

ANNUAL REPORT AND FINANCIAL
STATEMENTS
FOR THE YEAR ENDED
30 JUNE 2024

GENDERED
INTELLIGENCE
(A company limited by
guarantee)

GENDERED INTELLIGENCE

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

FOR THE YEAR ENDED 30 JUNE 2024

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

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CHAIR'S STATEMENT

FOR THE YEAR ENDED 30 JUNE 2024

The chair presents their statement for the year.

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

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

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

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

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

Signed by:

0533AAA3C9B040C...

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

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TRUSTEES' REPORT

FOR THE YEAR ENDED 30 JUNE 2024

Section 1: Administration

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

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

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

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

Section 2: Objectives and Activities

Company's Purposes

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

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

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

Specific Objectives & Public Benefit

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

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

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TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 30 JUNE 2024

OBJECT 1

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

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

A: Public Engagement

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

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

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

Public Policy

Trans Healthcare

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

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

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TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 30 JUNE 2024

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

NHS legality of waiting times judicial review

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

NHS accommodation

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

Schools' guidance

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

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

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

RSHE (relationships, sex and health education)

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

Our response focused on the following points:

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

Section 35

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

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TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 30 JUNE 2024

Other activities

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

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

Media Work

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

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

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

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

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

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TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 30 JUNE 2024

C: Research (see Object 2)

OBJECT 2

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

GI's main activities that related to this object:

B: Professional and Educational Services

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

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

Training

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

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

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

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

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TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 30 JUNE 2024

Feedback from clients

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

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

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

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

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

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

Consultancy

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

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

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

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

Work in Education

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

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

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TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 30 JUNE 2024

Training for therapists and counsellors

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

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

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

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

Therapists and Counsellors Network

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

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

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

C: Research

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

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

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

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

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

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TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 30 JUNE 2024

D: Public Events

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

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

Also:

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

OBJECT 3

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

GI's main activities that related to this object:

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TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 30 JUNE 2024

E: Trans Youth Work

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

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

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

Our focus on mental health has led to:

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

Other activities we ran from the youth work service included:

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

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

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

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TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 30 JUNE 2024

Summer Camps

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

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

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

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

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

Additional Residentials

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

Support Line Service

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

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

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TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 30 JUNE 2024

Support Line Statistics

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

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

Topics of conversation included:

Topics of conversation

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

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

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

Feedback comments:

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

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

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

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

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

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TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 30 JUNE 2024

Prison Support

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

Waiting List Warriors

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

TransFem Over 50s

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

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

Voice Workshops

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

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

G: Trans Mentoring

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

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

GENDERED INTELLIGENCE

(A company limited by guarantee)

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 30 JUNE 2024

What mentees say about mentoring:

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

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

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

What professionals say about mentoring:

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

Mentoring in Schools

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

H: Parents & Carers

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

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

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

GENDERED INTELLIGENCE

(A company limited by guarantee)

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 30 JUNE 2024

OBJECT 4

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

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

OBJECT 5

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

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

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

Trans Youth Work (See Object 3)

Trans Mentoring (see Object 3)

I: Volunteering

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

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

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

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

GENDERED INTELLIGENCE

(A company limited by guarantee)

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 30 JUNE 2024

From July to June 2024:

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

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

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

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

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

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

Section 3: Financial Review

3.1 Reserves policy

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

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

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

GENDERED INTELLIGENCE

(A company limited by guarantee)

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 30 JUNE 2024

3.2 Financial controls

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

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

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

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

3.3 Risk Management

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

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

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

3.4 Fundraising

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

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

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

GENDERED INTELLIGENCE

(A company limited by guarantee)

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 30 JUNE 2024

Fundraising expenditure

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

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

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

Section 4: Structure, Governance and Management

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

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

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

Remuneration

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

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

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

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

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

GENDERED INTELLIGENCE

(A company limited by guarantee)

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 30 JUNE 2024

Statement of Trustees' Responsibilities

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

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

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

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

Disclosure of information to auditors

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

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


Auditors

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

Small company exemption

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

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

Signed by:

 0533AAA3C9B040C...

