

# **Gendered Intelligence**

**(A company limited by guarantee)**

## **Annual Report and Financial Statements**

**For the year ended**

**30<sup>th</sup> June 2025**

Company registration number: 06617608

Charity registration number: 1182558

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Trustee Annual Report for year ending 30<sup>th</sup> June 2025

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

## Trustees

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

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

Dr Geoffrey Warburton (resigned 3 March 2025)

Hafsa Qureshi (resigned 5 July 2024)

James Osborne (Treasurer, appointed 3 March 2025)

Stephanie Stevens (resigned 13 November 2024)

Alyx Faye (also known as Stone Raven)

Warren Koehler

Company registered number: 06617608

Charity registered number: 1182558

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

Company Secretary: Warren Koehler

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

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

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

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

## Chair's Statement

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

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

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

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

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

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

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

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

Signed by:



Charlie Khe, Chair

16-Dec-2025

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## Section 1: Administration

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

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

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

Jay Stewart – Chief Executive Officer

Moya Wilkie – Director of Operations

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

Mridul Wadhwa – Director of Services (from 6<sup>th</sup> May 2025)

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## Section 2: Objectives and Activities

### Company's Purposes

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

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

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

### Specific Objectives & Public Benefit

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

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

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## Section 3: Achievement and Performance

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### Young People & Community Support

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

### Adult Wellbeing & Groups

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

### Professional and Educational Services

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

### Public Engagement

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

### Our People

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

### Financial Highlights

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

### Organisational Development

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



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## What this means

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

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

## What our beneficiaries say:

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

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

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

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

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# Object 1

## A: Public Engagement

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

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

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

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

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## Public Policy

### *Gender Services*

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

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

### *EHRC*

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

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

### *Parliamentary Engagement*

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

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

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

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

### *Ban Conversion Therapy*

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

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

### *Other activities*

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

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

### *Media Work*

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

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

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

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

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

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

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## Object 2

### B: Professional and Educational Services

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

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

#### Training

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

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

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

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

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

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### Feedback from training clients:

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

*Delegate from Mind*

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

*Security Duty Manager, Manchester Airport Group*

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

*Delegate from RSPB*

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

*Open CPD delegate*

## Consultancy

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

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

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

### Feedback quotes from consultancy clients:

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

*Services Lead, Positively UK*

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

*Assistant Curator, Design Museum*



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

*People Manager, Albert Kennedy Trust*

## Training for therapists and counsellors

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

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

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

## Therapists and Counsellors Network

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

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



## Object 3

### C: Trans Youth Work

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

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

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

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

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

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

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

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

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

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

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

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

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

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## D: Adult Wellbeing

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

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

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

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

### Support Line Service

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

#### *Topics of conversation*

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

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

Feedback:

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

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

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

### *Prison Support*

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

## Groups and Workshops

### *Waiting List Warriors*

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

### *TransFem Over 50s*

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

Feedback:

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

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

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

## Voice Workshops

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

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

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

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

## E: Mentoring

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

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

### Numbers for 2024-25

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

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

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

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### Testimonials from students:

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

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

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

### Testimonials from professionals:

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

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

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

## F: Families Work

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

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

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

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

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

*"I'm not alone"*

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

*"To take a deep breath and lead with curiosity"*

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

*"I feel lighter after this session - thank you"*



## Object 5

### G: Volunteering

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

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

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



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## Plans for 2025-26

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

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

Equity, Diversity and Inclusion - Centring the most marginalised.

Sustainability - Ensuring lasting impact.

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

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

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

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

## Section 4: Financial Review

### 4.1 Reserves policy

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

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

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

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

### 4.2 Financial controls

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

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

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

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

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

## 4.3 Risk Management

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

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

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

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

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

## 4.4 Fundraising

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

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

### Fundraising expenditure

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

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

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

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## Section 5: Structure, Governance and Management

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

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

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

### Remuneration

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

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

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

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

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

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## Statement of Trustees' Responsibilities

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

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

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

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

## Disclosure of information to auditors

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

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

## Auditors

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

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## Small company exemption

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

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

Signed by:  
  
FE2DD129B2824D8...  
**Charlie Khe**

Chair

Date: 16-Dec-2025

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# GENDERED INTELLIGENCE

## (A company limited by guarantee)

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**MENZIES**  
BRIGHTER THINKING

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## INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF GENDERED INTELLIGENCE

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### Opinion

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

In our opinion the financial statements:

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

### Basis for opinion

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

### Conclusions relating to going concern

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

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

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

### Other information

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

We have nothing to report in this regard.



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# GENDERED INTELLIGENCE

## (A company limited by guarantee)

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

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#### **Opinion on other matters prescribed by the Companies Act 2006**

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

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

#### **Matters on which we are required to report by exception**

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

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

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

#### **Responsibilities of trustees**

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

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

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# GENDERED INTELLIGENCE

## (A company limited by guarantee)

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

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#### **Auditors' responsibilities for the audit of the financial statements**

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

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

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

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

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

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

Audit procedures performed by the engagement team included:

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

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

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

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# GENDERED INTELLIGENCE

## (A company limited by guarantee)

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

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#### Use of our report

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

DocuSigned by:  
  
634F24DE92A4471...

