

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)

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# GENDERED INTELLIGENCE

## (A company limited by guarantee)

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# GENDERED INTELLIGENCE

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### REFERENCE AND ADMINISTRATIVE DETAILS OF THE CHARITY, ITS TRUSTEES AND ADVISERS FOR THE YEAR ENDED 30 JUNE 2021

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<b>Trustees</b>	Dr Catherine McNamara (resigned 3 February 2022) Warren Koehler Dr Lynette Goddard Dr Chryssy Hunter, Chair Megan Key (resigned 13 May 2021)
<b>Company registered number</b>	06617608
<b>Charity registered number</b>	1182558
<b>Registered office</b>	VAI 200a Pentonville Road London NI 9JP
<b>Company secretary</b>	Warren Koehler
<b>Independent auditors</b>	Menzies LLP Chartered Accountants Statutory Auditor Centrum House 36 Station Road Egham Surrey TW20 9LF
<b>Bankers</b>	Santander Merseyside L30 4GB

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# GENDERED INTELLIGENCE

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### CHAIR'S STATEMENT

#### FOR THE YEAR ENDED 30 JUNE 2021

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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.

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### CHAIR'S STATEMENT (CONTINUED)

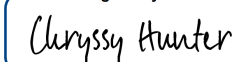
### FOR THE YEAR ENDED 30 JUNE 2021

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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:



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Chryssy Hunter, Chair

Date: 31-Mar-2022

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### TRUSTEES' REPORT

#### FOR THE YEAR ENDED 30 JUNE 2021

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#### 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)

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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,

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### 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

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#### **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.

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### TRUSTEES' REPORT (CONTINUED)

### FOR THE YEAR ENDED 30 JUNE 2021

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#### **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.

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### 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.

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### TRUSTEES' REPORT (CONTINUED)

#### FOR THE YEAR ENDED 30 JUNE 2021

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- 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.

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# GENDERED INTELLIGENCE

## (A company limited by guarantee)

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### TRUSTEES' REPORT (CONTINUED)

### FOR THE YEAR ENDED 30 JUNE 2021

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#### **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.

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# GENDERED INTELLIGENCE

## (A company limited by guarantee)

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### TRUSTEES' REPORT (CONTINUED)

### FOR THE YEAR ENDED 30 JUNE 2021

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#### **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.

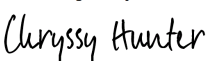
In so far as the trustees are aware:

- 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:  
  
 5E3BE9429A1E401...  
**Chryssy Hunter**  
 Chair

Date: 31-Mar-2022



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# GENDERED INTELLIGENCE

## (A company limited by guarantee)

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**MENZIES**  
BRIGHTER THINKING

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### INDEPENDENT AUDITOR'S REPORT TO THE TRUSTEES OF GENDERED INTELLIGENCE

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#### 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.

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# GENDERED INTELLIGENCE

## (A company limited by guarantee)

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

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#### **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.

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# GENDERED INTELLIGENCE

## (A company limited by guarantee)

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

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#### **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](http://www.frc.org.uk/auditorsresponsibilities). This description forms part of our Auditors' report.

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# GENDERED INTELLIGENCE

## (A company limited by guarantee)

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

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#### 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

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 £
<b>Income from:</b>					
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
<b>Total income</b>		<b>569,266</b>	<b>569,375</b>	<b>1,138,641</b>	<b>842,933</b>
<b>Expenditure on:</b>					
Raising funds	5	6,155	22,924	29,079	19,568
Charitable activities	6	588,416	198,559	786,975	621,647
<b>Total expenditure</b>		<b>594,571</b>	<b>221,483</b>	<b>816,054</b>	<b>641,215</b>
<b>Net (expenditure)/income</b>		<b>(25,305)</b>	<b>347,892</b>	<b>322,587</b>	<b>201,718</b>
Transfers between funds	15	4,454	(4,454)	-	-
<b>Net movement in funds</b>		<b>(20,851)</b>	<b>343,438</b>	<b>322,587</b>	<b>201,718</b>
<b>Reconciliation of funds:</b>					
Total funds brought forward		195,858	201,265	397,123	195,405
Net movement in funds		(20,851)	343,438	322,587	201,718
<b>Total funds carried forward</b>		<b>175,007</b>	<b>544,703</b>	<b>719,710</b>	<b>397,123</b>

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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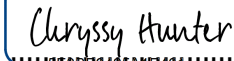
## BALANCE SHEET AS AT 30 JUNE 2021

