BBC Radio 4.

C: Research (see Object 2)

OBJECT 2

To **advance education and promote the understanding of equality and diversity** of sex, gender, sexual orientation, sexuality **and/or the needs of the communities** whose sex, gender, sexual orientation and/or sexuality are diverse, for the public benefit.

Related Intermediate Outcome from Theory of Change:

- ii) Improved awareness and understanding of trans lives

GI's main activities that related to this object and outcomes:

B: Professional and Educational Services

The Professional and Educational Services Team works with organisations and individuals who want to improve the support they provide to trans and gender questioning in a professional capacity. We provide support right across the private, public, and not-for-profit sectors, with particularly strong engagement in the field of Education. We offer a range of training to meet the needs of our clients, ranging from one-hour basic awareness sessions to two-day in-depth courses, as well as tailored consultancy to meet specific organisational needs.

Training

During 2021-22:

We were initially delivering all training remotely due to pandemic restrictions but were gradually able to return to in-person training from September 2021, as restrictions were lifted. We have maintained the offer of remote training and have since delivered 84% of our sessions remotely, compared to 16% in-person.

- We delivered 330 training sessions in total, compared with 292 in 20-21
- We trained approximately 6,753 people from across 181 organisations, compared with 6,500 people from 171 organisations in 20-21.
- We raised over £166,000 from training compared with £143,000 in 20-21.

Evaluation of our training sessions continues to show highly improved awareness and understanding of trans lives among delegates. The average overall rating given to our training sessions by delegates on evaluation forms remains at 4.7 out of 5.

A selection of training clients in 2021-22 included large commercial organisations such as Sumo Digital, Taylor and Francis and WH Smith; public sector organisations, such as the Greater London Authority, Folkestone Council, Royal Papworth NHS and non-profit organisations such as Wellcome Trust, Citizen's Advice, Terrence Higgins Trust and Church Army.

Feedback from clients

"The session was very interactive and insightful, I felt that I was in a safe space to learn and share my thoughts and ideas. The host was very approachable and answered any questions well with great information and resources."

"[The trainers] were both incredibly helpful and knowledgeable and ensured it was a safe space to allow people to ask questions and "get things wrong".

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TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 30 JUNE 2022

"The training took a calm, open and constructive approach to encouraging discussion among staff and created space for us to work through some differing perspectives, which was really helpful."

"The session was really informative, it has definitely giving me more awareness about gender and more confidence to being an ally."

Consultancy

Our consultancy service brought in over £42,000 in income in 2021-22 (2020-21: £49,000). The work is varied, including policy/guidance development, problem-solving, and theatre/TV script work. Clients included SOAS University of London, Youth Hostels Association, Northern Ireland Human Rights Commission and Motive Productions.

During this year we actively ended a multi-year agreement with Sport England and returned the unused portion of our grant money to them. Under the agreement, we had worked with Sport England since 2019 on research, training, and guidance to support the inclusion of trans people in sport. However, in November 2021 the Sports Councils Equality Group (of which Sport England is part) issued new guidance relating to trans people and sport. This guidance took a position that we found ourselves unable to support; which meant drawing the agreement with Sport England to a close. We remain open to working with Sport England around trans inclusion in sport in the future.

Work in Education

We can provide workshops, lectures and assemblies for schools, colleges, and universities, though in 2021-22 we delivered just two WLA sessions. We have seen a decrease in demand from educational establishments: one potential factor here is the service being chargeable, where offers from other organisations are grant funded.

Training for therapists and counsellors

Our 'Working Alongside Trans, Gender Diverse and Questioning People' (WATGDQP) training sessions for therapists and counsellors ran in September 2021, for the first time since the pandemic began. This session is offered in-person only, and as such required considerable effort to work safely around the challenges of Covid.

In 21-22 we delivered 4 two-day WATGDQP sessions and trained 46 delegates.

Therapists and Counsellors Network

GI's Therapists and Counsellors Network provides ongoing learning and support opportunities for therapists and counsellors wishing to improve the trans inclusivity of their practice. Those who have completed the two-day 'Working Alongside Trans, Gender Diverse and Questioning People' course (see above) are eligible to join. The network increased from 143 to 189 this year.

Network members can access group supervisions focused on trans-inclusive practice. This year we delivered 5 online supervision sessions, with a total of 25 attendances by 14 therapists.

Members also receive occasional bulletins on topics of interest, including thought pieces, academic or briefing papers, sector developments and film or book reviews. This year we issued 2 bulletins.

Appropriately qualified Network members who sign up to GI's Standards of Therapeutic Practice can opt to be listed in GI's Therapists and Counsellors Directory. The Directory is made freely available online as an aid to trans people and their families who are looking for a trans-aware / trans-inclusive therapist. Therapists edit and update their submissions regularly, so it is an evolving up-to-date document. At year end, the Directory listed 74 therapists. This is an increase from the previous year (61).

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TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 30 JUNE 2022

C: Research

Research projects that we have been involved in this year are:

1. Mental health and wellbeing among young women aged 12-24: Personalised public mental health with the Anna Freud Centre (Jan – Jun 2022)
2. Identifying and improving the experiences of health services for gender diverse young people with Oxford University funded by NIHR (2019 – 2021)
3. The Longitudinal Outcomes of Gender Identity in Children (the LOGIC Study) with the Tavistock and University of Liverpool funded by NIHR (2019 – 2021)
4. Before, during and after gender identity specialist services: service models and experiences with the Open University funded by NIHR (2019 – 2021)
5. Queer Futures 2 with Lancaster University funded by NIHR (2019-2021)
6. Quality of Life study with Dr Jo Lloyd from University of East London (formerly Goldsmiths, University of London) (longitudinal study, 2016 – ongoing). During the sixth annual wave of data collection in 2021, we saw 528 people returning to participate, and 297 new participants.

NIHR funded research dissemination event

On February 22nd 2022, as one of the members of the steering group on the Oxford NIHR funded project (referred to in (2) above), we hosted a National NIHR funded research dissemination event. The aim of the event was to celebrate research carried out across the 3 NIHR funded projects and provide an opportunity to gather key stakeholders, including academics, practitioners, policymakers and third sector representatives, to think together about how the findings can positively impact policy making decisions that improve trans healthcare.

Work with the Trans Learning Partnership

Our work continued with the Trans Learning Partnership (a consortium of charities), including starting the recruitment for a Policy Officer to be housed within Gendered Intelligence.

Other work

We have supported other organisations with embedding trans-inclusivity and awareness in their own research, including Marie Stopes International, MIND, and The Trevor Project, whom we are currently supporting in the rollout of their landmark LGBT+ youth mental health survey to Europe.

We have also co-facilitated research and development for the Trans Dimension, a project to connect and promote events and build communities for trans people.

D: Public Events

Our public events activities directly support our aim to educate and inform the public by delivering presentations, keynote speeches and taking part in panel discussions. These can be in the context of conferences, equality and diversity events or other activities. We offer expertise in the areas of trans communities, gender and sexual diversity, equality and inclusion to a range of organisations, delivering engaging educational and cultural talks across public, private and third sector settings.

This year, we provided speakers and panel members for 14 external events, with the majority delivered remotely. This year's clients included Royal Papworth NHS Trust, CTC Dance Company, University of Essex, Chamber UK and LGBT Consortium.

Also:

[Public Policy \(see Object 1, under A: Public Engagement\)](#)

OBJECT 3

To **advance the health and well-being** of people whose experience of sex, gender, sexual orientation and/or sexuality does not align, in whole or in part, with dominant cultural expectations, in particular **to improve their physical and mental health and quality of life**, for the public benefit.

Related Intermediate Outcome from Theory of Change:

- (iii) Increased pride in identity and ability for people to express their gender, including to feel able to socially transition
- (iv) Improved skills and confidence amongst gender diverse people to enable them to achieve their goals and aspirations

GENDERED INTELLIGENCE

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TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 30 JUNE 2022

(v) Improved mental and physical health and wellbeing amongst gender diverse people

GI's main activities that related to this object and outcomes:

E: Trans Youth Work

We have had a total of 309 young people attend our groups in the last 12 months. By June 2022 we were running 15 youth groups per month, with an average of 136 attendees total per month.

We substantially increased our youth work provision in this year, re-establishing our in-person youth work sessions but taking the decision to continue running our online groups at the same time. This was due to two interrelated factors. Firstly, this allowed young people who don't live in or near London and Leeds to continue to engage in our services. Secondly, we found that the online offer works for some young people who find in-person events difficult to attend, especially since the beginning of the pandemic. This resulted in a doubling of the number of youth groups happening each month. To meet the increase in workload, we restructured the team and recruited more staff, increasing our capacity for youth work, 1-2-1 support work, mentoring and other areas of our Youth and Community Services.

With the introduction of a dual online/in-person youth work service, we have been able to consolidate and develop the range of youth groups we offer. We hold groups for multiple age ranges, identity-specific groups for trans people of colour and transfeminine young people, and activity-led groups for swimmers and nature enthusiasts.

Changing Needs and Expanding Support

We experienced an increased need for well-being, mental health and other support from the young people using our services this year. The pandemic, lengthening waiting times for gender clinic services and increasing anti-trans rhetoric in the media and from some politicians have been brought up as contributory factors from young people. Notable moments have included rhetoric from government officials suggesting a U-turn on trans people being included in the Conversion Therapy Ban, leaked unpublished guidance from EHRC suggesting they want to restrict the lives of trans people and exclude them from single sex services, and more transphobic rhetoric from the Attorney General advising schools that they do not need to 'accommodate' trans pupils.

With our increased capacity we were able to offer more spaces for individuals to focus on their well-being and mental health. We also worked on bolstering the emotional support provision available to our lived experience staff & volunteer team who struggled with the previously mentioned external factors.

Acknowledging an increased need for in-person spaces, we trialled running a GI/ trans youth space each Monday of April 2022 at the London LGBTQ+ Centre. Over the four days, 31 different young people attended the drop-ins. Most people were local to London, but others travelled from Cambridge, Oxford and even Newcastle. One young person fed back: *"Life has been stressful otherwise, but here I can breathe."*

In Leeds, we were able to trial a trans youth swimming session that was a big success, we will work to make this a regular group next year.

Community Grief

The death by suicide of a young person who was also a brilliant, committed and regular GI volunteer, on the 8th of February 2022 was devastating for the community. Many YCS staff members, young people and volunteers were profoundly affected.

An immediate in-person gathering was held at the GI Office upon hearing the news. Around 20 of the young person's friends and GI colleagues attended to grieve together. There was a simultaneous online gathering which was attended by around 60 people. Over the following days, GI responded by connecting with other community organisations (Colours Youth Network, Black Pride, Humblebee Creative and Black Trans Foundation), preparing announcements for young people at our youth groups, and hiring the services of a grief practitioner. The practitioner would go on to hold grieving spaces for volunteers, staff members and community members, as well as 23 one-to-one sessions and 6 group spaces.

In May we supported a community gathering, providing a space to allow community members to say goodbye. Over 100 people attended.

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TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 30 JUNE 2022

Staff support and development

In September 2021 we ran a residential training course, aimed primarily at older young people (18+) who are interested in youth work – several of these have gone on to become youth work volunteers either at GI or elsewhere.

In April 2022, we ran an in-person 2-day youth work team residential for our youth workers and volunteers. Feedback from trainees was that this felt like an important connection to the community after so much isolation. The sessions focused on team building, safeguarding, anti-racism, anti-classism and residential training for new volunteers. We have additionally set up ongoing reflective spaces for our youth work volunteers to consolidate their practice.

Responding to staff wellbeing needs and increasing demand on our services, we undertook a substantive restructure, including the appointment of a Head of Youth and Families, and 3 Senior Practitioners in Youth Work and recruitment of 6 additional youth workers – bringing the Youth Work team to 14. This additional structure has formalised support mechanisms and channels across the team. Most excitingly, recruitment means we have a more diverse youth work team than ever before – with over a third of our youth workers identifying as Black or People of Colour, and just under one third identifying as transfeminine.

Residentials and special events

These activities have been hugely successful this year.

In addition to our regular monthly groups, we have held multiple special events throughout the year:

- Hallowe'en Party
- Trans Person of Colour (TPOC) End of Year Event
- Trans Day of Remembrance (TDOR) gathering
- GI End of Year Showcase
- We hosted our annual two interactive panel and discussion events titled "Imagining Our Futures" to bring together trans adults with young trans people and their families, with the aim of showing possibility for the future. Around 100 young people attended and asked questions about the adults' experiences of work, activism and family as trans people.

In addition to these events, we ran our annual camping trips in summer 2021, taking a total of 63 young people away for two separate weekends. This year, 3 experienced camp staff took on the role of Camp Leads – a new role for 2 of them. For the first time camp spaces were allocated based on the needs of young people (in previous years the principle was 'first-come, first-served', taking into account previous attendance, in order to support new attendees). This approach, combined with the impact of the pandemic meant that young people brought more mental health complexity/struggle with them on camps. Both camps were a huge success with young people really feeling the benefit of connection and community after the last year of pandemic and lockdowns. This year we also had the most ex-campers in our worker teams, and it was a huge honour and joy to see them bringing their experiences from being GI campers into their work with new young people.

Young People Feedback on the Youth Service

"Really helped me feel like I am not alone"

"Hard to express really, how much GI means to me now, and in particular how much GI meant to me as a teenager going through some really dark times. For a while as a teenager, GI meetings and friends I made through GI (that I'd never have met otherwise) were the only things keeping me going. You can never measure these things but sometimes I get to thinking about it and I think I might not still be here, alive, if GI hadn't taught me how to be secure and proud in my identity, and in particular demonstrated over and over again (through the atmosphere in meetings + camps) that there are people who care, that I have value, that I'm allowed to exist and be happy and insist on things I need"

"As everyone is my age or a few years older, I can now visualise a life for myself as a non-binary person a few years in the future which is so important. Seeing other trans and genderqueer people living normal lives in their late teens - 20 gives me hope that I can also be like them."

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TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 30 JUNE 2022

"I'm really glad I found GI because I genuinely believe that it is a huge reason as to why I'm still here because before finding GI I felt alone because the other groups I go to aren't as judgement free and GI just has its own unique vibe that makes you feel so safe and happy for a few hours every time you go to a group or speak to a worker and it's genuinely made me stop seeing being trans as a bad thing and more of something to embrace."

"I feel like GI really cares about young people and volunteers. The connections I've made, skills I've learned, and experiences I've had have made a significant positive impact on my life."

F: Helpline

The Support Line Service, launched in 2018 to support the waiting list patients of the Nottingham Centre for Transgender Health, has since grown to partner with the Sheffield Porterbrook Clinic and the East of England Gender Services. In March 2022, we began our fourth partnership with the West of England Gender Identity Clinic at the Laurels in Devon.

