

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)

---

# GENDERED INTELLIGENCE

## (A company limited by guarantee)

---

### CONTENTS

---

	Page
Reference and administrative details of the Charity, its Trustees and advisers	1
Chair's statement	2
Trustees' report	3 - 20
Independent auditors' report on the financial statements	21 - 24
Statement of financial activities	25
Balance sheet	26
Statement of cash flows	27
Notes to the financial statements	28 - 42

---

# 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.

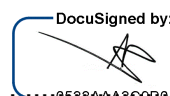
As someone who transitioned later in life, I have given a lot of thought as to why that was. In part, I know that it is because I could not always see a future that held me in my truest identity, as someone accepted and successful and happy. As such, visibility is something that I take incredibly seriously. 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:  
  
8588AA30C9B040C.....  
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 Policy Institute; 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

## (A company limited by guarantee)

### 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 residential, 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

## (A company limited by guarantee)

### 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 residentials. 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%).

---

# GENDERED INTELLIGENCE

## (A company limited by guarantee)

---

### 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.

---

# GENDERED INTELLIGENCE

## (A company limited by guarantee)

---

### 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.

# GENDERED INTELLIGENCE

## (A company limited by guarantee)

### 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."*



# GENDERED INTELLIGENCE

## (A company limited by guarantee)

### TRUSTEES' REPORT (CONTINUED)

#### 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.



---

# GENDERED INTELLIGENCE

## (A company limited by guarantee)

---

### 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.

# GENDERED INTELLIGENCE

## (A company limited by guarantee)

### TRUSTEES' REPORT (CONTINUED)

#### FOR THE YEAR ENDED 30 JUNE 2023

## 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 transmasculine 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.

---

# GENDERED INTELLIGENCE

## (A company limited by guarantee)

---

### TRUSTEES' REPORT (CONTINUED)

### 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.

# GENDERED INTELLIGENCE

## (A company limited by guarantee)

### TRUSTEES' REPORT (CONTINUED)

### FOR THE YEAR ENDED 30 JUNE 2023

#### 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

# GENDERED INTELLIGENCE

## (A company limited by guarantee)

### 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

---

# GENDERED INTELLIGENCE

## (A company limited by guarantee)

---

### 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:  
  
0533AAA3G9B040G.....  
**Amsel Page von Spreckelsen**  
Chair

Date: 21-Dec-2023

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

---

# GENDERED INTELLIGENCE

## (A company limited by guarantee)

---

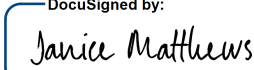
### INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF GENDERED INTELLIGENCE (CONTINUED)

---

#### 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:



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 £
<b>Income from:</b>					
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
<b>Total income</b>		<b>538,242</b>	<b>932,475</b>	<b>1,470,717</b>	<b>1,154,769</b>
<b>Expenditure on:</b>					
Raising funds	5	4,810	34,979	39,789	30,184
Charitable activities	6	506,523	921,300	1,427,823	1,012,528
<b>Total expenditure</b>		<b>511,333</b>	<b>956,279</b>	<b>1,467,612</b>	<b>1,042,712</b>
<b>Net movement in funds</b>		<b>26,909</b>	<b>(23,804)</b>	<b>3,105</b>	<b>112,057</b>
<b>Reconciliation of funds:</b>					
Total funds brought forward		165,956	665,811	831,767	719,710
Net movement in funds		26,909	(23,804)	3,105	112,057
<b>Total funds carried forward</b>		<b>192,865</b>	<b>642,007</b>	<b>834,872</b>	<b>831,767</b>

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

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:  
  
 .....0533AAA3C9B040C.....  
**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 £
<b>Cash flows from operating activities</b>		
Net cash generated by operating activities	(49,745)	145,245
	<hr/>	<hr/>
Purchase of tangible fixed assets	(4,400)	(6,157)
	<hr/>	<hr/>
<b>Net cash used in investing activities</b>	<b>(4,400)</b>	<b>(6,157)</b>
	<hr/>	<hr/>
<b>Cash flows from financing activities</b>		
	<hr/>	<hr/>
<b>Net cash provided by financing activities</b>	-	-
	<hr/>	<hr/>
<b>Change in cash and cash equivalents in the year</b>	<b>(54,145)</b>	<b>139,088</b>
Cash and cash equivalents at the beginning of the year	899,442	760,354
	<hr/>	<hr/>
<b>Cash and cash equivalents at the end of the year</b>	<b>845,297</b>	<b>899,442</b>
	<hr/> <hr/>	<hr/> <hr/>

