

DemocraShe Ltd

Northern Ireland · Charity number 103802

Details

Status Received

Registered 2018-06-20

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

Contact

Address 23
Rugby Road
Belfast
BT7 1pt
BT7 1PT

Phone 07855284810

Activities

Purposes: The objects of the Charity are:- 3.1. the advancement of human rights (as set out in the Universal Declaration of Human Rights and subsequent United Nations conventions and declarations), conflict resolution or reconciliation or the promotion of religious or racial harmony or equality and diversity; and 3.2. the advancement of citizenship and community development through education, raising awareness, conducting research and promoting dialogue and co-operation, enhancing leadership and governance for the benefit of the public in Northern Ireland, the Republic of Ireland and internationally hereinafter called the "area of benefit". Nothing in the articles shall authorise an application of the property of the Charity for purposes which are not charitable in accordance with s.2 of the Charities Act (Northern Ireland) 2008 or its equivalent in the Republic of Ireland.

What the charity does: The advancement of education, The advancement of citizenship or community development, The advancement of human rights, conflict resolution or reconciliation or the promotion of religious or racial harmony or equality and diversity

How the charity works: Advice/advocacy/information, Community development, Cross-border/cross-community, Education/training, Gender, Human rights/equality, Research/evaluation

Who the charity helps: Adult training, Asylum seekers/refugees, Ethnic minorities, General public, Interface communities, Men, Older people, Overseas/developing countries, Voluntary and community sector, Women, Youth (14-25 year olds)

Finances

Period end	Income	Expenditure	Assets	Employees
2025-07-31	£3,750	£9,302	£0	0
2024-07-31	£6,823	£12,934	£0	0

Trustees

Name	Role	Appointed
Elizabeth Nesta Law		
Fiona Helen Ann Mccausland		
Fiona Macmillan		
Lynn Helen Carvill		

DemocraShe Ltd

Northern Ireland - Charity number 103802

Accounts

Democrashe Ltd

Company Limited by Guarantee

Statement of Financial Activities (including income and expenditure account)

Year ended 31 July 2024

		2024		2023
		Unrestricted	Total funds	Total funds
	Note	funds	£	£
		£	£	£
Income and endowments				
Charitable activities	5	6,823	6,823	11,880
Total income		6,823	6,823	11,880
Expenditure				
Expenditure on charitable activities	6,7	12,934	12,934	12,663
Total expenditure		12,934	12,934	12,663
Net expenditure and net movement in funds		(6,111)	(6,111)	(783)
Reconciliation of funds				
Total funds brought forward		23,024	23,024	23,807
Total funds carried forward		16,913	16,913	23,024

The statement of financial activities includes all gains and losses recognised in the year.
All income and expenditure derive from continuing activities.

The notes on pages 11 to 16 form part of these financial statements.

Democrashe Ltd

Company Limited by Guarantee

Statement of Financial Position

31 July 2024

	Note	2024 £	2023 £
Current assets			
Debtors	10	12,710	9,853
Cash at bank and in hand		<u>30,299</u>	<u>28,214</u>
		43,009	38,067
Creditors: amounts falling due within one year	11	(26,096)	(15,043)
Net current assets		<u>16,913</u>	<u>23,024</u>
Total assets less current liabilities		<u>16,913</u>	<u>23,024</u>
Funds of the charity			
Unrestricted funds		<u>16,913</u>	<u>23,024</u>
Total charity funds	12	<u>16,913</u>	<u>23,024</u>

For the year ending 31 July 2024 the charity was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

Directors' responsibilities:

- The members have not required the company to obtain an audit of its financial statements for the year in question in accordance with section 476;
- The directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of financial statements.

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

These financial statements were approved by the board of trustees and authorised for issue on 30 April 2025, and are signed on behalf of the board by:

Fiona J. MacMillan

Ms F MacMillan
Trustee

The notes on pages 11 to 16 form part of these financial statements.

Democrashe Ltd

Company Limited by Guarantee

Notes to the Financial Statements

Year ended 31 July 2024

1. General information

The charity is a public benefit entity and a private company limited by guarantee, registered in Northern Ireland and a registered charity in Northern Ireland. The address of the registered office is 23 Rugby Road, Belfast, BT7 1PT.

2. Statement of compliance

These financial statements have been prepared in compliance with FRS 102, 'The Financial Reporting Standard applicable in the UK and the Republic of Ireland', the 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) (Charities SORP (FRS 102)) and the Companies Act 2006.

3. Accounting policies

Basis of preparation

The financial statements have been prepared on the historical cost basis, as modified by the revaluation of certain financial assets and liabilities and investment properties measured at fair value through income or expenditure.

The financial statements are prepared in sterling, which is the functional currency of the entity.

Going concern

There are no material uncertainties about the charity's ability to continue.