We deliver vital health and well-being support and information and offer a caring and empathetic listening ear to those who call or message this service. We continue to offer our independent and confidential service to both one-off contacts and to a growing number of repeat contacts seeking support at a time of increased insecurity and anxiety.

This year we assisted 591 contacts through email, Whatsapp and phone call. The most common reasons people would come to the support line were: 1) a trans & non-binary informed, confidential, independent listening ear; 2) mental health and resilience support and; 3) a clinical/admin matter at their gender clinic.

The Support Line is a person-centred, non-judgemental, and confidential service, that allows the workers to look closer at callers' lives, enabling shared thinking to find the right support. We suggest reliable, wide-ranging, and researched sources to avoid misinformation. This directly fosters improvements in callers' well-being, and physical and mental health.

Across the year, the team noted high levels of mental distress among callers. Unfortunately, the lengthening waiting times for gender appointments and increasing levels of transphobia have corresponded with a dramatic upsurge in suicidal callers.

The Support Line faced several periods where limited staff capacity impacted on opening hours, due primarily to staff sickness and well-being needs. The appointment of a new Head of Community Development and Empowerment at the end of June 2022, is expected to resolve closures and deepen support offered to staff.

G: Trans Mentoring

At the centre of our Work in Education is mentoring, a highly intensive, personal support service for individual young people. Our team now consists of 6 trans and non-binary identified mentors (2 more than last year), all with extensive experience of working with young people, either in a youth work, counselling or therapeutic setting. Following a referral from the educational institution, we schedule an extended meeting where we capture the needs of the young person; based on that, we then agree a plan for mentoring support of a block of six sessions (or more as required).

What mentees say about mentoring

"My mentor is amazing, they helped me a lot especially when I wasn't doing too great - they sympathised with my situation and was perfect at knowing when to just be understanding and when to offer solutions." - Student, 16.

"It helped me to understand the interaction between my dysphoria and my ADHD, which has enabled me to better manage dysphoria-inducing situations. I generally experience fewer (and less severe) anxiety attacks as a result of having been able to talk through these kinds of situations with my mentor." - Student, 23.

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TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 30 JUNE 2022

What professionals say about mentoring

"...the team are friendly and efficient and keep us up to date with the students they see and the students [...] say they find it beneficial. I feel that with GIC clinic wait times being over two year it's great for students [to] have somewhere where they can discuss and explore their gender identity with a team of professionals who can support and signpost them to the relevant specialist resources." – University Mental Health Manager

New Mentoring Group Work

This year we started a new group mentoring project, expanding our mentoring work, and developing how we can work with educational institutions. Working with trans, non-binary and gender questioning Clinical Psychology students at the University of Canterbury, we delivered a series of reflective group mentoring sessions, consisting of seven x 1.5 hour long sessions to students from years 1, 2 and 3 of the BA course. The group was called 'Gender Thinking Space' by the participants and evaluation showed that the space is making a positive impact on students' experience of being supported in their educational institution and on their lives. The University of Canterbury has approved this pilot and will be increasing capacity for it in the next year, from 5 to 8 students, attending more and longer sessions. We will also be looking at making connections with other Universities and Colleges to offer this group work.

What students have said about 'Gender Thinking Space'

"This group helped me feel accepted and like who I was is ok. I felt it provided me with a place to explore how I was feeling and the gentle nudge to do so, without there being any pressure to arrive at a conclusion. Since going to the group there have been times where I have faced difficult situations relating to my gender presentation and I have visited my internal sense of the group and it has felt really supportive. I am incredibly grateful."

"The facilitator was kind, understanding, communicated clearly, and brought a lot of useful knowledge and thoughtful ideas to the group. They went above and beyond what I expected and I am extremely grateful for their work."

What professionals say about 'Gender Thinking Space'

"[G] was always responsive, approachable and flexible. [The facilitator] was very thoughtful and flexible about what could be offered and received positive feedback from trainees that were in the group." University Admissions Director

H: Families Work

There were 23 families sessions held, with around 9 families attending each meeting. There were 82 new sign ups from family members and 201 total attendances. The groups were a mixture of in-person in London and online. There was also a trial period of a Leeds families and carers group, which we will be rolling out as a regular group in the coming year. We are pleased to have been able to improve our provision for families and carers outside of London.

Key points over the year include:

- Our Families & Carers coordinator spoke at external events and conferences, including being on the panel for a 'Trans Parent Day' event run by Tower Hamlets LGBT+ Community Forum which 38 people attended.
- Across the months where the Bell vs Tavistock case was taking place, the Director of Youth and Communities and the CEO delivered regular updates via zoom, briefing, and explaining to the parents and carers what was going on, including space for Q&A.
- Attendees of our groups routinely spoke of the improvement in their confidence as parents or carers simply by having a safe space to listen and talk with others.

We started a free counselling space specifically for parents and carers of young trans people, using placement hours from a student. Since August 2021, 58 sessions have been delivered to 10 clients, with excellent feedback:

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FOR THE YEAR ENDED 30 JUNE 2022

"I feel generously cared about. Being able to talk about sensitive and highly confidential stuff with someone who 'gets' it. And be heard."

Also:

C: Research (see Object 2)

OBJECT 4

For the relief of those in need, by reason of the fact that their experience of sex, gender, sexual orientation and/or sexuality does not align, in whole or in part, with dominant cultural expectations, and whose quality of life is lessened because of this, for the public benefit.

No activities were undertaken in relation to this object during 2021-22.

OBJECT 5

To **promote social inclusion** by preventing people from becoming socially excluded* and relieving the needs of those people who are socially excluded, for the public benefit.

*For the purpose of this object, 'socially excluded' means being excluded from society, or parts of society, as a result of their experience of sex, gender, sexual orientation and/or sexuality not aligning, in whole or in part, with dominant cultural expectations or societal norms.

Related Intermediate Outcome from Theory of Change:

- (ii) Improved inclusivity - and hence reduction of discrimination - amongst public services and service providers; employers; educators; politicians and policy makers; parents and carers; professionals and students across all environments
- (vi) Improved access to community spaces and feelings of connectivity and safety for gender diverse people
- (vii) Greater participation across all aspects of life including, education, employment, physical activities, communities and civic life.

GI's main activities that related to this object and outcomes:

E: Trans Youth Work (see Object 3)

G: Trans Mentoring (see Object 3)

I: Volunteering

The volunteers at GI continue to be integral to our work and have helped us to support the trans community, especially trans youth, throughout such a turbulent time. We are very thankful to all our volunteers, who donated a total of 252 hours across the board, with the largest portion of donated hours coming from our Youth Work Volunteers.

This year it proved difficult to induct as many new volunteers as we would have liked. This was due to staff capacity and the pandemic limitations meaning less in-person work was possible – where the bulk of our volunteering work takes place. Within this context, we are delighted to have inducted 12 new volunteers throughout the year.

J: Special Projects

Our GIANTS (Gendered Intelligence Activists Network and Trans Spokespersons) programme has meant GI can support, empower and be informed by trans activists working across the UK. This year, we inducted 13 new GIANTS, bringing the number of GIANTS that we have supported and worked with to 32 members. The group was offered several training sessions and acted as a space of empowerment, support and knowledge sharing for activists working in various settings.

Emerging out of months of transphobic media and political outputs and the need for community healing, the GIANTS have been collaborating on a #TransJoyWeek project. It will be a social media campaign in the autumn of 2022, amplifying messages of trans joy.

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TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 30 JUNE 2022

OBJECT 6

To prevent or relieve poverty for people whose experience of sex, gender, sexual orientation and/or sexuality does not align, in whole or in part, with dominant cultural expectations or societal norms, for the public benefit.

No activities were undertaken in relation to this object during 2021-22.

Section 3: Financial Review

3.1 Reserves Policy

Our Reserves Policy was updated in June 2022, retaining the previous aim for Unrestricted Reserves to be maintained at £250,000. This is just over 2 months operating costs based on expenditure against the approved budget for 2022-23, and allows for emergency wind up costs including redundancy payments. This level will be kept under review as the environment in which we are working is shifting rapidly, with new risks and increased uncertainty. We also have a larger staff team delivering more services.

As of 30th June 2022, the Unrestricted Reserves were £697,866. This includes £500,000 which has been Designated by the Board for specific activities, including research and development to improve the PES training and consultancy offer; support for YCS activity; branding and website development; organisational development in advance of our new strategy. These funds are not available for general organisational expenditure. The Restricted Reserves of £165,956 will be used to deliver services which we are committed to via contracts and grant agreements, and are not available for general organisational expenditure.

The previous steep growth noted in Unrestricted Reserves (from £22,825 in 2017-18 to £544,703 in 2020-21) appears to be levelling off. The Trustees are mindful of this pattern and looking to ensure that we ensure stable income levels which will provide security and sustainability for our service users and our staff as we move into 2023 and beyond.

3.2 Financial controls

Financial controls and processes are reviewed and updated on an ongoing basis.

The quarterly Board meeting reviews actual expenditure and income projections against all budget lines. Additionally, they review our Risk Register, which aims to take a 360 degree look at the charity's outputs, operations and competitors. Based on this, the organisation aims to ensure procedures and policies are in place to mitigate those risks, and to minimise or manage the impact on Gendered Intelligence of those risks if they arise.

Having achieved over £1m income in the 20-21 financial year, GI underwent its first audit in February-March 2022. New auditors, Menzies, were appointed via a tender process in January 2022. With the additional appointment of a Treasurer to the Board in May 2022, the Finance Working Group will be reformed in 22-23, with the intention on providing focused strategic input and detailed engagement with and interrogation of the financial picture.

Finance activity is delivered by a part time Director, a full-time Manager and a freelance bookkeeper.

3.3 Risk Management

The Board operate a high-level Risk Register which identifies key organisational risks and control factors. The key risks can be broadly summarised as:

Staffing

We are a trans-led organisation and much of the quality of our services relies on individuals with lived experiences delivering our work. This brings specific risks for the staff team, often facing transphobia and using emotional labour on a daily basis. A further risk is the time and resources required to recruit and induct new staff.

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TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 30 JUNE 2022

Financial management

We recruited a Treasurer in 2022 who has since taken over the position of Chair. We will therefore look to appoint a new Treasurer in 2023. An updated Finance Policy is being prepared and additional staffing being recruited to support the increased demand on services.

Technological

GI hardware and software has grown organically over the last decade, adapting to new activities and projects but without a comprehensive oversight. An organisational ICT strategy is required to ensure we have a systematic and considered solution for our needs, that keeps us compliant with GDPR and our data secure. We have begun work on a website which we hope to have live during 2023.

Negative media and individual attention

As a registered charity, we are more visible than before, and with that comes increased attention, which is not always positive. We are aware of PES clients receiving frequent and repetitive Freedom of Information requests which drain resources and risk alienating allies.

Serious self-harm of a young person

As noted above, there was an instance of death by suicide of a young person known to GI during 2022 which impacted on the organisation. While we are confident that our existing processes mitigate this risk, and reduce the impact, we are aware we cannot remove it entirely, and in the current environment, the likelihood of another instance remains high.

3.4 Fundraising

Our income spread was stable in comparison to 2020-21. The majority of our income in 2021-22 still came from Grants (£697,989; 58%) – an increase of just £40k, and the same relative % of our income. Sales of our services (training, consultancy, mentoring) provided £224,059, an increase of £34k which at 19% represents a 2% increase on last year's share of total income. There was a concomitant decrease in Donations which at £266,123 represented 22% of our total income.

These streams reflect the principles of our activities. We want our youth and community services to be free to access for the young people and other service users, and hence currently require grant funding achieved from Trusts and Foundations, and increasingly from Donations. Our sold services directly support our charitable aims by providing education and skill development across all sectors, and the expertise we share is charged-for, in order to ensure it is valued. However, we are committed to delivering for all sectors and, acknowledging that some organisations may not be able to meet our costs we are reviewing options for a mixed income stream to subsidise specific clients.

Our donations were almost wholly Unrestricted. We are very grateful for this element of our income much of which comes from small individual donors - which enables us to target expenditure where it is needed most, and create sustainable infrastructure for the future.

Fundraising expenditure

GI employed a fundraiser for approximately two days per week during this financial year. Fundraising expenditure was £25,263 in 2021-22, a small decrease compared to 2020-21, mainly due to the reduced number of smaller covid-related grants received last year, which were relatively time-intensive. We plan to increase the fundraising expenditure in 2022-23 in order to maximise our increased visibility and related donation income.

Section 4: Structure, Governance and Management

The charity is controlled by its governing document, Articles of Association, and constitutes a limited company, limited by guarantee, as defined by the Companies Act 2006.

Jay Stewart is the Chief Executive. The Board meets a minimum of four times per year, currently online, and is concerned with the strategic overview of the organisation: they receive updates on activities and are made aware of any operational issues that will affect the overarching strategic direction of the organisation. This includes reviewing annual budget projections and monitoring financial reporting during the year to ensure good practice; and oversight and approval of GI policies. Operational decisions (such as creating budgets, approving expenditure within the budget parameters) and day-to-day management are delegated to staff, specifically the CEO and SLT.

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TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 30 JUNE 2022

Board meeting minutes are circulated to the full Board. Trustees are elected by the current trustees and no Trustee receives any remuneration.

Remuneration

On 1st July 2019, GI adopted a PayScale, based on the NJC scale. The scale is made up of pay 'bands' (each comprising up to six 'spinal points') which include equivalent roles and enable new posts to be positioned appropriately. Within that framework, the decisions to set individual pay levels has been delegated to the SLT by the Board. The Board has agreed that annual inflationary rises where negotiated and agreed at national level will be applied at GI.

No staff member earns below the National Minimum Wage or the National Living Wage (both set by government). GI uses the Real Living Wage (a higher, independent benchmark, differentiated for London vs the rest of the UK) as our reference point. As of June 2022, using the NJC uplift (which was retrospectively applied from April 2022):

	% above the Real Living wage	Ratio of pay to the highest paid employee
GI's lowest paid employee These individuals were on the Government's six-month Kickstart scheme, and GI voluntarily topped-up the salary offered by Department for Work and Pensions	16%	2.4
Bank youth workers, on zero hours contracts	39%	2.0
Lowest paid employee on a permanent contract	44%	2.2

Statement of Trustees' Responsibilities

The trustees (who are also the directors of Gendered Intelligence for the purposes of company law) are responsible for preparing the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing those financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charity SORP;
- make judgements and estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

The trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charitable company and to enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

In so far as the trustees are aware:

- there is no relevant audit information of which the charitable company's auditors are unaware; and
- the trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information.

GENDERED INTELLIGENCE

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TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 30 JUNE 2022

Auditors

Under section 487(2) of the Companies Act 2006, Menzies LLP will be deemed to have been reappointed as auditors 28 days after these financial statements were sent to members or 28 days after the latest date prescribed for filing the accounts with the registrar, whichever is earlier.