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 £	Total funds 2022 £
<b>Donations</b>				
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 £
<b>Grants</b>				
Anna Freud Centre	-	-	-	10,000
BBC Children in Need	62,624	-	<b>62,624</b>	39,058
BBC Children in Need (small grants)	-	-	-	19,405
City Bridge Trust - London Community Response Fund	15,500	-	<b>15,500</b>	34,500
Comic Relief - Bridging The Gap	15,000	-	<b>15,000</b>	74,862
Comic Relief - Tech for Good	-	-	-	70,000
Comic Relief - Sainsburys Pride Top Up	-	18,000	<b>18,000</b>	-
Devon Partnership NHS Trust	-	-	-	11,959
DWP Department for Works and Pensions (Kickstart Grant)	4,457	-	<b>4,457</b>	13,586
DWP Department for Works and Pensions (Access to Work Grants)	-	11,357	<b>11,357</b>	-
Esmée Fairbairn Foundation	-	120,000	<b>120,000</b>	100,000
Garfield Weston Foundation	-	-	-	20,000
The Greater London Authority (New Deal for Young People Propel Grants)	94,848	-	<b>94,848</b>	-
The Henry Smith Charity	60,000	-	<b>60,000</b>	60,000
John Lyon's Charity	33,000	-	<b>33,000</b>	30,000
The Listening Fund by the Blagrave Trust	25,000	-	<b>25,000</b>	23,400
London Youth Getting Active	1,600	-	<b>1,600</b>	-
The National Lottery Community Fund	4,358	-	<b>4,358</b>	26,254
NIHR via Oxford University	-	-	-	1,235
Nottinghamshire Healthcare NHS Foundation Trust	-	-	-	51,682
Oak Foundation	-	16,600	<b>16,600</b>	-
OutRight Action International	-	-	-	8,769
Paul Hamlyn Foundation	63,000	-	<b>63,000</b>	3,558
SafeLives (Your Best Friend Fund)	12,775	-	<b>12,775</b>	-
Sheffield NHS Foundation Trust	-	-	-	43,287
Spectra CIC (Data Officer & Trans Learning Partnership)	11,498	-	<b>11,498</b>	3,311
Spectra CIC (Policy Officer)	41,388	-	<b>41,388</b>	-
Stonewall	-	-	-	1,980
Tides Foundation	-	-	-	11,123
Trust for London	45,000	-	<b>45,000</b>	-
The Tudor Trust	40,000	-	<b>40,000</b>	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 £
<b>Subtotal detailed disclosure</b>	538,242	490,439	<b>1,028,681</b>	964,092
Legacies	-	-	-	1,537
	538,242	490,439	<b>1,028,681</b>	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	<b>439,306</b>	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	<b>26,400</b>	18,000
Fundraising Platform Fees & Commission	-	9,362	<b>9,362</b>	6,491
Computer & Website Costs	-	17	<b>17</b>	-
Printing and photocopying	-	-	-	1
Wages and Salaries	3,598	-	<b>3,598</b>	5,175
Social security costs	338	-	<b>338</b>	412
Pension costs	74	-	<b>74</b>	105
	<u>4,810</u>	<u>34,979</u>	<u><b>39,789</b></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	<u>506,523</u>	<u>921,300</u>	<u><b>1,427,823</b></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	<b>1,427,823</b>	1,012,528
<i>Total 2022</i>	<i>860,170</i>	<i>152,358</i>	<i>1,012,528</i>	

#### Analysis of support costs

	Activities 2023 £	Total funds 2023 £	Total funds 2022 £
Staff costs	179,000	<b>179,000</b>	82,445
Depreciation	5,688	<b>5,688</b>	3,452
Printing & Stationery	1,259	<b>1,259</b>	104
Computer & Website costs	16,563	<b>16,563</b>	587
Professional fees	19,268	<b>19,268</b>	10,486
Subscriptions	2,661	<b>2,661</b>	4,053
Training - external providers	3,320	<b>3,320</b>	3,913
Postage, Freight & Courier	302	<b>302</b>	145
Telephone & Internet	3,142	<b>3,142</b>	431
Well being	22,620	<b>22,620</b>	1,153
Travel	6,587	<b>6,587</b>	235
Insurance	1,899	<b>1,899</b>	1,674
Rent	19,480	<b>19,480</b>	627
General Expenses	6,372	<b>6,372</b>	845
Bank fees	108	<b>108</b>	26
Irrecoverable VAT	32,726	<b>32,726</b>	-
Advertising, Media & Online Publicity	2,241	<b>2,241</b>	-
Governance costs	41,097	<b>41,097</b>	42,182
	<b>364,333</b>	<b>364,333</b>	152,358
<i>Total 2022</i>	<i>152,358</i>	<i>152,358</i>	