Amsel Page von Spreckelsen
 Chair

Date: 23-Dec-2024

GENDERED INTELLIGENCE

(A company limited by guarantee)

MENZIES
BRIGHTER THINKING

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF GENDERED INTELLIGENCE

Opinion

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

In our opinion the financial statements:

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

Basis for opinion

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

Conclusions relating to going concern

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

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

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

Other information

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

We have nothing to report in this regard.

GENDERED INTELLIGENCE

(A company limited by guarantee)

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

Opinion on other matters prescribed by the Companies Act 2006

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

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

Matters on which we are required to report by exception

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

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

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

Responsibilities of trustees

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

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

GENDERED INTELLIGENCE

(A company limited by guarantee)

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

Auditors' responsibilities for the audit of the financial statements

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

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

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

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

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

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

Audit procedures performed by the engagement team included:

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

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

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

GENDERED INTELLIGENCE

(A company limited by guarantee)

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

Use of our report

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

DocuSigned by:

Janice Matthews

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Janice Matthews FCA (Senior statutory auditor)

for and on behalf of

Menzies LLP

Chartered Accountants

Statutory Auditor

Magna House

18-32 London Road

Staines-Upon-Thames

TW18 4BP

Date: 23-Dec-2024

GENDERED INTELLIGENCE

(A company limited by guarantee)

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

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

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

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

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

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

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

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

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

Signed by:

0533AAA3C9B040C...
Amsel Page von Spreckelsen
Chair

Date: 23-Dec-2024

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

GENDERED INTELLIGENCE

(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 30 JUNE 2024

1. General information

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

2. Accounting policies

2.1 Basis of preparation of financial statements

The financial statements have been prepared in accordance with the Charities SORP (FRS 102) - Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

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

2.2 Going concern

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

2.3 Income

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

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

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

GENDERED INTELLIGENCE

(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 30 JUNE 2024

2. Accounting policies (continued)

2.4 Expenditure

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

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

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

2.5 Taxation

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

2.6 Intangible assets and amortisation

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

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

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

Amortisation is provided on the following basis:

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

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

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

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NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 30 JUNE 2024

2. Accounting policies (continued)

2.7 Tangible fixed assets and depreciation (continued)

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

Depreciation is provided on the following basis:

Computer equipment	-	33%
Other fixed assets	-	33%

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

2.8 Liabilities and provisions

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

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

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

2.9 Pensions

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

2.10 Fund accounting

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

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

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

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

GENDERED INTELLIGENCE

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

3. Income from donations and legacies

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

GENDERED INTELLIGENCE

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

3. Income from donations and legacies (continued)

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

4. Income from charitable activities

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

5. Expenditure on raising funds

Costs of raising voluntary income

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

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

6. Analysis of expenditure on charitable activities

Summary by fund type

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

7. Analysis of expenditure by activities

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

GENDERED INTELLIGENCE

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

7. Analysis of expenditure by activities (continued)

Analysis of support costs

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

8. Auditors' remuneration

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

GENDERED INTELLIGENCE

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

9. Staff costs

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

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

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

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

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

The Charity considers its key management personnel to comprise of;

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

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

10. Trustees' remuneration and expenses

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

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

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

11. Intangible assets

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

12. Tangible fixed assets

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

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

13. Debtors

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

14. Creditors: Amounts falling due within one year

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

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

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

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

15. Statement of funds

Statement of funds - current year

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

GENDERED INTELLIGENCE

(A company limited by guarantee)

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

15. Statement of funds (continued)

Statement of funds - prior year

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

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

15. Statement of funds (continued)

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

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

16. Analysis of net assets between funds

Analysis of net assets between funds - current period

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

Analysis of net assets between funds - prior period

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

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

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

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

18. Analysis of cash and cash equivalents

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

19. Analysis of changes in net debt

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

GENDERED INTELLIGENCE

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NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 30 JUNE 2024

20. Operating lease commitments

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

	2024 £	2023 £
Not later than 1 year	6,000	-

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

	2024 £	2023 £
Operating lease rentals	22,133	-

21. Related party transactions

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