Approved by order of the members of the board of Trustees and signed on their behalf by:

DocuSigned by:

.....3A7F405EA042404.....

Amsel Page von Spreckelsen
Chair

Date: 21-Feb-2023

GENDERED INTELLIGENCE

(A company limited by guarantee)

MENZIES
BRIGHTER THINKING

INDEPENDENT AUDITOR'S REPORT TO THE TRUSTEES OF GENDERED INTELLIGENCE

Opinion

We have audited the financial statements of Gendered Intelligence (the 'charity') for the year ended 30 June 2022 which comprise the Statement of financial activities, the Balance sheet, the Statement of cash flows and the related notes, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 30 June 2022 and of its incoming resources and application of resources, including its income and expenditure for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditors' responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the United Kingdom, including the Financial Reporting Council's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the Trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charitable company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the Trustees with respect to going concern are described in the relevant sections of this report.

Other information

The other information comprises the information included in the Annual report other than the financial statements and our Auditors' report thereon. The Trustees are responsible for the other information contained within the Annual report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

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INDEPENDENT AUDITOR'S REPORT TO THE TRUSTEES OF GENDERED INTELLIGENCE (CONTINUED)

Opinion on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the Trustees' report for the financial year for which the financial statements are prepared is consistent with the financial statements.
- the Trustees' report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of our knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the Trustees' report.

We have nothing to report in respect of the following matters in relation to which Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of Trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the Trustees were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies' exemptions in preparing the Trustees' report and from the requirement to prepare a Strategic report.

Responsibilities of trustees

As explained more fully in the Trustees' responsibilities statement, the Trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the Trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Trustees are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

GENDERED INTELLIGENCE

(A company limited by guarantee)

INDEPENDENT AUDITOR'S REPORT TO THE TRUSTEES OF GENDERED INTELLIGENCE (CONTINUED)

Auditors' responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an Auditors' report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

The charitable company is subject to laws and regulations that directly affect the financial statements including financial reporting legislation. We determined that the following laws and regulations were most significant including the Companies Act 2006, Charities Act 2011, Safeguarding Vulnerable Groups Act 2006, The Equality Act 2010, Employment and Health and Safety legislation, GDPR and the UK Code of Fundraising Practice. We assessed the extent of compliance with these laws and regulations as part of our procedures on the related financial statement items.

We understood how the charitable company is complying with those legal and regulatory frameworks by, making inquiries to management, those responsible for legal and compliance procedures and the company secretary. We corroborated our inquiries through our review of board minutes.

The engagement partner assessed whether the engagement team collectively had the appropriate competence and capabilities to identify or recognise non-compliance with laws and regulations. The assessment did not identify any issues in this area.

We assessed the susceptibility of the Company's financial statements to material misstatement, including how fraud might occur. We considered the opportunities and incentives that may exist within the organisation for fraud and identified the greatest potential for fraud in the following areas: fictitious employees, fictitious suppliers, the posting of unusual journals and complex transactions and the use of management override of controls to manipulate results, or to cause the Company to enter into transactions not in its best interests.

Audit procedures performed by the engagement team included:

- identifying and assessing the design and effectiveness of controls management has in place to prevent and detect fraud;
- understanding how those charged with governance considered and addressed the potential for override of controls or other inappropriate influence over the financial reporting process;
- challenging assumptions and judgements made by management in its significant accounts estimates;
- identifying and testing journal entries, in particular any journal entries posted with unusual account combinations.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our Auditors' report.

GENDERED INTELLIGENCE

(A company limited by guarantee)

INDEPENDENT AUDITOR'S REPORT TO THE TRUSTEES OF GENDERED INTELLIGENCE (CONTINUED)

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an Auditors' report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and its members, as a body, for our audit work, for this report, or for the opinions we have formed.

DocuSigned by:

Janice Matthews

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Janice Matthews (Senior statutory auditor)

for and on behalf of

Menzies LLP

Chartered Accountants

Statutory Auditor

Centrum House

36 Station Road

Egham

Surrey

TW20 9LF

Date: 21-Feb-2023

GENDERED INTELLIGENCE

(A company limited by guarantee)

STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING INCOME AND EXPENDITURE ACCOUNT) FOR THE YEAR ENDED 30 JUNE 2022

	Note	Restricted funds 2022 £	Unrestricted funds 2022 £	Total funds 2022 £	Total funds 2021 £
Income from:					
Donations and legacies	3	465,098	500,531	965,629	948,407
Charitable activities	4	1,614	187,090	188,704	189,946
Investments		-	256	256	113
Other income		-	180	180	175
Total income		466,712	688,057	1,154,769	1,138,641
Expenditure on:					
Raising funds	5	17,279	12,905	30,184	29,079
Charitable activities	6	459,565	552,963	1,012,528	786,975
Total expenditure		476,844	565,868	1,042,712	816,054
Net (expenditure)/income		(10,132)	122,189	112,057	322,587
Transfers between funds	14	1,081	(1,081)	-	-
Net movement in funds		(9,051)	121,108	112,057	322,587
Reconciliation of funds:					
Total funds brought forward		175,007	544,703	719,710	397,123
Net movement in funds		(9,051)	121,108	112,057	322,587
Total funds carried forward		165,956	665,811	831,767	719,710

The Statement of financial activities includes all gains and losses recognised in the year.

The notes on pages 25 to 39 form part of these financial statements.

GENDERED INTELLIGENCE

(A company limited by guarantee)
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BALANCE SHEET AS AT 30 JUNE 2022

	Note	2022 £	2021 £
Fixed assets			
Tangible assets	11	8,822	6,037
		8,822	6,037
Current assets			
Debtors	12	166,842	152,277
Cash at bank and in hand		899,443	760,354
		1,066,285	912,631
Creditors: amounts falling due within one year	13	(243,340)	(198,958)
		822,945	713,673
Net current assets		822,945	713,673
Total net assets		831,767	719,710
Charity funds			
Restricted funds	14	165,956	175,007
Unrestricted funds	14	665,811	544,703
		831,767	719,710
Total funds		831,767	719,710

The Trustees acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and preparation of financial statements.

The financial statements have been prepared in accordance with the provisions applicable to entities subject to the small companies regime.

The financial statements were approved and authorised for issue by the Trustees and signed on their behalf by:

DocuSigned by:


Ansel-Peter von Spreckelsen
 Chair
 Date: 21-Feb-2023

The notes on pages 25 to 39 form part of these financial statements.

GENDERED INTELLIGENCE

(A company limited by guarantee)

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 30 JUNE 2022

	2022 £	2021 £
Cash flows from operating activities		
Net cash generated by operating activities	145,245	391,660
	<hr/>	<hr/>
Purchase of tangible fixed assets	(6,157)	(7,463)
	<hr/>	<hr/>
Net cash used in investing activities	(6,157)	(7,463)
	<hr/>	<hr/>
Cash flows from financing activities		
Net cash provided by financing activities	-	-
	<hr/>	<hr/>
Change in cash and cash equivalents in the year	139,088	384,197
Cash and cash equivalents at the beginning of the year	760,354	376,157
	<hr/>	<hr/>
Cash and cash equivalents at the end of the year	899,442	760,354
	<hr/> <hr/>	<hr/> <hr/>

The notes on pages 25 to 39 form part of these financial statements

GENDERED INTELLIGENCE

(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2022

1. General information

Gendered Intelligence is a private company limited by guarantee incorporated in England and Wales. The registered office is Voluntary Action Islington (VAI) 200a Pentonville Road, London, England, N1 9JP.

2. Accounting policies

2.1 Basis of preparation of financial statements

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) (effective 1 January 2019), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Gendered Intelligence meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy.

2.2 Income

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

The recognition of income from legacies is dependent on establishing entitlement, the probability of receipt and the ability to estimate with sufficient accuracy the amount receivable. Evidence of entitlement to a legacy exists when the Charity has sufficient evidence that a gift has been left to them (through knowledge of the existence of a valid will and the death of the benefactor) and the executor is satisfied that the property in question will not be required to satisfy claims in the estate. Receipt of a legacy must be recognised when it is probable that it will be received and the fair value of the amount receivable, which will generally be the expected cash amount to be distributed to the Charity, can be reliably measured.

Grants are included in the Statement of financial activities on a receivable basis. The balance of income received for specific purposes but not expended during the period is shown in the relevant funds on the Balance sheet. Where income is received in advance of entitlement of receipt, its recognition is deferred and included in creditors as deferred income. Where entitlement occurs before income is received, the income is accrued.

Income tax recoverable in relation to investment income is recognised at the time the investment income is receivable.

Other income is recognised in the period in which it is receivable and to the extent the goods have been provided or on completion of the service.

GENDERED INTELLIGENCE

(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2022

2. Accounting policies (continued)

2.3 Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use.

Expenditure on raising funds includes all expenditure incurred by the Charity to raise funds for its charitable purposes and includes costs of all fundraising activities events and non-charitable trading.

Expenditure on charitable activities is incurred on directly undertaking the activities which further the Charity's objectives, as well as any associated support costs.

2.4 Taxation

The Charity is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the Charity is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

2.5 Tangible fixed assets and depreciation

Tangible fixed assets costing £500 or more, and all laptops, are capitalised and recognised when future economic benefits are probable and the cost or value of the asset can be measured reliably.

Tangible fixed assets are initially recognised at cost. After recognition, under the cost model, tangible fixed assets are measured at cost less accumulated depreciation and any accumulated impairment losses. All costs incurred to bring a tangible fixed asset into its intended working condition should be included in the measurement of cost.

Depreciation is charged so as to allocate the cost of tangible fixed assets less their residual value over their estimated useful lives, on a reducing balance basis.

Depreciation is provided on the following basis:

Computer equipment	-	33%
Other fixed assets	-	33%

Gains and losses on disposals are determined by comparing the proceeds with the carrying amount and are recognised in the Statement of financial activities.

GENDERED INTELLIGENCE

(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2022

2. Accounting policies (continued)

2.6 Liabilities and provisions

Liabilities are recognised when there is an obligation at the Balance sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably.

Liabilities are recognised at the amount that the Charity anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide.

Provisions are measured at the best estimate of the amounts required to settle the obligation. Where the effect of the time value of money is material, the provision is based on the present value of those amounts, discounted at the pre-tax discount rate that reflects the risks specific to the liability. The unwinding of the discount is recognised in the Statement of financial activities as a finance cost.

2.7 Pensions

The Charity operates a defined contribution pension scheme and the pension charge represents the amounts payable by the Charity to the fund in respect of the year.

2.8 Fund accounting

General funds are unrestricted funds which are available for use at the discretion of the Trustees in furtherance of the general objectives of the Charity and which have not been designated for other purposes.

Designated funds comprise unrestricted funds that have been set aside by the Trustees for particular purposes. The aim and use of each designated fund is set out in the notes to the financial statements.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the Charity for particular purposes. The costs of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

Investment income, gains and losses are allocated to the appropriate fund.

3. Income from donations and legacies

	Restricted funds 2022 £	Unrestricted funds 2022 £	Total funds 2022 £	<i>Total funds 2021 £</i>
Donations				
Youth Camp	5,692	-	5,692	6,832
TransMentoring	-	-	-	3,000
TPOCalypse Group	-	-	-	11,809
Pride Events	-	-	-	2,520
Therapists and Counsellors Network	-	-	-	10,561
Core charitable activities	-	260,431	260,431	256,109

GENDERED INTELLIGENCE

(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2022

3. Income from donations and legacies (continued)

	Restricted funds 2022 £	Unrestricted funds 2022 £	Total funds 2022 £	Total funds 2021 £
Grants				
Anna Freud Centre	-	10,000	10,000	-
BBC Children in Need	39,058	-	39,058	57,171
BBC Children in Need (small grants)	19,405	-	19,405	4,999
City Bridge Trust - London Community Response Fund	34,500	-	34,500	29,927
Comic Relief	74,862	-	74,862	115,137
Comic Relief	70,000	-	70,000	-
The David Family Foundation	-	-	-	10,000
Devon Partnership NHS Trust	-	11,959	11,959	-
DWP Department for Works and Pensions	13,586	-	13,586	504
Esmée Fairbairn Foundation	-	100,000	100,000	-
Garfield Weston Foundation	-	20,000	20,000	-
The Henry Smith Charity	60,000	-	60,000	30,000
John Lyon's Charity	30,000	-	30,000	30,000
The Leathersellers' Company Charitable Fund	-	-	-	15,000
The Listening Fund by the Blagrove Trust	23,000	400	23,400	23,000
Mind - Coronavirus Mental Health Response Fund	-	-	-	70,392
LGBT Futures Fund from LGBT Consortium	-	-	-	8,000
The National Lottery Community Fund	26,254	-	26,254	36,234
NIHR via Nottingham University	-	-	-	1,110
NIHR via Oxford University	-	1,235	1,235	1,480
Nottinghamshire Healthcare NHS Foundation Trust	-	51,682	51,682	42,013
OutRight Action International	8,769	-	8,769	-
Paul Hamlyn Foundation	3,558	-	3,558	26,442
People's Health Trust (North)	-	-	-	1,422
School for Social Entrepreneurs	-	-	-	49,763
Sheffield NHS FoundationTrust	-	43,287	43,287	43,287
Spectra CIC	3,311	-	3,311	-
Sport England	-	-	-	4,997
Stonewall	1,980	-	1,980	9,698
The Rayne Foundation	-	-	-	20,000
Tides Foundation	11,123	-	11,123	-
Trust for London	-	-	-	25,000
The Tudor Trust	40,000	-	40,000	2,000
Subtotal	465,098	498,994	964,092	948,407

GENDERED INTELLIGENCE

(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2022

3. Income from donations and legacies (continued)

	Restricted funds 2022 £	Unrestricted funds 2022 £	Total funds 2022 £	Total funds 2021 £
Legacies	-	1,537	1,537	-
Subtotal	-	1,537	1,537	-
	465,098	500,531	965,629	948,407
<i>Total 2021</i>	<i>568,943</i>	<i>379,464</i>	<i>948,407</i>	

4. Income from charitable activities

	Restricted funds 2022 £	Unrestricted funds 2022 £	Total funds 2022 £	Total funds 2021 £
Income from charitable activities	1,614	187,090	188,704	189,946
<i>Total 2021</i>	<i>323</i>	<i>189,623</i>	<i>189,946</i>	