**Janice Matthews FCA (Senior statutory auditor)**

for and on behalf of

**Menzies LLP**

Chartered Accountants

Statutory Auditor

Magna House

18-32 London Road

Staines-Upon-Thames

TW18 4BP

Date: 16-Dec-2025

# GENDERED INTELLIGENCE

## (A company limited by guarantee)

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

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

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

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

GENDERED INTELLIGENCE  
(A company limited by guarantee)  
REGISTERED NUMBER: 06617608

BALANCE SHEET  
AS AT 30 JUNE 2025

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

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

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

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

Signed by:  
  
FF2DD129B2824D8...  
**Charlie Khe**  
Chair

Date: 16-Dec-2025

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

GENDERED INTELLIGENCE

(A company limited by guarantee)

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 30 JUNE 2025

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

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

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# GENDERED INTELLIGENCE

## (A company limited by guarantee)

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### NOTES TO THE FINANCIAL STATEMENTS

#### FOR THE YEAR ENDED 30 JUNE 2025

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#### 1. General information

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

#### 2. Accounting policies

##### 2.1 Basis of preparation of financial statements

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

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

##### 2.2 Going concern

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

##### 2.3 Income

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

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

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

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# GENDERED INTELLIGENCE

## (A company limited by guarantee)

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### NOTES TO THE FINANCIAL STATEMENTS

### FOR THE YEAR ENDED 30 JUNE 2025

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**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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# GENDERED INTELLIGENCE

## (A company limited by guarantee)

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### NOTES TO THE FINANCIAL STATEMENTS

### FOR THE YEAR ENDED 30 JUNE 2025

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**2. Accounting policies (continued)**

**2.7 Tangible fixed assets and depreciation (continued)**

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

Depreciation is provided on the following basis:

Computer equipment	-	33%
Other fixed assets	-	33%

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

**2.8 Liabilities and provisions**

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

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

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

**2.9 Pensions**

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

**2.10 Fund accounting**

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

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

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

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

# GENDERED INTELLIGENCE

## (A company limited by guarantee)

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

#### 3. Income from donations and legacies

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

GENDERED INTELLIGENCE  
(A company limited by guarantee)

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

3. Income from donations and legacies (continued)

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

4. Income from charitable activities

	Unrestricted funds 2025 £	Total funds 2025 £	Total funds 2024 £
Income from charitable activities	351,543	351,543	450,327

GENDERED INTELLIGENCE  
(A company limited by guarantee)

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

5. Expenditure on raising funds

Costs of raising voluntary income

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

6. Analysis of expenditure on charitable activities

Summary by fund type

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

GENDERED INTELLIGENCE  
(A company limited by guarantee)

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

7. Analysis of expenditure by activities

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

Analysis of direct costs

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

# GENDERED INTELLIGENCE

## (A company limited by guarantee)

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

#### 7. Analysis of expenditure by activities (continued)

##### Analysis of support costs

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

#### 8. Auditors' remuneration

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

# GENDERED INTELLIGENCE

(A company limited by guarantee)

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

9. Staff costs

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

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

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

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

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

The Charity considers its key management personnel to comprise of;

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

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

10. Trustees' remuneration and expenses

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

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

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# GENDERED INTELLIGENCE

(A company limited by guarantee)

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

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11. Intangible assets

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



# GENDERED INTELLIGENCE

## (A company limited by guarantee)

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

#### 12. Tangible fixed assets

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

#### 13. Debtors

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

GENDERED INTELLIGENCE  
(A company limited by guarantee)

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

14. Creditors: Amounts falling due within one year

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

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

15. Prior year adjustments

A prior year adjustment has been recognised in relation to the year ended 30 June 2024 which relates to grant income of £377,000 that had not been correctly recognised during the year. This has now been adjusted for resulting in an increase in Charitable income and accrued income and has lead to a corresponding rise in surplus for the year ended 2024 of £377,000. This also increased unrestricted reserves by £155,000 from £349,799 to £504,799 and restricted reserves by £222,000 from £220,123 to £442,123.

# GENDERED INTELLIGENCE

## (A company limited by guarantee)

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

#### 16. Statement of fund

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

#### Statement of funds - current year

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

# GENDERED INTELLIGENCE

## (A company limited by guarantee)

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

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

##### Statement of funds - prior year

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

# GENDERED INTELLIGENCE

(A company limited by guarantee)

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

16. Statement of funds (continued)

Our restricted funds have been grouped into the following areas:

**IT & Administration support**

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

**Research & Development**

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

**Staff Wellbeing**

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

**Therapist & Counsellor Service**

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

**Trans Femme Group**

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

**Volunteering Support**

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

**Youth & Community Services**

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

**Youth Board**

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

**Youth Camp**

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

17. Analysis of net assets between funds

Analysis of net assets between funds - current year

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

# GENDERED INTELLIGENCE

(A company limited by guarantee)

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

17. Analysis of net assets between funds (continued)

Analysis of net assets between funds - prior year

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

18. Operating lease commitments

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

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

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

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

19. Related party transactions

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