	Note	2021 £	2020 Unaudited £
<b>Fixed assets</b>			
Tangible assets	11	6,037	713
		<u>6,037</u>	<u>713</u>
<b>Current assets</b>			
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)
<b>Net current assets</b>		<u>713,673</u>	<u>396,410</u>
<b>Total net assets</b>		<u><u>719,710</u></u>	<u><u>397,123</u></u>
<b>Charity funds</b>			
Restricted funds	15	175,007	195,858
Unrestricted funds	15	544,703	201,265
<b>Total funds</b>		<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:

  
 .....  
**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> £
<b>Cash flows from operating activities</b>		
Net cash generated by operating activities	391,660	226,176
<b>Cash flows from investing activities</b>		
Purchase of tangible fixed assets	(7,463)	-
<b>Net cash (used in)/provided by investing activities</b>	(7,463)	-
<b>Cash flows from financing activities</b>		
<b>Net cash provided by financing activities</b>	-	-
<b>Change in cash and cash equivalents in the year</b>	384,197	226,176
Cash and cash equivalents at the beginning of the year	376,157	149,981
<b>Cash and cash equivalents at the end of the year</b>	760,354	376,157

The notes on pages 22 to 35 form part of these financial statements

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# GENDERED INTELLIGENCE

## (A company limited by guarantee)

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### NOTES TO THE FINANCIAL STATEMENTS

#### FOR THE YEAR ENDED 30 JUNE 2021

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#### 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.



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# GENDERED INTELLIGENCE

## (A company limited by guarantee)

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### NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2021

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#### 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 £	Total funds 2020 Unaudited £
<b>Donations</b>				
Youth Camp	6,832	-	<b>6,832</b>	-
TransMentoring	3,000	-	<b>3,000</b>	5,198
TPOCalypse Group	11,809	-	<b>11,809</b>	1,600
Pride Events	2,520	-	<b>2,520</b>	7,177
Therapists and Counsellors Network	-	10,561	<b>10,561</b>	-
Core charitable activities	600	255,509	<b>256,109</b>	50,913
<b>Grants</b>				
BBC Children in Need	57,171	-	<b>57,171</b>	45,816
BBC Children in Need (small grants)	4,999	-	<b>4,999</b>	9,997
City Bridge Trust	29,927	-	<b>29,927</b>	83,500
Comic Relief	115,137	-	<b>115,137</b>	-
The David Family Foundation	-	10,000	<b>10,000</b>	10,000
The DWF Foundation	-	-	-	2,000
DWP Department for Works and Pensions	-	504	<b>504</b>	-
Esmée Fairbairn Foundation	-	-	-	19,893
Garfield Weston Foundation	-	-	-	25,000
The Henry Smith Charity	30,000	-	<b>30,000</b>	30,000
John Lyon's Charity	30,000	-	<b>30,000</b>	-
The Leathersellers' Company Charitable Fund	-	15,000	<b>15,000</b>	15,000
The Listening Fund by the Blagrove Trust	23,000	-	<b>23,000</b>	-
Mind (NAMH)	70,392	-	<b>70,392</b>	-

# GENDERED INTELLIGENCE

## (A company limited by guarantee)

### 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 £	Total funds 2020 Unaudited £
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
<b>Total 2021</b>	<b>568,943</b>	<b>379,464</b>	<b>948,407</b>	<b>675,723</b>
<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	<b>189,946</b>	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	<b>21,516</b>	19,500
Travel costs	-	-	-	68
Partner fees	-	1,408	<b>1,408</b>	-
Wages and Salaries	5,579	-	<b>5,579</b>	-
Social security costs	457	-	<b>457</b>	-
Pension costs	119	-	<b>119</b>	-
	6,155	22,924	<b>29,079</b>	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 £	Total funds 2020 Unaudited £
Direct costs	588,416	198,559	<b>786,975</b>	621,647
<i>Total 2020</i>	<i>81,032</i>	<i>540,615</i>	<i>621,647</i>	

### 7. Analysis of expenditure by activities

	Activities undertaken directly 2021 £	Support costs 2021 £	Total funds 2021 £	Total funds 2020 Unaudited £
Direct costs	661,610	125,365	<b>786,975</b>	621,647
<i>Total 2020</i>	<i>490,141</i>	<i>131,506</i>	<i>621,647</i>	

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## (A company limited by guarantee)