GENDERED INTELLIGENCE

(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2022

5. Expenditure on raising funds

Costs of raising voluntary income

	Restricted funds 2022 £	Unrestricted funds 2022 £	Total funds 2022 £	Total funds 2021 £
Professional fees	11,200	6,800	18,000	21,516
Partner fees	387	6,104	6,491	1,408
Printing and photocopying	-	1	1	-
Wages and Salaries	5,175	-	5,175	5,579
Social security costs	412	-	412	457
Pension costs	105	-	105	119
	<u>17,279</u>	<u>12,905</u>	<u>30,184</u>	<u>29,079</u>
<i>Total 2021</i>	<u>6,155</u>	<u>22,924</u>	<u>29,079</u>	

6. Analysis of expenditure on charitable activities

Summary by fund type

	Restricted funds 2022 £	Unrestricted funds 2022 £	Total 2022 £	Total 2021 £
Direct costs	459,565	552,963	1,012,528	786,975
	<u>459,565</u>	<u>552,963</u>	<u>1,012,528</u>	<u>786,975</u>
<i>Total 2021</i>	<u>588,416</u>	<u>198,559</u>	<u>786,975</u>	

GENDERED INTELLIGENCE

(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2022

7. Analysis of expenditure by activities

	Activities undertaken directly 2022 £	Support costs 2022 £	Total funds 2022 £	Total funds 2021 £
Direct costs	860,170	152,358	1,012,528	786,975
<i>Total 2021</i>	<u>661,610</u>	<u>125,365</u>	<u>786,975</u>	

Analysis of support costs

	Activities 2022 £	Total funds 2022 £	Total funds 2021 £
Staff costs	82,445	82,445	72,090
Depreciation	3,452	3,452	2,139
Printing & Stationery	372	372	696
Office & Administration	-	-	761
Computer & Website costs	587	587	296
Professional fees	10,486	10,486	938
Subscriptions	4,053	4,053	3,089
Training - external providers	3,913	3,913	1,855
Postage, Freight & Courier	145	145	145
Telephone & Internet	431	431	329
Well being	1,153	1,153	5,647
Travel	235	235	59
Insurance	1,674	1,674	633
Rent	627	627	181
General Expenses	577	577	60
Bank fees	26	26	25
Governance costs	42,182	42,182	36,422
	<u>152,358</u>	<u>152,358</u>	<u>125,365</u>
<i>Total 2021</i>	<u>125,365</u>	<u>125,365</u>	

GENDERED INTELLIGENCE

(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2022

8. Auditors' remuneration

	2022 £	2021 £
Fees payable to the Charity's auditor for the audit of the Charity's annual accounts	9,240	7,000
Fees payable to the Charity's auditor in respect of: Preparation of statutory financial statements	1,980	1,500
	<u>11,220</u>	<u>8,500</u>

9. Staff costs

	2022 £	2021 £
Wages and salaries	668,777	557,460
Social security costs	53,608	45,553
Contribution to defined contribution pension schemes	13,524	11,857
	<u>735,909</u>	<u>614,870</u>

The average number of persons employed by the Charity during the year was as follows:

	2022 No.	2021 No.
Total Employees	34	27
Full time equivalents	22	17
	<u>34</u>	<u>27</u>

No employee received remuneration amounting to more than £60,000 in either year.

The Charity considers its key management personnel to comprise of;

- The Trustees
- Jay Stewart - CEO
- Moya Wilkie - Director of Public Engagement & Central Support Services
- Simon Croft - Director of Professional & Educational Services
- Finn Greig - Director of Youth & Communities Services

The total amount of employee benefits received by key management personnel (Salary, Employer NI, Employers Pension, Benefit in Kind etc..) was £223,727 (2021:£205,819).

10. Trustees' remuneration and expenses

During the year, no Trustees received any remuneration or other benefits (2021 - £NIL).

During the year ended 30 June 2022, no Trustee expenses have been incurred (2021 - £NIL).

GENDERED INTELLIGENCE

(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2022

11. Tangible fixed assets

	Computer equipment £	Other fixed assets £	Total £
Cost or valuation			
At 1 July 2021	7,438	3,011	10,449
Additions	6,156	-	6,156
At 30 June 2022	<u>13,594</u>	<u>3,011</u>	<u>16,605</u>
Depreciation			
At 1 July 2021	3,985	427	4,412
Charge for the year	2,448	923	3,371
At 30 June 2022	<u>6,433</u>	<u>1,350</u>	<u>7,783</u>
Net book value			
At 30 June 2022	<u>7,161</u>	<u>1,661</u>	<u>8,822</u>
At 30 June 2021	<u>3,453</u>	<u>2,584</u>	<u>6,037</u>

12. Debtors

	2022 £	2021 £
Due within one year		
Trade debtors	70,069	74,912
Other debtors	-	500
Prepayments and accrued income	96,773	76,865
	<u>166,842</u>	<u>152,277</u>

GENDERED INTELLIGENCE

(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2022

13. Creditors: Amounts falling due within one year

	2022	<i>2021</i>
	£	£
Trade creditors	66,968	<i>11,555</i>
Other taxation and social security	50,353	<i>17,003</i>
Other creditors	2,401	<i>2,955</i>
Accruals and deferred income	123,618	<i>167,445</i>
	243,340	<i>198,958</i>

Deferred income relates to training course fees and grants being recognised over the period they relate to.

Deferred income at 1 July 2021 totalled £135,082, resources deferred during the year were £81,296, amounts released from previous periods £135,082, leaving a balance of £81,296 as at 30 June 2022.

GENDERED INTELLIGENCE

(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2022

14. Statement of funds

Statement of funds - current year

	Balance at 1 July 2021 £	Income £	Expenditure £	Transfers in/out £	Balance at 30 June 2022 £
Unrestricted funds					
Designated funds					
Development of PES	120,000	215,069	(198,965)	(61,104)	75,000
YCS activities	30,000	-	(27,758)	272,758	275,000
Website (including branding), intranet and CRM development	25,000	-	(18,000)	43,000	50,000
Organisational and staff development, support and well- being	15,000	-	(42,001)	127,001	100,000
	<u>190,000</u>	<u>215,069</u>	<u>(286,724)</u>	<u>381,655</u>	<u>500,000</u>
General funds					
General Funds	354,703	472,988	(279,144)	(382,736)	165,811
	<u>354,703</u>	<u>472,988</u>	<u>(279,144)</u>	<u>(382,736)</u>	<u>165,811</u>
Total Unrestricted funds	<u>544,703</u>	<u>688,057</u>	<u>(565,868)</u>	<u>(1,081)</u>	<u>665,811</u>
Restricted funds					
IT & Administration Support	5,485	94,710	(86,156)	-	14,039
Mentoring	1,232	-	(1,232)	-	-
Pride Events	8,125	-	(583)	-	7,542
Research & Development	6,497	4,851	(514)	(58)	10,776
Staff Wellbeing	26,254	26,254	(20,415)	-	32,093
TPOCalypse Group	13,029	-	(1,546)	-	11,483
Training & Consultancy	8,994	1,980	(10,974)	-	-
Trans Femme Group	7,294	-	(2,270)	-	5,024
Volunteering Support	-	34,500	(14,023)	-	20,477
Youth & Community services	69,853	266,883	(295,288)	1,139	42,587
Youth Board	22,965	23,000	(24,030)	-	21,935
Youth Camp	5,279	14,534	(19,813)	-	-
	<u>175,007</u>	<u>466,712</u>	<u>(476,844)</u>	<u>1,081</u>	<u>165,956</u>
Total of funds	<u>719,710</u>	<u>1,154,769</u>	<u>(1,042,712)</u>	<u>-</u>	<u>831,767</u>

GENDERED INTELLIGENCE

(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2022

14. Statement of funds (continued)

Statement of funds - prior year

	<i>Balance at 1 July 2020</i>	<i>Income</i>	<i>Expenditure</i>	<i>Transfers in/out</i>	<i>Balance at 30 June 2021</i>
	£	£	£	£	£
Unrestricted funds					
Designated funds					
Development of PES	-	-	-	120,000	120,000
YCS activities	-	-	-	30,000	30,000
Website (including branding), intranet and CRM development	-	-	-	15,000	15,000
Client Relationship Management System	-	-	-	10,000	10,000
Organisational and staff development, support and well- being	-	-	-	15,000	15,000
	<u>-</u>	<u>-</u>	<u>-</u>	<u>190,000</u>	<u>190,000</u>
General funds					
General Funds	201,265	569,375	(221,483)	(194,454)	354,703
	<u>201,265</u>	<u>569,375</u>	<u>(221,483)</u>	<u>(4,454)</u>	<u>544,703</u>
Restricted funds					
Public Engagement	(10,953)	25,000	(17,015)	2,968	-
COVID Recovery	-	40,000	(37,025)	(2,975)	-
IT & Administration Support	2,305	40,000	(40,124)	3,304	5,485
Mentoring	-	17,979	(16,747)	-	1,232
Pride Events	5,282	2,843	-	-	8,125
Professional & Educational Services	53,066	49,763	(102,829)	-	-
Research & Development	6,845	-	(348)	-	6,497
Staff Wellbeing	-	26,254	-	-	26,254
TPOCalyse Group	1,600	11,809	(380)	-	13,029
Training & Consultancy	53,312	14,695	(59,013)	-	8,994
Trans Femme Group	10,000	-	(2,706)	-	7,294
Volunteering Support	29,758	29,927	(62,591)	2,906	-
Youth & Community services	42,099	281,164	(251,661)	(1,749)	69,853
Youth Board	1,889	23,000	(1,924)	-	22,965
Youth Camp	655	6,832	(2,208)	-	5,279

GENDERED INTELLIGENCE

(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2022

14. Statement of funds (continued)

Statement of funds - prior year (continued)

	<i>Balance at 1 July 2020</i>	<i>Income</i>	<i>Expenditure</i>	<i>Transfers in/out</i>	<i>Balance at 30 June 2021</i>
	£	£	£	£	£
	195,858	569,266	(594,571)	4,454	175,007
Total of funds	397,123	1,138,641	(816,054)	-	719,710

Designated funds consist of monies set aside by the trustees for the particular purposes set out above including Development of PES (Professional and Educational Services) which relates to research and development to improve the PES training and consultancy offer, and YCS activities which relate to young people, their families and carers, as well as supporting young and older adults. Transfers relate to monies set aside for these purposes during the year. It is anticipated that these monies will be spent in the next 12 months.

Restricted funds consist of monies given for the special purposes noted above.

15. Analysis of net assets between funds

Analysis of net assets between funds - current year

	Restricted funds 2022	Unrestricted funds 2022	Total funds 2022
	£	£	£
Tangible fixed assets	-	8,822	8,822
Current assets	165,956	900,329	1,066,285
Creditors due within one year	-	(243,340)	(243,340)
Total	165,956	665,811	831,767

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NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2022

15. Analysis of net assets between funds (continued)

Analysis of net assets between funds - prior year

	<i>Restricted funds 2021 £</i>	<i>Unrestricted funds 2021 £</i>	<i>Total funds 2021 £</i>
Tangible fixed assets	-	6,037	6,037
Current assets	175,007	737,624	912,631
Creditors due within one year	-	(198,958)	(198,958)
Total	<u>175,007</u>	<u>544,703</u>	<u>719,710</u>

16. Reconciliation of net movement in funds to net cash flow from operating activities

	2022 £	2021 £
Net income for the year (as per Statement of Financial Activities)	<u>112,057</u>	<u>322,587</u>
Adjustments for:		
Depreciation charges	3,371	2,139
Increase in debtors	(14,565)	(99,076)
Increase in creditors	12,327	166,010
Net cash provided by operating activities	<u>113,190</u>	<u>391,660</u>

17. Analysis of cash and cash equivalents

	2022 £	2021 £
Cash in hand	<u>899,442</u>	<u>760,354</u>
Total cash and cash equivalents	<u>899,442</u>	<u>760,354</u>

GENDERED INTELLIGENCE

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NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2022

18. Analysis of changes in net debt

	At 1 July 2021	Cash flows	At 30 June 2022
	£	£	£
Cash at bank and in hand	760,354	139,088	899,442
	<u>760,354</u>	<u>139,088</u>	<u>899,442</u>

19. Related party transactions

Jay Stewart, the Chief Executive of the charity is the partner of a former trustee, Catherine McNamara, who resigned on 3 February 2022. During the year ended 30 June 2022 the salary received by the Chief Executive was £55,027 (2021: £54,133).

Catherine McNamara was not involved in the decision making process that related to Jay Stewart's salary.

Wages of £661 were paid to a child of a Trustee for youth work assistance in the year ended 30 June 2022 (2021: £NIL). The Trustee was not involved in the decision making process that related to the appointment of their child.

GENDERED INTELLIGENCE

England & Wales - Charity number 1182558

Accounts

Company registration number: 06617608
Charity number: 1182558

**ANNUAL REPORT AND FINANCIAL
STATEMENTS**

FOR THE YEAR ENDED

30 JUNE 2021

**GENDERED
INTELLIGENCE**
(A company limited by
guarantee)

MENZIES
BRIGHTER THINKING

GENDERED INTELLIGENCE

(A company limited by guarantee)

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GENDERED INTELLIGENCE

(A company limited by guarantee)

REFERENCE AND ADMINISTRATIVE DETAILS OF THE CHARITY, ITS TRUSTEES AND ADVISERS FOR THE YEAR ENDED 30 JUNE 2021

Trustees Dr Catherine McNamara (resigned 3 February 2022)
Warren Koehler
Dr Lynette Goddard
Dr Chryssy Hunter, Chair
Megan Key (resigned 13 May 2021)

Company registered number 06617608

Charity registered number 1182558

Registered office VAI
200a Pentonville Road
London
NI 9JP

Company secretary Warren Koehler

Independent auditors Menzies LLP
Chartered Accountants
Statutory Auditor
Centrum House
36 Station Road
Egham
Surrey
TW20 9LF

Bankers Santander
Merseyside
L30 4GB

GENDERED INTELLIGENCE

(A company limited by guarantee)

CHAIR'S STATEMENT

FOR THE YEAR ENDED 30 JUNE 2021

The chair presents their statement for the year.

On behalf of the Gendered Intelligence Board of Trustees, I am pleased to present the financial statements for the year ending 30 June 2021.

The background to this year has been the continuing challenges issued by the impact of Covid-19 in conjunction with the continuation of significant trans-negative narratives in public discourse. These have had material impacts on service delivery, on our focus in our public engagement, and have informed our continuing interrogation of our funding strategies in search of the most sustainable mix to secure the future sustainability of the organisation. Notwithstanding the challenges I am delighted to introduce a report that reflects a year of hard won consolidation and success for Gendered Intelligence.

One of the main impacts of the pandemic has been the necessity of continuing much of our service delivery online. Although all training was delivered online we delivered 40% more training sessions, increasing our income from training by over 16%, engaging with significantly more people from a wider range of organisations, including a number of large commercial organisations. Our consultancy service continues to be income generating, but we have experienced some reduction in workshops, lectures and assemblies and we paused our Therapists and Counsellors training, directly attributable to Covid. However we are pleased to be able to report that attendance at group supervisions provided for the Therapists and Counsellors Network increased slightly from the previous year's levels.