# 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

#### 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
	<b>1,093,669</b>	<b>735,909</b>

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

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 £
<b>Cost or valuation</b>			
At 1 July 2022	13,594	3,011	16,605
Additions	5,289	-	5,289
Disposals	(889)	-	(889)
At 30 June 2023	17,994	3,011	21,005
<b>Depreciation</b>			
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	10,239	2,344	12,583
<b>Net book value</b>			
At 30 June 2023	7,755	667	8,422
At 30 June 2022	7,161	1,661	8,822

### 12. Debtors

	2023 £	2022 £
<b>Due within one year</b>		
Trade debtors	58,989	70,069
Prepayments and accrued income	74,396	96,773
	133,385	166,842

# 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
	<b>152,232</b>	<b>243,340</b>
	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)
	<b>15,968</b>	<b>81,296</b>

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 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 £
<b>Unrestricted funds</b>					
<b>Designated funds</b>					
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
	<u>500,000</u>	<u>433,413</u>	<u>(673,610)</u>	<u>78,697</u>	<u>338,500</u>
<b>General funds</b>					
General Funds	<u>165,811</u>	<u>499,062</u>	<u>(282,669)</u>	<u>(78,697)</u>	<u>303,507</u>
<b>Total Unrestricted funds</b>	<u>665,811</u>	<u>932,475</u>	<u>(956,279)</u>	<u>-</u>	<u>642,007</u>
<b>Restricted funds</b>					
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
	<u>165,956</u>	<u>538,242</u>	<u>(511,333)</u>	<u>-</u>	<u>192,865</u>



# GENDERED INTELLIGENCE

## (A company limited by guarantee)

### NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2023

#### 14. Statement of funds (continued)

<b>Total of funds</b>	<b>831,767</b>	<b>1,470,717</b>	<b>(1,467,612)</b>	<b>-</b>	<b>834,872</b>
<b>Statement of funds - prior year</b>					
	<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>
<b>Unrestricted funds</b>					
<b>Designated funds</b>					
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>
<b>General funds</b>					
General Funds	<u>354,703</u>	<u>472,988</u>	<u>(279,144)</u>	<u>(382,736)</u>	<u>165,811</u>
<b>Total Unrestricted funds</b>	<u>544,703</u>	<u>688,057</u>	<u>(565,868)</u>	<u>(1,081)</u>	<u>665,811</u>
<b>Restricted funds</b>					
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>
	<u>175,007</u>	<u>466,712</u>	<u>(476,844)</u>	<u>1,081</u>	<u>165,956</u>
<b>Total of funds</b>	<u><u>719,710</u></u>	<u><u>1,154,769</u></u>	<u><u>(1,042,712)</u></u>	<u><u>-</u></u>	<u><u>831,767</u></u>

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

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

# 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)
<b>Total</b>	<b>165,956</b>	<b>665,811</b>	<b>831,767</b>

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

	<b>2023 £</b>	<b>2022 £</b>
Net income for the year (as per Statement of Financial Activities)	<b>3,105</b>	<b>112,057</b>
<b>Adjustments for:</b>		
Depreciation charges	<b>4,800</b>	<b>3,371</b>
Decrease/(increase) in debtors	<b>33,457</b>	<b>(14,565)</b>
Increase/(decrease) in creditors	<b>(91,108)</b>	<b>12,327</b>
<b>Net cash provided by/(used in) operating activities</b>	<b>(49,746)</b>	<b>113,190</b>

### 17. Analysis of cash and cash equivalents

	<b>2023 £</b>	<b>2022 £</b>
Cash in hand	<b>845,297</b>	<b>899,442</b>
<b>Total cash and cash equivalents</b>	<b>845,297</b>	<b>899,442</b>

---

# GENDERED INTELLIGENCE

## (A company limited by guarantee)

---

### 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. .