### 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	<b>72,090</b>	93,505
Depreciation	2,139	<b>2,139</b>	692
Printing & Stationery	696	<b>696</b>	767
Office & Administration	761	<b>761</b>	-
Computer & Website costs	296	<b>296</b>	1,200
Professional fees	938	<b>938</b>	628
Subscriptions	3,089	<b>3,089</b>	901
Training - external providers	1,855	<b>1,855</b>	275
Postage, Freight & Courier	145	<b>145</b>	19
Telephone & Internet	329	<b>329</b>	185
Well being	5,647	<b>5,647</b>	-
Travel	59	<b>59</b>	48
Insurance	633	<b>633</b>	2,295
Rent	181	<b>181</b>	514
General Expenses	60	<b>60</b>	523
Bank fees	25	<b>25</b>	-
Governance costs	36,422	<b>36,422</b>	29,954
	<b>125,365</b>	<b>125,365</b>	131,506
<i>Total 2020</i>	<i>131,506</i>	<i>131,506</i>	

#### 8. Auditors' remuneration

	2021 £	2020 Unaudited £
Fees payable to the Charity's auditor for the audit of the Charity's annual accounts	<b>8,400</b>	-
Fees payable to the Charity's Independent Examiner for the Independent Examination of the Charity's annual accounts	-	3,600

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## (A company limited by guarantee)

### NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2021

#### 9. Staff costs

	2021 £	2020 Unaudited £
Wages and salaries	557,460	441,428
Social security costs	45,553	33,790
Contribution to defined contribution pension schemes	11,857	9,173
	<b>614,870</b>	<b>484,391</b>

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

	2021 No.	2020 Unaudited 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 £
<b>Cost or valuation</b>			
At 1 July 2020	2,986	-	2,986
Additions	4,452	3,011	7,463
At 30 June 2021	7,438	3,011	10,449
<b>Depreciation</b>			
At 1 July 2020	2,273	-	2,273
Charge for the year	1,712	427	2,139
At 30 June 2021	3,985	427	4,412
<b>Net book value</b>			
At 30 June 2021	3,453	2,584	6,037
At 30 June 2020	713	-	713

### 12. Debtors

	2021 £	2020 Unaudited £
<b>Due within one year</b>		
Trade debtors	74,912	34,883
Other debtors	500	18,318
Prepayments and accrued income	76,865	-
	152,277	53,201



# GENDERED INTELLIGENCE

## (A company limited by guarantee)

### 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
	<b>198,958</b>	<b>32,948</b>

#### 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 £
<b>Unrestricted funds</b>					
<b>Designated funds</b>					
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
<b>General funds</b>					
General Funds	201,265	569,375	(221,483)	(194,454)	354,703
<b>Total Unrestricted funds</b>	<b>201,265</b>	<b>569,375</b>	<b>(221,483)</b>	<b>(4,454)</b>	<b>544,703</b>
<b>Restricted funds</b>					
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

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## NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2021

### 15. Statement of funds (continued)

<b>Total of funds</b>	<b>397,123</b>	<b>1,138,641</b>	<b>(816,054)</b>	<b>-</b>	<b>719,710</b>
<b>Statement of funds - prior year</b>					
	<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>
<b>Unrestricted funds</b>					
General Funds	70,062	364,747	(256,011)	22,467	201,265
<b>Restricted funds</b>					
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
<b>Total of funds</b>	<b>195,405</b>	<b>842,932</b>	<b>(641,214)</b>	<b>-</b>	<b>397,123</b>

# GENDERED INTELLIGENCE

## (A company limited by guarantee)

### 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)
<b>Total</b>	<b>175,007</b>	<b>544,703</b>	<b>719,710</b>

##### Analysis of net assets between funds - prior year

	Restricted funds 2020 Unaudited £	Unrestricted funds 2020 Unaudited £	Total funds 2020 Unaudited £
Tangible fixed assets	-	713	713
Current assets	195,858	233,500	429,358
Creditors due within one year	-	(32,948)	(32,948)
<b>Total</b>	<b>195,858</b>	<b>201,265</b>	<b>397,123</b>

#### 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
<b>Adjustments for:</b>		
Depreciation charges	2,139	692
Decrease/(increase) in debtors	(99,076)	26,802
Increase/(decrease) in creditors	166,010	(3,036)
<b>Net cash provided by operating activities</b>	<b>391,660</b>	<b>226,176</b>

# 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
<b>Total cash and cash equivalents</b>	<b>760,354</b>	<b>376,157</b>

#### 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
	<b>376,157</b>	<b>384,197</b>	<b>760,354</b>

#### 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)