Having moved all groups online at the beginning of the first lockdown we have maintained provision of all youth groups for all ages, and have been able to offer additional one-to-one services and other groups aimed at specific demographics and specific interests. Additionally we have facilitated a number of one-off online events such as Family and Futures, and Work, Passions and Activism. The pandemic has encouraged us to work differently and the positives have included being able to reach out more easily to people from across the UK through remote work, which we intend to consolidate in the future through developing more robust hybrid delivery structures.

Being aware of the serious impact of isolation of many of our young people we were delighted to have been able to offer care packages to 100 young people.

We have continued to develop our staff team and were delighted to appoint Finn Greig as Director of Youth & Communities Services. We have also continued to remunerate staff fairly - with the lowest paid member of staff receiving 22% more than the Real Living Wage – and equitably – with the salary of the highest paid employee being less than 2.4 times that of the lowest paid employee.

That said we are aware that organisational growth, combined with ongoing external conditions, have increased the rate of staff turnover. Taken alongside other staff absences for health-related reasons, this has increased pressure on remaining staff and also impacts on our capacity to undertake further recruitment. The Board is aware of this and is offering support to the staff team to help ameliorate this.

In a sociocultural environment that continues to be challenging, our Public Engagement activity has developed including our work with public policy, work in the media, and research. We have been engaging with policy makers, and been responsive to several consultations and calls for evidence. Our media profile continues to grow and we intend to grow our Public Engagement Team in the future.

One high profile case directly affecting young people and their families has been the Bell vs Tavistock case. We had to mitigate the negative impacts of the initial judgement with our young people and their families. The impacts for the case are ongoing and we have to consider future approaches to our involvement in such cases in relation to our objectives in the future.

GENDERED INTELLIGENCE

(A company limited by guarantee)

CHAIR'S STATEMENT (CONTINUED)

FOR THE YEAR ENDED 30 JUNE 2021

There have been serious financial challenges for many organisations in our sector but I am able to report that GI has come through this year in a strong financial position. Our income mix has been changing, and while a majority of our income has still come through grants, with sales generating around 17% of income, we have experienced significant growth in donations, from 8% of income in 2019/20 to 21% in the last year. This is an income stream which we intend to focus on growing further in the future, in order to maintain and improve our sustainability for staff and service users in the future.

Given the ongoing challenging economic environment, the ongoing effects of living with Covid and the cultural challenges directed at trans and nonbinary people, and reflecting the views of the whole Board of Trustees, it is gratifying to be able to report such a strong performance over this year. I want in particular to thank the remarkable Gendered Intelligence staff team, our amazing volunteers, and our new Youth Board, whose commitment and care in this time of crisis has been deeply impressive and valued.

DocuSigned by:

.....5E3BE9425A1E401.....
Chryssy Hunter, Chair
Date: 31-Mar-2022

GENDERED INTELLIGENCE

(A company limited by guarantee)

TRUSTEES' REPORT

FOR THE YEAR ENDED 30 JUNE 2021

Reference and Administrative Details:

The trustees who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 30 June 2021. The Trustees have adopted the provisions of Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019).

Recruitment to the Board is via a formal recruitment process, with an open call for candidates and information available on GI's website and via other routes. CVs and covering letters are assessed by members of the Board, and, in the case of applications for the Treasurer, an independent expert. Applicants subsequently meet with senior staff (for information only) and have a formal interview with Board members (plus finance expert as appropriate). The final Appointment of new Trustees (up to a maximum of nine and subject to their willingness to act as a Trustee) is based on recommendations from this process, but confirmed by a majority vote at any meeting of the Board. The Chair arranged an induction process for new Trustees; and in addition a skills audit is carried out regularly so that appropriate training can be provided, or additional Trustees recruited where a significant gap is identified. Training is provided via a range of formal and informal methods e.g. external organisational training and internal work shadowing. Trustee induction comprises full financial information and company history. New trustees are briefed on their legal obligations under charity and company law, the company's mission and values and the workings of the Board of Management and the decision-making process. We are reviewing our Articles of Association to enable us to involve individuals from the Youth Board as Trustees – we hope to have this in place by the end of 2022.

The Charity considers its key management personnel to comprise of the trustees and;

Jay Stewart	Chief Executive Officer
Moya Wilkie	Director of Public Engagement & Central Support Services
Simon Croft	Director of Professional & Educational Services
Finn Greig	Director of Youth & Communities Services – appointed May 2021

Objectives and Activities:

Company's Purposes

Gendered Intelligence has been working since 2008 to increase understandings of gender diversity and to improve the quality of life of trans people, and young trans people in particular. We are a trans-led organisation, with a core team of skilled, trained and experienced staff, supported by a diverse and vibrant body of volunteers.

The many strands of our work are closely interlinked, and the insights and connections we have both nurture and strengthen everything we do. For example, our connections with young people, their families and the wider trans community supports the training and consultancy we offer, and also informs our policy and research work.

Our 2019-2024 strategy (developed with support from the National Lottery Community Fund) outlines the five pillars that help us to structure our activities and provide focus:

1. Preparing to grow (building organisational resilience and sustainability for the future)
2. Listen, learn, improve (continuous implementation of feedback)
3. Telling our stories (prioritising impact and acknowledging the power of our history)
4. Working in intersectional ways (improving access for marginalised identities)
5. Partnerships (to allow us to reach wider audiences and deliver new services)

GENDERED INTELLIGENCE

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TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 30 JUNE 2021

Specific Objectives & Public Benefit

The trustees were mindful of the Charity Commissions guidance on public benefit when setting the specific Objectives for the 2019-2024 business planning period. In 2019 we created a Theory of Change (ToC) for GI's work and we have mapped each of our Intermediate Outcomes from the ToC to the relevant Objects below taken from our Articles of Association. In reporting on our organisational activities and projects activities we have attempted to reflect progress towards these outcomes.

NB Elements of work are listed under the most relevant object, hence the order in which they appear is not representative of their relative size or value within the organisation, and the lettering (A-I) is merely included to aid navigation in the document.

OBJECT 1

To promote human rights (as set out in the Universal Declaration of Human Rights and subsequent United Nations convention and declarations) of people whose experience of sex, gender, sexual orientation and/or sexuality does not align, in whole or in part, with dominant cultural expectations and societal norms and who are therefore vulnerable to discrimination, exclusion, marginalisation, hate crime and lower quality life by all or any of the following means:

- (a) Monitoring abuses of human rights;
- (b) Obtaining redress for the victims of human rights abuse;
- (c) Relieving need among the victims of human rights abuse;
- (d) Research into human rights issues;
- (e) Providing technical advice to government and others on human rights matters;
- (f) Contributing to the sound administration of human rights law;
- (g) Commenting on proposed human rights legislation;
- (h) Raising awareness of human rights issues;
- (i) Promoting public support for human rights;
- (j) Promoting respect for human rights among individuals and corporations;
- (k) International advocacy of human rights;
- (l) Eliminating infringements of human rights.

Related Intermediate Outcome from Theory of Change:

- (i) Improved awareness and understanding of trans lives

GI's main activities that related to this object & outcome:

A: Public Engagement

GI's Public Engagement activity is responsible for communications both internally and externally, with multiple stakeholders and due consideration of our organisation profile. This includes our work with public policy; work in the media; and research.

Public Policy

Gendered Intelligence continued to engage with policymakers across a range of issues and topics, choosing to pare back on its engagement with politicians and focussing on firming up strategic engagement plans. The Conservative government, led by Boris Johnson as Prime Minister and with Liz Truss MP in role as Minister for Women and Equalities, continued despite Cabinet reshuffles.

We started working in coalition with other charity and religious partners such as the Ban Conversion Therapy Alliance, aiming to enable a legislative ban on conversion practices across the UK, following the Government's Queen's Speech which stated a similar aim.

We responded to several consultations and calls for evidence, giving wider voice to those we exist to serve, including: the IMPRESS (press regulator) Code Review; Ministry of Housing, Communities & Local Government (Toilet Provision for Men and Women); Human Rights (Joint Committee) inquiry on 'Freedom of Expression'; British Cycling (Transgender and Non-binary Participation Policy); and the Nuffield Council on Bioethics's call to evidence on the healthcare provision for young trans people.

Media Work

We noted 101 mentions of Gendered Intelligence across media publications, a 68% rise on our previous reporting year. 75% of these mentions were positive, which whilst being a 5 percentage point decrease from the previous year, is partly accounted for by an increased media profile. We appeared in publications including: The Mirror, PinkNews, Forbes, Reuters, Huffington Post, Independent, Evening Standard, and BBC News.

We spoke on BBC News evening television programme on the need for continued solidarity and allyship with trans people,

GENDERED INTELLIGENCE

(A company limited by guarantee)

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 30 JUNE 2021

following a well-publicised article from a celebrity author. We were interviewed for the 'Panic Years' podcast by Nell Frizzell.

Research (see Object 2)

OBJECT 2

To **advance education and promote the understanding of equality and diversity** of sex, gender, sexual orientation, sexuality **and/or the needs of the communities** whose sex, gender, sexual orientation and/or sexuality are diverse, for the public benefit.

Related Intermediate Outcome from Theory of Change:

- (i) Improved awareness and understanding of trans lives

GI's main activities that related to this object and outcomes:

B: Professional and Educational Services

The Professional and Educational Services Team works with organisations and individuals who want to improve the support they provide to trans and gender diverse individuals in a professional capacity. We provide support right across the private, public and not-for-profit sectors, with particularly strong engagement in the field of Education.

We offer a range of training to meet the needs of our clients, ranging from one-hour basic awareness sessions to two-day in-depth courses, as well as personalised consultancy to meet specific organisational needs.

Training

During 2020-21 we delivered all our training remotely due to the COVID-19 pandemic. Despite this restriction, we were able to grow our training capacity from 2019-20 figures.

- We delivered 292 training sessions (2019-20: 203)
- We trained over 6,500 people from 171 organisations (2019-20: 4000 people, 119 organisations)
- We raised over £143,000 from training (2019-20: £123,000)

Evaluation of our training sessions continues to show highly improved awareness and understanding of trans lives among delegates. The average overall rating given to our training sessions by delegates on evaluation forms was 4.7 out of 5.

A selection of training clients in 2020-21 included large commercial organisations e.g. Auto Trader, Financial Times and National Grid; public sector organisations e.g. CAF/CASS Cymru, Greater London Authority, Historic England and Lincolnshire Partnership NHS Trust; and non-profit organisations e.g. Albert Kennedy Trust, Crisis, Liberty and Womankind.

Consultancy

Our consultancy service brought in over £49,000 in income in 2020-21. Clients included Action Aid, B&Q, Plan UK, Sport England and Stonewall.

Work in Education

In 2020-21 we delivered 5 workshops across 3 schools and colleges, and 1 lecture for students in a university. These numbers are lower than our pre-2020 activity in this area and reflect a decrease in demand from schools partly due to the pandemic.

Training for therapists and counsellors

We made the decision not take our therapist and counsellor 'Working Alongside Trans, Gender Diverse and Questioning People' training sessions online. Instead, we focused on resilience of the work, the team and delivery. The figures below remain broadly the same to our previous financial year which we feel is a huge achievement to not have had to reduce our reach in such uncertain times.

Therapists and Counsellors Network

GI's Therapists and Counsellors Network provides ongoing learning and support opportunities for therapists and counsellors wishing to improve the trans inclusivity of their practice. Those who have completed the two-day "Working Alongside Trans, Gender Diverse and Questioning People" course (see above) are eligible to join. The pause in delivery of the course therefore impacted on Network growth, and Network membership remains broadly static at 143.

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TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 30 JUNE 2021

Network members can access group supervisions focused on trans-inclusive practice. This year we delivered 8 online supervision sessions, with a total of 43 attendances by 22 different therapists.

Members also receive occasional bulletins on topics of interest, including thought pieces, academic or briefing papers, sector developments and film or book reviews. This year we issued 8 bulletins.

Appropriately qualified Network members who sign up to GI's Standards of Therapeutic Practice can opt to be listed in GI's Therapists and Counsellors Directory. The Directory is made freely available online as an aid to trans people and their families who are looking for a trans-aware / trans-inclusive therapist. Therapists edit and update their submissions regularly, so it is an evolving up-to-date document.

At year end, the Directory listed 61 therapists. This is a reduction from the previous year (75 therapists). Therapists sometimes move into roles where Directory listing is no longer appropriate (e.g. a position in a specific organisation that provides them with all their clients), so ask to be removed, and as the course that provides access to the Network was paused, there has been no influx of new members.

In November 2020 we introduced the ability to identify the number of unique views the Directory receives. In the 8 months to end June 21, the Directory received 156 unique views.

C: Research

Research projects that we have been involved in this year are:

1. Before, During and After GIC Services: service models and experiences with Open University
2. Queer Futures with Lancaster University
3. Meeting the Transgender Challenge with Oxford University
4. Feel Well with Institute of Mental Health, University of Nottingham, Nottingham Centre for Transgender Health
5. Quality of Life Index with Goldsmiths College
6. Transformations with University of Exeter.

In addition, our work continued with the Trans Learning Partnership. Key activities from the Transformation Project included the launch of the podcast and website: Adventures in Time and Gender (<http://adventuresintimeandgender.org>). This drama podcast was written by Jason Barker in collaboration with a group of young people from Gendered Intelligence and directed by Krishna Isha and performed by trans and non-binary performers, artists, musicians and sound designers.

D: Public Events

Our public events activities directly support our aim to educate and inform the public by delivering presentations, keynote speeches and taking part in panel discussions. These can be in the context of conferences, equality and diversity events or other activities. We offer expertise in the areas of trans communities, gender and sexual diversity, equality and inclusion to a range of organisations, delivering engaging educational and cultural talks across public, private and third sector settings.

This year, we provided speakers and panel members for 25 external events, all delivered remotely online. This year's clients included Google DeepMind, PwC, NHS Digital, Tameside Council and the Academy of Physical Medicine.

Also:

Public Policy (see Object 1, under A: Public Engagement)

OBJECT 3

To **advance the health and well-being** of people whose experience of sex, gender, sexual orientation and/or sexuality does not align, in whole or in part, with dominant cultural expectations, in particular **to improve their physical and mental health and quality of life**, for the public benefit.

Related Intermediate Outcome from Theory of Change:

- (iii) Increased pride in identity and ability for people to express their gender, including to feel able to socially transition
- (iv) Improved skills and confidence amongst gender diverse people to enable them to achieve their goals and aspirations
- (v) Improved mental and physical health and wellbeing amongst gender diverse people

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TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 30 JUNE 2021

GI's main activities that related to this object and outcomes:

E: Trans Youth Work

We have had a total of 331 young people attend our groups in the last 12 months. We held on average 12 youth groups per month with an average 82 attendees to our groups per month.

Experiencing a global pandemic had a huge impact on trans and youth communities as well as our young people and youth workers in our service. Our youth work adapted quickly to digital youth work, running our groups online as youth centres closed. We continued to have new young people accessing our services looking for safe virtual spaces for them to explore their identity and express their gender. Despite a year of loss and lockdown we have continued to provide youth services and increase access to youth support by offering new one-to-one support, and reaching out to young trans people who face further isolation.

Lockdown life

We were able to run all of our existing groups during the lockdown, having moved them online in the spring of 2020, including our annual Imagining Our Futures events, 'Family and Futures,' (with 19 young people attending) and 'Work, Passions and Activism,' (18 young people) inviting trans adults from different walks of life on a panel to share their experiences and take questions from young people about parts of their lives.

As covid restrictions began to ease, we wanted to continue to provide a youth service online, as well as going back to in-person groups. On 31 March 2021 we trialled a hybrid meeting for the youthwork team, where half the team were in the room and the other half on their screens. It was difficult to run, so we made the decision that we would offer young people online groups and in-person groups, rather than try to merge the two. We are looking forward to bringing in a hybrid element to some of our bigger events in the future.

In June 2021 we were finally able to start offering regular face-to-face groups again. Taking into account the needs of our team, youth, and national guidance we have been running in-person groups in London again. We will be running in-person groups in Leeds in the near future.

Additional Groups

With the pandemic affecting much of our usual provision, and young people's needs changing, intensifying and their situations worsening, we responded in various ways to run additional groups for young trans people. Some of the different things we were able to run included one off sessions and ongoing space such as:

- a group for young trans people of colour (TPOC) focussed on experiences of medical transition and the intersections of race and culture.
- an online fitness class, with a trans personal trainer. Her knowledge of gender diverse bodies and health promoted a positive impact on physical health and wellbeing.
- we commemorated Trans Day of Remembrance (TDOR) on the 20th of November, online, enabling young people to connect, grieve, remember and celebrate the lives that have been taken from us, despite not being able to gather in person;
- a creative half term project for 11-15 year olds, making a video with memes and artwork and music;
- a partnership with Open Barbers to deliver online workshops on hair care and DIY haircuts and hair dying at home. We had some expert advice and young people felt empowered to use their hair as a form of self-care, and expression;
- a 18-30s therapeutic group called 'Theatre of Life' online, facilitated by clinical psychologist Dane Duncan who used creative tools to look at life storylines through metaphor to increase resilience and build connection;
- aerial theatre workshops – four sessions delivered by Scarabeus to trans youth in-person in London, with a total number of 14 young people attending 3 workshops in June. These will continue in July 2021.

Other support

We knew that the impact of the pandemic was felt harder by some who are more isolated, unable to access internet, or living in environments where they can't be their full selves. We wanted these young people to feel connected to GI and a larger community who cares about them. As winter/spring 2021 approached, we built 100 care packages, containing empowering trans art, pronoun stickers, a GI face covering, soaps, herbal teas, resources on self-care, gender dysphoria and mindfulness and a message from the Joint Heads of the Youth Service. By June 2021 we had sent out over half of these, all across the UK, to trans youth of all ages.

GENDERED INTELLIGENCE

(A company limited by guarantee)

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 30 JUNE 2021

Staff support and development

We understood that young people were seeking one-to-one support for difficult issues, and using group spaces for fun and relaxing activities, so we trained up our staff and volunteers to be able to offer one-to-one support during online sessions. We held a 'Listeners Training' in February 2021 for volunteers and youth workers to support young people in groups, on residential and over phone calls, with 10 attendees in total.

Most excitingly, in June 2021, as the world started to open up, we were able to run an in-person, 2-day residential training course at a campsite in collaboration with The Kite Trust, as a way of training trans youth workers and future camp volunteers. Feedback from trainees was that this felt like an important connection to the community after so much isolation.

Camp/Digi Resi

Due to Covid we were unable to safely run an in-person residential in the summer of 2020. Instead, we took our residential online. We ran four days of activities planned to help young people connect, feel pride in their identities and to improve their mental health and wellbeing. Each day had a specific target area of focus for some of our key demographics:

- Under 18s
- 16-25s
- Trans young people of colour
- Former attendees of GI residential

Young people built dens for themselves at home; floated homemade mini 'rafts' in their kitchen sinks and wrote affirmations to themselves, each other and GI Camp. At the end of each day, we reflected around our 'fire circle' of fairy lights.

Bell vs Tavistock High Court Ruling impact

Due to the impact of the high court ruling from the Bell vs Tavistock case, children's access to gender-affirming healthcare was significantly reduced and delayed, which had significant impacts on their mental and physical health. We ran an 'Expressions' programme to support trans youth between 10-13 years old through puberty who were facing the most hardship. 14 different young people attended at least 1 session of the 6. We celebrated at the end of May with an Expressions picnic with 9 young people and families attending to close the programme.

On 23rd-24th June the high court case went to court and we attended across the two days. The in-person support included members of staff, families and volunteers. It was imperative for us to represent trans children, their families and the wider trans community, being visible and present, and also connecting with each other in-person after a long time of not seeing each other.

F: Helpline

The Support Line project was originally launched in 2018 to support the waiting list patients of The Nottingham Centre for Transgender Health. We deliver vital health and well-being support and information and offer a caring and empathetic listening ear. This was our fourth year of operation; we continued to offer our independent and confidential service to both one-off contacts and to a growing number of repeat contacts seeking support at a time of increased insecurity, and anxiety.

The support line opened to patients on the waiting list of Sheffield Porterbrook in April 2020. Alongside receiving new calls from these patients, we noticed a greater need for support from both our GIC partner's clientele given the impacts of Covid.

In total this year we assisted 699 contacts to the support line (2019-20: 391), the majority being people waiting to be assessed (372), and other gender diverse people seeking information and resources. We also had contact from many people who were not a patient at any service (86).

The Support Line is the only existing trans and/or non-binary led phone line in the UK. Most people who contact us comment on how important it is for them to talk to someone of a similar experience who could relate to parts of their journeys. It's a person-centred approach that allows the workers to look closer at callers' lives, enabling shared thinking to find the right support and suggest reliable sources, avoiding misinformation. This directly supports improvements in callers' well-being, and physical and mental health.

A specific challenge this year has been to support callers facing isolation. With Covid-19 affecting the world, and the most vulnerable people the most, our service gained extra importance. Many callers had their appointments and surgeries postponed and in combination with other challenges in their lives, this year became a real struggle. From late spring 2020 onwards we saw a dramatic increase in surgery delays while the NHS staff and other NHS resources were redeployed for Covid. For many, the support line became their lifeline. Just by giving validation and acknowledgment of their journeys, we were able to bring a positive change to many of our callers' lives.

GENDERED INTELLIGENCE

(A company limited by guarantee)

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 30 JUNE 2021

G: Trans Mentoring

At the centre of our Work in Education is mentoring, a highly intensive, personal support service for individual young people. Our team now consists of 4 trans and non-binary identified mentors, all with extensive experience of working with young people, either in a youth work, counselling, or therapeutic setting. Following a referral from the educational establishment we schedule an extended meeting where we 'Capture the Journey' of the young person; based on that, we then agree a plan for mentoring support of a block of six sessions (or more as required). Mentoring can run for a year or more.

Last year we supported 21 young people by delivering 110 hours of mentoring to them. We mentored six more young people than the previous financial year and were able to offer more than the baseline of 6 sessions to each individual. Part of the challenges faced included COVID-19 causing disruption to sessions, as students were often not in school at unpredictable times, and experienced technical difficulties with remote calling software. Furthermore, some young people experienced fatigue from using call software for both school and mentoring.

Although we are glad to be delivering mentoring to more young people, we are also aware that young people's mental health has been negatively affected by COVID-19 and the isolation and uncertainty that it brought. Due to these factors, some of the mentees paused their sessions early or cancelled the program entirely. This was particularly prevalent for young people who couldn't have sessions at home because they did not live in supportive environments. However, one advantage of remote mentoring has been an increase in mentor capacity compared to previous years due to reduced travel time and its associated impact on energy. It has also allowed us to expand our outreach wider across the UK, meaning that we can deliver mentoring to more places outside of London.

One of the major changes this year was taking on more clients from within the Higher Education sector. Some clients increased the number of student mentees from two to 12, which we believe reflects well on the quality of our services.

What mentees say about mentoring:

"What was powerful about the last mentoring session, when we created non-binary flag installations, is for the first time I was in a place where my identity was really celebrated and for the first time it made me feel proud of me."

"I was able to talk through issues I was dealing with when no-one else was available for that. A helpful relief. [The mentor] was really helpful, friendly, thoughtful, understanding, kind, and had good sense of humour."

What professionals say about mentoring:

"Excellent. Very professional service. Communication excellent. Has been life changing in supporting our pupil."

H: Parents & Carers

In 2020-21 there were 19 group sessions held, with around a dozen families attending each meeting, supported by GI hosts and volunteers. There were 65 individual participants, and 165 total attendances. Going digital because of the lockdowns vastly increased the geographical spread of members, particularly of benefit to those from remoter rural areas.

Topics discussed in the groups included:

- In the first six months of this period, prior to the Bell vs Tavistock case, a recurrent theme was distinguishing between regular teen life and that induced by self-developing trans identity and gender questioning aspects. Low self-esteem was exacerbated by the stereotyping of perfect bodies in advertising and on social media and the pressure to 'pass'. It was observed that building a coterie of supporters prior to coming out vastly enhanced the ease of social transition.
- How to deal with family and friends who are not accepting of new identities has been re-visited several times, with families more confident to address this after exploring these issues within the group.
- How best to approach schools regarding use of pronouns, names, uniform, toilets and changing spaces is the most commonly voiced issue, and one on which other families always have practical advice.
- The educational needs of GPs and CAMHS staff, which is more surprising to families than that of schools, who are increasingly getting on board. Frustration with waiting times for GIDS appointments – three or more years is often cited – pre-dates the recent High Court case.

GENDERED INTELLIGENCE

(A company limited by guarantee)

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 30 JUNE 2021

- The implications of the court ruling, which, in the New Year led to despairing moments regarding even lengthier waits and increased barriers to accessing healthcare.

The meetings are positive and practical, with empathy and good humour and a willingness to share happy experiences.

Also:

C: Research (see Object 2)

OBJECT 4

For the **relief of those in need**, by reason of the fact that their experience of sex, gender, sexual orientation and/or sexuality does not align, in whole or in part, with dominant cultural expectations, and **whose quality of life is lessened** because of this, for the public benefit.

No activities were undertaken in relation to this object during 2020-21.

OBJECT 5

To **promote social inclusion** by preventing people from becoming socially excluded* and relieving the needs of those people who are socially excluded, for the public benefit.

*For the purpose of this object, 'socially excluded' means being excluded from society, or parts of society, as a result of their experience of sex, gender, sexual orientation and/or sexuality not aligning, in whole or in part, with dominant cultural expectations or societal norms.

Related Intermediate Outcome from Theory of Change:

(ii) Improved inclusivity - and hence reduction of discrimination - amongst public services and service providers; employers; educators; politicians and policy makers; parents and carers; professionals and students across all environments

(vi) Improved access to community spaces and feelings of connectivity and safety for gender diverse people

(vii) Greater participation across all aspects of life including, education, employment, physical activities, communities and civic life.

GI's main activities that related to this object and outcomes:

E: Trans Youth Work (see Object 3)

G: Trans Mentoring (see Object 3)

I: Volunteering

Through 2020-21 and the ongoing global pandemic, we have seen the volunteers at GI continue to be integral to our work and have helped us to support the trans youth community throughout such a turbulent time. We are very thankful to all our volunteers, who donated a total of 984 hours across the board, with the largest portion of donated hours coming from our Youth Support Volunteers (490).

While this is a loss of hours from the previous year (2019-2020: 1300), this is understandable in the challenging context created by working predominantly online, and also dealing with individual illness and availability. Despite the difficulties of the Covid-19 pandemic our volunteers are incredibly passionate about supporting the work done at GI, and want to support us in creating a better and safer world for trans people of all ages.

GENDERED INTELLIGENCE

(A company limited by guarantee)

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 30 JUNE 2021

OBJECT 6

To **prevent or relieve poverty** for people whose experience of sex, gender, sexual orientation and/or sexuality does not align, in whole or in part, with dominant cultural expectations or societal norms, for the public benefit.

No activities were undertaken in relation to this object during 2020-21.

Financial Review:

Reserves Policy

Our Reserves Policy was approved in January 2020 with an aim for the level of Unrestricted Reserves to reach £100,000. The environment in which we are working has changed substantially since then, with new risks, increased uncertainty and a larger staff team delivering more services. In this context the policy was revised for Board approval in July 2021, and we set a goal of £250,000 in Free Reserves which represented approximately 3 months' running costs, and would cover emergency situations (including short term gaps in project funding).

We experienced a third year of substantial growth in Unrestricted Reserves (2019-20 £201,265; 2018-19 £70,062; 2017-18 £22,825). This was largely due to a 5-fold increase in Unrestricted Donations (£266,070; 2020 £50,913) which built on growth noted in the final quarter of 2019-20. As of 30th June 2021, the Unrestricted Reserves were £544,703. This includes £190,000 which has been Designated by the Board for future organisational development and specific activities including investment in our training and consultancy services; the development of a new website and CRM system; and staff wellbeing & development. These funds are not available for general organisational expenditure, and will be re-visited in summer 2022. This leaves a balance of £354,703 as Free Reserves which will cover 3 months projected running costs in 2022/23.

This unexpected increase underpinned our activities in 2020-21, and is providing security for our service users and our staff as we move into 2022 and beyond. The Reserves will contribute to GI's sustainability and our ability to plan and deliver services in a post-pandemic world. We will revisit our Reserves Policy in June 2022 to assess its continued suitability.

Financial controls

Financial controls and processes are reviewed and updated on an ongoing basis.

The quarterly Board meeting reviews actual expenditure and income projections against all budget lines. Additionally, they review our Risk Register, which aims to take a 360 degree look at the charity's outputs, operations and competitors. Based on this, the organisation aims to ensure procedures and policies are in place to mitigate those risks, and to minimise or manage the impact on Gendered Intelligence of those risks if they arise.

Finance activity is delivered by a part time Director, a full-time Manager and a freelance bookkeeper.

Risk Management

The Board operate a high-level Risk Register which identifies key organisational risks and control factors. The key risks can be broadly summarised as:

Uncertainty due to Covid-19

The coronavirus pandemic had a direct impact on GI's ability to deliver services, and by extension, our financial situation. We adapted rapidly and effectively to the online environment, and our delivery departments now have a comprehensive online offer. As we approach the transition back to in-person delivery, there are many variables which remain beyond our control.

Staffing

We are a trans-led organisation and much of the quality of our services relies on individuals with lived experiences delivering our work. This brings specific risks for the staff team, often facing transphobia and using emotional labour on a daily basis. Our support strategies for staff include the appointment of a Learning Development and WellBeing Coordinator. A further risk is the time and resources required to recruit and induct new staff.

GENDERED INTELLIGENCE

(A company limited by guarantee)

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 30 JUNE 2021

Financial management

We are recruiting a Treasurer who will support and engage with GI's financial reporting. In addition we have appointed new accountants and are undergoing our first audit due to our increased level of income.

Technological

GI hardware and software has grown organically over the last decade, adapting to new activities and projects but without a comprehensive oversight. An organisational ICT strategy is required to ensure we have a systematic and considered solution for our needs, that keeps us compliant with GDPR and our data secure.

Negative media attention

As a registered charity, we are more visible than before, and with that comes increased attention. As we work with an increasingly wide range of organisations and individuals and develop new partnerships across all sectors, the risk of reputational damage either directly, or by association, increases. We therefore review new requests for partnership work against strict criteria.

Serious self-harm of a young person

We are aware of the pressures on our young people which may result in self-harming or suicide attempts. We have in place a robust Safeguarding Policy (reviewed annually) which all staff and volunteers in Youth and Communities Services are trained in and adhere to. Youth group and mentoring sessions are designed to be safe spaces, to encourage young people to share their thoughts and emotions, with youth workers and mentors receiving regular supervision to ensure they feel supported to continue their supportive role.

Fundraising

Our income spread became more balanced in 2020-21; a positive move towards long term sustainability. The majority of our income in 2020-21 still came from Grants (£657,576; 58%) – an increase in value of £46,741 but a reduction as a relative % of our income – 58% rather than 72% in 2019-20. Sales of our services (training, consultancy, mentoring) provided £189,946, equivalent to 17% (2019-20: 19%). The largest growth was in Donations (£290,831; 26%) compared to 2019-20 (8%).

These streams reflect the principles of our activities. We want our youth and community services to be free to access for the young people and other service users, and hence currently require grant funding achieved from Trusts and Foundations. Our sold services directly support our charitable aims by providing education and skill development across all sectors, and the expertise we share should be appropriately valued by our paying clients. However, we are committed to delivering for all sectors and, acknowledging that some organisations may not be able to meet our costs we are considering a mixed income stream to support those important sectors.

Our donations are split between restricted – historically achieved through crowdfunding appeals for specific youth work events such as our residential Camp but increasingly supplemented by corporate donations – and unrestricted which enables us to grow as an organisation and create sustainable infrastructure for the future. This latter element has seen the largest growth, predominantly from relatively small scale individual giving.

Fundraising expenditure

GI employed a fundraiser for approximately two days per week during this financial year. Fundraising expenditure was £29,079 in 2020-21, representing a 49% increase compared to 2019-20, partly due to more accurate recording of staff time in this area. The increase in grant income was £46,741, a 8% increase from 2019-20. We plan to increase the fundraising expenditure in 2022-23 in order to maximise our increased visibility and related donation income.

Structure, Governance and Management

The charity is controlled by its governing document, Articles of Association, and constitutes a limited company, limited by guarantee, as defined by the Companies Act 2006.

Jay Stewart is the Chief Executive. The Board meets four times per year, currently online, and is concerned with the strategic overview of the organisation: they receive updates on activities and are made aware of any operational issues that will affect the overarching strategic direction of the organisation. This includes reviewing annual budget projections and

GENDERED INTELLIGENCE

(A company limited by guarantee)

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 30 JUNE 2021

monitoring financial reporting during the year to ensure good practice; and oversight and approval of GI policies. Operational decisions (such as creating budgets, approving expenditure within the budget parameters) and day-to-day management are delegated to staff, specifically the CEO and SLT. Board meeting minutes are circulated to the full Board. Trustees are elected by the current trustees and no Trustee receives any remuneration.

Remuneration

On 1st July 2019, GI adopted a PayScale, based on the NJC scale and including annual inflationary rises where negotiated. The scale is made up of pay 'bands' (each comprising up to six 'spinal points') which include equivalent roles and enable new posts to be positioned appropriately. Within that framework, the decisions to set individual pay levels has been delegated to the SLT by the Board.

No staff member earns below the National Minimum Wage or the National Living Wage (both set by government). GI's lowest paid employee earns 22% more than the Real Living Wage (a higher, independent benchmark). The salary of GI's highest paid employee in this period was less than 2.4 times the salary of the lowest paid employee.

Statement of Trustees' Responsibilities

The trustees (who are also the directors of Gendered Intelligence for the purposes of company law) are responsible for preparing the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing those financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charity SORP;
- make judgements and estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

The trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charitable company and to enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

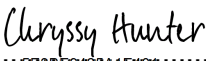
In so far as the trustees are aware:

- there is no relevant audit information of which the charitable company's auditors are unaware; and
- the trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information.

AUDITORS

Menzies LLP were appointed in January 2022 to fill a casual vacancy and have been appointed as auditor for the ensuing period in accordance with section 485 of the Companies Act 2006.

Approved by order of the members of the board of Trustees and signed on their behalf by:

DocuSigned by:

.....9E3BE9423A1E401.....
Chrissy Hunter
Chair

Date: 31-Mar-2022

GENDERED INTELLIGENCE

(A company limited by guarantee)

MENZIES
BRIGHTER THINKING

INDEPENDENT AUDITOR'S REPORT TO THE TRUSTEES OF GENDERED INTELLIGENCE

Opinion

We have audited the financial statements of Gendered Intelligence (the 'charity') for the year ended 30 June 2021 which comprise the Statement of financial activities, the Balance sheet, the Statement of cash flows and the related notes, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 30 June 2021 and of its incoming resources and application of resources, including its income and expenditure for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditors' responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the United Kingdom, including the Financial Reporting Council's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the Trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charitable company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the Trustees with respect to going concern are described in the relevant sections of this report.

Other information

The other information comprises the information included in the Annual report other than the financial statements and our Auditors' report thereon. The Trustees are responsible for the other information contained within the Annual report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

GENDERED INTELLIGENCE

(A company limited by guarantee)

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF GENDERED INTELLIGENCE (CONTINUED)

Opinion on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the Trustees' report for the financial year for which the financial statements are prepared is consistent with the financial statements.
- the Trustees' report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of our knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the Trustees' report.

We have nothing to report in respect of the following matters in relation to which Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of Trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the Trustees were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies' exemptions in preparing the Trustees' report and from the requirement to prepare a Strategic report.

Responsibilities of trustees

As explained more fully in the Trustees' responsibilities statement, the Trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the Trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Trustees are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

GENDERED INTELLIGENCE

(A company limited by guarantee)

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF GENDERED INTELLIGENCE (CONTINUED)

Auditors' responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an Auditors' report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

The charitable company is subject to laws and regulations that directly affect the financial statements including financial reporting legislation. We determined that the following laws and regulations were most significant including the Companies Act 2006, Charities Act 2011, Safeguarding Vulnerable Groups Act 2006, The Equality Act 2010, Employment and Health and Safety legislation, GDPR and the UK Code of Fundraising Practice. We assessed the extent of compliance with these laws and regulations as part of our procedures on the related financial statement items.

We understood how the charitable company is complying with those legal and regulatory frameworks by, making inquiries to management, those responsible for legal and compliance procedures and the company secretary. We corroborated our inquiries through our review of board minutes.

The engagement partner assessed whether the engagement team collectively had the appropriate competence and capabilities to identify or recognise non-compliance with laws and regulations. The assessment did not identify any issues in this area.

We assessed the susceptibility of the Company's financial statements to material misstatement, including how fraud might occur. We considered the opportunities and incentives that may exist within the organisation for fraud and identified the greatest potential for fraud in the following areas: fictitious employees, fictitious suppliers, the posting of unusual journals and complex transactions and the use of management override of controls to manipulate results, or to cause the Company to enter into transactions not in its best interests.

Audit procedures performed by the engagement team included:

- identifying and assessing the design and effectiveness of controls management has in place to prevent and detect fraud;
- understanding how those charged with governance considered and addressed the potential for override of controls or other inappropriate influence over the financial reporting process;
- challenging assumptions and judgements made by management in its significant accounts estimates;
- identifying and testing journal entries, in particular any journal entries posted with unusual account combinations.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our Auditors' report.

GENDERED INTELLIGENCE

(A company limited by guarantee)

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF GENDERED INTELLIGENCE (CONTINUED)

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state in an Auditors' report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and its members, as a body, for our audit work, for this report, or for the opinions we have formed.

DocuSigned by:

Janice Matthews

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Janice Matthews FCA (Senior statutory auditor)

for and on behalf of

Menzies LLP

Chartered Accountants

Statutory Auditor

Centrum House

36 Station Road

Egham

Surrey

TW20 9LF

Date: 31-Mar-2022

GENDERED INTELLIGENCE

(A company limited by guarantee)

STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING INCOME AND EXPENDITURE ACCOUNT) FOR THE YEAR ENDED 30 JUNE 2021

	Note	Restricted funds 2021 £	Unrestricted funds 2021 £	Total funds 2021 £	Total funds 2020 Unaudited £
Income from:					
Donations and legacies	3	568,943	379,464	948,407	675,723
Charitable activities	4	323	189,623	189,946	166,797
Investments		-	113	113	216
Other income		-	175	175	197
Total income		569,266	569,375	1,138,641	842,933
Expenditure on:					
Raising funds	5	6,155	22,924	29,079	19,568
Charitable activities	6	588,416	198,559	786,975	621,647
Total expenditure		594,571	221,483	816,054	641,215
Net (expenditure)/income		(25,305)	347,892	322,587	201,718
Transfers between funds	15	4,454	(4,454)	-	-
Net movement in funds		(20,851)	343,438	322,587	201,718
Reconciliation of funds:					
Total funds brought forward		195,858	201,265	397,123	195,405
Net movement in funds		(20,851)	343,438	322,587	201,718
Total funds carried forward		175,007	544,703	719,710	397,123

The Statement of financial activities includes all gains and losses recognised in the year.

The notes on pages 22 to 35 form part of these financial statements.

GENDERED INTELLIGENCE

(A company limited by guarantee)
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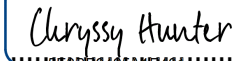
BALANCE SHEET AS AT 30 JUNE 2021

	Note	2021 £	2020 Unaudited £
Fixed assets			
Tangible assets	11	6,037	713
		<u>6,037</u>	<u>713</u>
Current assets			
Debtors	12	152,277	53,201
Cash at bank and in hand		760,354	376,157
		<u>912,631</u>	<u>429,358</u>
Creditors: amounts falling due within one year	13	(198,958)	(32,948)
Net current assets		<u>713,673</u>	<u>396,410</u>
Total net assets		<u><u>719,710</u></u>	<u><u>397,123</u></u>
Charity funds			
Restricted funds	15	175,007	195,858
Unrestricted funds	15	544,703	201,265
Total funds		<u><u>719,710</u></u>	<u><u>397,123</u></u>

The Trustees acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and preparation of financial statements.

The financial statements have been prepared in accordance with the provisions applicable to entities subject to the small companies regime.

The financial statements were approved and authorised for issue by the Trustees and signed on their behalf by:


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Chryssy Hunter
 Chair
 Date: 31-Mar-2022

The notes on pages 22 to 35 form part of these financial statements.

GENDERED INTELLIGENCE

(A company limited by guarantee)

STATEMENT OF CASH FLOWS FOR THE YEAR ENDED 30 JUNE 2021

	2021 £	2020 <i>Unaudited</i> £
Cash flows from operating activities		
Net cash generated by operating activities	391,660	226,176
Cash flows from investing activities		
Purchase of tangible fixed assets	(7,463)	-
Net cash (used in)/provided by investing activities	(7,463)	-
Cash flows from financing activities		
Net cash provided by financing activities	-	-
Change in cash and cash equivalents in the year	384,197	226,176
Cash and cash equivalents at the beginning of the year	376,157	149,981
Cash and cash equivalents at the end of the year	760,354	376,157

The notes on pages 22 to 35 form part of these financial statements

GENDERED INTELLIGENCE

(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2021

1. General information

Gendered Intelligence is a private company limited by guarantee incorporated in England and Wales. The registered office is Voluntary Action Islington (VAI) 200a Pentonville Road, London, England, N1 9JP.

Gendered Intelligence became a registered charity on 20th March 2019. Prior to this the company was a Community Interest Company.

2. Accounting policies

2.1 Basis of preparation of financial statements

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) (effective 1 January 2019), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Gendered Intelligence meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy.

2.2 Income

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

Grants are included in the Statement of financial activities on a receivable basis. The balance of income received for specific purposes but not expended during the period is shown in the relevant funds on the Balance sheet. Where income is received in advance of entitlement of receipt, its recognition is deferred and included in creditors as deferred income. Where entitlement occurs before income is received, the income is accrued.

Income tax recoverable in relation to investment income is recognised at the time the investment income is receivable.

Other income is recognised in the period in which it is receivable and to the extent the goods have been provided or on completion of the service.

2.3 Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use.

Expenditure on raising funds includes all expenditure incurred by the Charity to raise funds for its charitable purposes and includes costs of all fundraising activities events and non-charitable trading.

Expenditure on charitable activities is incurred on directly undertaking the activities which further the Charity's objectives, as well as any associated support costs.

GENDERED INTELLIGENCE

(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2021

2. Accounting policies (continued)

2.4 Taxation

The Charity is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the Charity is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

2.5 Tangible fixed assets and depreciation

Tangible fixed assets costing £500 or more, and all laptops, are capitalised and recognised when future economic benefits are probable and the cost or value of the asset can be measured reliably.

Tangible fixed assets are initially recognised at cost. After recognition, under the cost model, tangible fixed assets are measured at cost less accumulated depreciation and any accumulated impairment losses. All costs incurred to bring a tangible fixed asset into its intended working condition should be included in the measurement of cost.

Depreciation is charged so as to allocate the cost of tangible fixed assets less their residual value over their estimated useful lives, on a reducing balance basis.

Depreciation is provided on the following basis:

Computer equipment	-	33%
Other fixed assets	-	33%

Gains and losses on disposals are determined by comparing the proceeds with the carrying amount and are recognised in the Statement of financial activities.

2.6 Liabilities and provisions

Liabilities are recognised when there is an obligation at the Balance sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably.

Liabilities are recognised at the amount that the Charity anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide.

Provisions are measured at the best estimate of the amounts required to settle the obligation. Where the effect of the time value of money is material, the provision is based on the present value of those amounts, discounted at the pre-tax discount rate that reflects the risks specific to the liability. The unwinding of the discount is recognised in the Statement of financial activities as a finance cost.

2.7 Pensions

The Charity operates a defined contribution pension scheme and the pension charge represents the amounts payable by the Charity to the fund in respect of the year.

GENDERED INTELLIGENCE

(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2021

2. Accounting policies (continued)

2.8 Fund accounting

General funds are unrestricted funds which are available for use at the discretion of the Trustees in furtherance of the general objectives of the Charity and which have not been designated for other purposes.

Designated funds comprise unrestricted funds that have been set aside by the Trustees for particular purposes. The aim and use of each designated fund is set out in the notes to the financial statements.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the Charity for particular purposes. The costs of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

Investment income, gains and losses are allocated to the appropriate fund.

3. Income from donations and legacies

	Restricted funds 2021 £	Unrestricted funds 2021 £	Total funds 2021 £	<i>Total funds 2020 Unaudited £</i>
Donations				
Youth Camp	6,832	-	6,832	-
TransMentoring	3,000	-	3,000	5,198
TPOCalypse Group	11,809	-	11,809	1,600
Pride Events	2,520	-	2,520	7,177
Therapists and Counsellors Network	-	10,561	10,561	-
Core charitable activities	600	255,509	256,109	50,913
Grants				
BBC Children in Need	57,171	-	57,171	45,816
BBC Children in Need (small grants)	4,999	-	4,999	9,997
City Bridge Trust	29,927	-	29,927	83,500
Comic Relief	115,137	-	115,137	-
The David Family Foundation	-	10,000	10,000	10,000
The DWF Foundation	-	-	-	2,000
DWP Department for Works and Pensions	-	504	504	-
Esmée Fairbairn Foundation	-	-	-	19,893
Garfield Weston Foundation	-	-	-	25,000
The Henry Smith Charity	30,000	-	30,000	30,000
John Lyon's Charity	30,000	-	30,000	-
The Leathersellers' Company Charitable Fund	-	15,000	15,000	15,000
The Listening Fund by the Blagrove Trust	23,000	-	23,000	-
Mind (NAMH)	70,392	-	70,392	-

GENDERED INTELLIGENCE

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NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2021

3. Income from donations and legacies (continued)

	Restricted funds 2021 £	Unrestricted funds 2021 £	Total funds 2021 £	<i>Total funds 2020 Unaudited £</i>
LGBT Futures Fund from LGBT Consortium	8,000	-	8,000	-
The National Lottery Awards for All	-	-	-	10,000
The National Lottery Community Fund	36,234	-	36,234	67,449
NIHR via Nottingham University	-	1,110	1,110	2,590
NIHR via Oxford University	-	1,480	1,480	2,085
Nottinghamshire Healthcare NHS Foundation Trust	-	42,013	42,013	26,999
Paul Hamlyn Foundation	26,442	-	26,442	50,000
People's Health Trust (North)	1,422	-	1,422	9,954
School for Social Entrepreneurs	49,763	-	49,763	20,000
Sheffield Health & Social Care NHS Foundation Trust	-	43,287	43,287	10,822
Spectra - Trans Learning Partnership	-	-	-	7,710
Sport England	4,997	-	4,997	102,320
Stonewall	9,698	-	9,698	-
Swimathon	-	-	-	1,250
The Rayne Foundation	20,000	-	20,000	-
Trust for London	25,000	-	25,000	25,000
The Tudor Trust	2,000	-	2,000	25,000
University of Exeter (with Wellcome Trust money)	-	-	-	8,450
Total 2021	568,943	379,464	948,407	675,723
<i>Total 2020</i>	<i>473,546</i>	<i>202,177</i>	<i>675,723</i>	

GENDERED INTELLIGENCE

(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2021

4. Income from charitable activities

	Restricted funds 2021 £	Unrestricted funds 2021 £	Total funds 2021 £	Total funds 2020 Unaudited £
Income from charitable activities	323	189,623	189,946	166,797
<i>Total 2020</i>	-	166,797	166,797	

5. Expenditure on raising funds

Costs of raising voluntary income

	Restricted funds 2021 £	Unrestricted funds 2021 £	Total funds 2021 £	Total funds 2020 Unaudited £
Professional fees	-	21,516	21,516	19,500
Travel costs	-	-	-	68
Partner fees	-	1,408	1,408	-
Wages and Salaries	5,579	-	5,579	-
Social security costs	457	-	457	-
Pension costs	119	-	119	-
	6,155	22,924	29,079	19,568
<i>Total 2020</i>	-	19,568	19,568	

GENDERED INTELLIGENCE

(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2021

6. Analysis of expenditure on charitable activities

Summary by fund type

	Restricted funds 2021 £	Unrestricted funds 2021 £	Total funds 2021 £	<i>Total funds 2020 Unaudited £</i>
Direct costs	588,416	198,559	786,975	621,647
<i>Total 2020</i>	<u>81,032</u>	<u>540,615</u>	<u>621,647</u>	

7. Analysis of expenditure by activities

	Activities undertaken directly 2021 £	Support costs 2021 £	Total funds 2021 £	<i>Total funds 2020 Unaudited £</i>
Direct costs	661,610	125,365	786,975	621,647
<i>Total 2020</i>	<u>490,141</u>	<u>131,506</u>	<u>621,647</u>	

GENDERED INTELLIGENCE

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NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2021

7. Analysis of expenditure by activities (continued)

Analysis of support costs

	Activities 2021 £	Total funds 2021 £	Total funds 2020 Unaudited £
Staff costs	72,090	72,090	93,505
Depreciation	2,139	2,139	692
Printing & Stationery	696	696	767
Office & Administration	761	761	-
Computer & Website costs	296	296	1,200
Professional fees	938	938	628
Subscriptions	3,089	3,089	901
Training - external providers	1,855	1,855	275
Postage, Freight & Courier	145	145	19
Telephone & Internet	329	329	185
Well being	5,647	5,647	-
Travel	59	59	48
Insurance	633	633	2,295
Rent	181	181	514
General Expenses	60	60	523
Bank fees	25	25	-
Governance costs	36,422	36,422	29,954
	<u>125,365</u>	<u>125,365</u>	<u>131,506</u>
<i>Total 2020</i>	<u>131,506</u>	<u>131,506</u>	

8. Auditors' remuneration

	2021 £	2020 Unaudited £
Fees payable to the Charity's auditor for the audit of the Charity's annual accounts	8,400	-
Fees payable to the Charity's Independent Examiner for the Independent Examination of the Charity's annual accounts	-	3,600
	<u>8,400</u>	<u>3,600</u>

GENDERED INTELLIGENCE

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NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2021

9. Staff costs

	2021 £	2020 <i>Unaudited</i> £
Wages and salaries	557,460	441,428
Social security costs	45,553	33,790
Contribution to defined contribution pension schemes	11,857	9,173
	<u>614,870</u>	<u>484,391</u>

The average number of persons employed by the Charity during the year was as follows:

	2021 No.	2020 <i>Unaudited</i> No.
Total Employees	27	27
Full time equivalents	17	14

No employee received remuneration amounting to more than £60,000 in either year.

The Charity considers its key management personnel to comprise of;

- The Trustees
- Jay Stewart - CEO
- Moya Wilkie - Director of Public Engagement & Central Support Services
- Simon Croft - Director of Professional & Educational Services
- Finn Greig - Director of Youth & Communities Services (appointed in 20-21)

The total amount of employee benefits received by key management personnel (Salary, Employer NI, Employers Pension, Benefit in Kind etc..) was £205,819 (2020:£146,773).

10. Trustees' remuneration and expenses

During the year, no Trustees received any remuneration or other benefits (2020 - £NIL).

During the year ended 30 June 2021, Travel and subsistence expenses totalling £NIL were reimbursed to Trustees (2020 - £25 to 1 Trustee).

GENDERED INTELLIGENCE

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NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2021

11. Tangible fixed assets

	Computer equipment £	Other fixed assets £	Total £
Cost or valuation			
At 1 July 2020	2,986	-	2,986
Additions	4,452	3,011	7,463
At 30 June 2021	<u>7,438</u>	<u>3,011</u>	<u>10,449</u>
Depreciation			
At 1 July 2020	2,273	-	2,273
Charge for the year	1,712	427	2,139
At 30 June 2021	<u>3,985</u>	<u>427</u>	<u>4,412</u>
Net book value			
At 30 June 2021	<u>3,453</u>	<u>2,584</u>	<u>6,037</u>
At 30 June 2020	<u>713</u>	<u>-</u>	<u>713</u>

12. Debtors

	2021 £	2020 Unaudited £
Due within one year		
Trade debtors	74,912	34,883
Other debtors	500	18,318
Prepayments and accrued income	76,865	-
	<u>152,277</u>	<u>53,201</u>

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NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2021

13. Creditors: Amounts falling due within one year

	2021 £	2020 <i>Unaudited</i> £
Trade creditors	11,555	3,395
Other taxation and social security	17,003	13,903
Other creditors	2,955	2,972
Accruals and deferred income	167,445	12,678
	<u>198,958</u>	<u>32,948</u>

14. Prior year adjustments

An error was identified with the allocations between restricted and unrestricted funds. An adjustment of £15,834 was posted to the opening balances as at 1 July 2019 increasing unrestricted funds and reducing restricted funds by £15,834 respectively. There was no effect on the charity's results for the year.

GENDERED INTELLIGENCE

(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2021

15. Statement of funds

Statement of funds - current year

	Balance at 1 July 2020 £	Income £	Expenditure £	Transfers in/out £	Balance at 30 June 2021 £
Unrestricted funds					
Designated funds					
Development of PES	-	-	-	120,000	120,000
TYW activities	-	-	-	30,000	30,000
Website development	-	-	-	15,000	15,000
Client Relationship Management System	-	-	-	10,000	10,000
Staff support and Well being	-	-	-	15,000	15,000
	-	-	-	190,000	190,000
General funds					
General Funds	201,265	569,375	(221,483)	(194,454)	354,703
Total Unrestricted funds	201,265	569,375	(221,483)	(4,454)	544,703
Restricted funds					
Public Engagement	(10,953)	25,000	(17,015)	2,968	-
COVID Recovery	-	40,000	(37,025)	(2,975)	-
IT & Administration Support	2,305	40,000	(40,124)	3,304	5,485
Mentoring	-	17,979	(16,747)	-	1,232
Pride Events	5,282	2,843	-	-	8,125
Professional & Educational Services	53,066	49,763	(102,829)	-	-
Research & Development	6,845	-	(348)	-	6,497
Staff Wellbeing	-	26,254	-	-	26,254
TPOCalypse Group	1,600	11,809	(380)	-	13,029
Training & Consultancy	53,312	14,695	(59,013)	-	8,994
Trans Femme Group	10,000	-	(2,706)	-	7,294
Volunteering Support	29,758	29,927	(62,591)	2,906	-
Youth & Community services	42,099	281,164	(251,661)	(1,749)	69,853
Youth Board	1,889	23,000	(1,924)	-	22,965
Youth Camp	655	6,832	(2,208)	-	5,279
	195,858	569,266	(594,571)	4,454	175,007

GENDERED INTELLIGENCE

(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2021

15. Statement of funds (continued)

Total of funds	397,123	1,138,641	(816,054)	-	719,710
Statement of funds - prior year					
	<i>Balance at 1 July 2019</i>	<i>Income</i>	<i>Expenditure</i>	<i>Transfers in/out</i>	<i>Balance at 30 June 2020 Unaudited</i>
	£	£	£	£	£
Unrestricted funds					
General Funds	70,062	364,747	(256,011)	22,467	201,265
Restricted funds					
Public Engagement	37,491	25,000	(50,978)	(22,466)	(10,953)
IT & Administration Support	-	25,000	(22,695)	-	2,305
Mentoring	-	15,195	(15,195)	-	-
Pride Events	-	7,177	(1,895)	-	5,282
Professional & Educational Services	-	67,449	(14,383)	-	53,066
Research & Development	-	7,710	(865)	-	6,845
TPOCalypse Group	-	1,600	-	-	1,600
Training & Consultancy	14,856	93,820	(55,364)	-	53,312
Trans Femme Group	-	10,000	-	-	10,000
Volunteering Support	-	73,075	(43,317)	-	29,758
Youth & Community services	52,510	145,520	(155,931)	-	42,099
Youth Board	12,486	2,000	(12,596)	(1)	1,889
Youth Camp	8,000	4,639	(11,984)	-	655
	125,343	478,185	(385,203)	(22,467)	195,858
Total of funds	195,405	842,932	(641,214)	-	397,123

GENDERED INTELLIGENCE

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NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2021

16. Analysis of net assets between funds

Analysis of net assets between funds - current year

	Restricted funds 2021 £	Unrestricted funds 2021 £	Total funds 2021 £
Tangible fixed assets	-	6,037	6,037
Current assets	175,007	737,624	912,631
Creditors due within one year	-	(198,958)	(198,958)
Total	175,007	544,703	719,710

Analysis of net assets between funds - prior year

	<i>Restricted funds 2020 Unaudited £</i>	<i>Unrestricted funds 2020 Unaudited £</i>	<i>Total funds 2020 Unaudited £</i>
Tangible fixed assets	-	713	713
Current assets	195,858	233,500	429,358
Creditors due within one year	-	(32,948)	(32,948)
Total	195,858	201,265	397,123

17. Reconciliation of net movement in funds to net cash flow from operating activities

	2021 £	2020 Unaudited £
Net income for the year (as per Statement of Financial Activities)	322,587	201,718
Adjustments for:		
Depreciation charges	2,139	692
Decrease/(increase) in debtors	(99,076)	26,802
Increase/(decrease) in creditors	166,010	(3,036)
Net cash provided by operating activities	391,660	226,176

GENDERED INTELLIGENCE

(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2021

18. Analysis of cash and cash equivalents

	2021 £	2020 <i>Unaudited</i> £
Cash in hand	760,354	376,157
Total cash and cash equivalents	760,354	376,157

19. Analysis of changes in net debt

	At 1 July 2020 £	Cash flows £	At 30 June 2021 £
Cash at bank and in hand	376,157	384,197	760,354
	376,157	384,197	760,354

20. Related party transactions

Jay Stewart, the Chief Executive of the charity is the partner of a trustee, Catherine McNamara. During the year ended 30 June 2021 the salary received by the Chief Executive was £54,133 (2020: £52,798).

Catherine McNamara was not involved in the decision making process that related to Jay Stewart's salary.

Expenses of £Nil were paid to a child of a Trustee for assistance at Summer Camp in the year ended 30 June 2021 (2020: £118)