Judgements and key sources of estimation uncertainty

The preparation of the financial statements requires management to make judgements, estimates and assumptions that affect the amounts reported. These estimates and judgements are continually reviewed and are based on experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

Fund accounting

Unrestricted funds are available for use at the discretion of the trustees to further any of the charity's purposes.

Designated funds are unrestricted funds earmarked by the trustees for particular future project or commitment.

Restricted funds are subjected to restrictions on their expenditure declared by the donor or through the terms of an appeal, and fall into one of two sub-classes: restricted income funds or endowment funds.

Democrashe Ltd

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 July 2024

3. Accounting policies *(continued)*

Incoming resources

All incoming resources are included in the statement of financial activities when entitlement has passed to the charity; it is probable that the economic benefits associated with the transaction will flow to the charity and the amount can be reliably measured. The following specific policies are applied to particular categories of income:

- income from donations or grants is recognised when there is evidence of entitlement to the gift, receipt is probable and its amount can be measured reliably.
- legacy income is recognised when receipt is probable and entitlement is established.
- income from donated goods is measured at the fair value of the goods unless this is impractical to measure reliably, in which case the value is derived from the cost to the donor or the estimated resale value. Donated facilities and services are recognised in the accounts when received if the value can be reliably measured. No amounts are included for the contribution of general volunteers.
- income from contracts for the supply of services is recognised with the delivery of the contracted service. This is classified as unrestricted funds unless there is a contractual requirement for it to be spent on a particular purpose and returned if unspent, in which case it may be regarded as restricted.

Resources expended

Expenditure is recognised on an accruals basis as a liability is incurred. Expenditure includes any VAT which cannot be fully recovered, and is classified under headings of the statement of financial activities to which it relates:

- expenditure on raising funds includes the costs of all fundraising activities, events, non-charitable trading activities, and the sale of donated goods.
- expenditure on charitable activities includes all costs incurred by a charity in undertaking activities that further its charitable aims for the benefit of its beneficiaries, including those support costs and costs relating to the governance of the charity apportioned to charitable activities.
- other expenditure includes all expenditure that is neither related to raising funds for the charity nor part of its expenditure on charitable activities.

All costs are allocated to expenditure categories reflecting the use of the resource. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs are apportioned between the activities they contribute to on a reasonable, justifiable and consistent basis.

Financial instruments

A financial asset or a financial liability is recognised only when the charity becomes a party to the contractual provisions of the instrument.

Democrashe Ltd

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 July 2024

3. Accounting policies *(continued)*

Financial instruments *(continued)*

Basic financial instruments are initially recognised at the amount receivable or payable including any related transaction costs.

Current assets and current liabilities are subsequently measured at the cash or other consideration expected to be paid or received and not discounted.

Debt instruments are subsequently measured at amortised cost.

Where investments in shares are publicly traded or their fair value can otherwise be measured reliably, the investment is subsequently measured at fair value with changes in fair value recognised in income and expenditure. All other such investments are subsequently measured at cost less impairment.

Other financial instruments, including derivatives, are initially recognised at fair value, unless payment for an asset is deferred beyond normal business terms or financed at a rate of interest that is not a market rate, in which case the asset is measured at the present value of the future payments discounted at a market rate of interest for a similar debt instrument.

Other financial instruments are subsequently measured at fair value, with any changes recognised in the statement of financial activities, with the exception of hedging instruments in a designated hedging relationship.

Financial assets that are measured at cost or amortised cost are reviewed for objective evidence of impairment at the end of each reporting date. If there is objective evidence of impairment, an impairment loss is recognised under the appropriate heading in the statement of financial activities in which the initial gain was recognised.

For all equity instruments regardless of significance, and other financial assets that are individually significant, these are assessed individually for impairment. Other financial assets are either assessed individually or grouped on the basis of similar credit risk characteristics.

Any reversals of impairment are recognised immediately, to the extent that the reversal does not result in a carrying amount of the financial asset that exceeds what the carrying amount would have been had the impairment not previously been recognised.

4. Limited by guarantee

The charity is a public benefit entity and a private company limited by guarantee, registered in Northern Ireland and a registered charity in Northern Ireland.

Democrashe Ltd

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 July 2024

5. Charitable activities

	Unrestricted Funds £	Total Funds 2024 £	Unrestricted Funds £	Total Funds 2023 £
DFAT	2,283	2,283	10,751	10,751
Department for Communities	—	—	1,000	1,000
Other Income	4,540	4,540	129	129
	<u>6,823</u>	<u>6,823</u>	<u>11,880</u>	<u>11,880</u>

6. Expenditure on charitable activities by fund type

	Unrestricted Funds £	Total Funds 2024 £	Unrestricted Funds £	Total Funds 2023 £
Educational Programmes	10,684	10,684	10,692	10,692
Support costs	2,250	2,250	1,971	1,971
	<u>12,934</u>	<u>12,934</u>	<u>12,663</u>	<u>12,663</u>

7. Expenditure on charitable activities by activity type

	Activities undertaken directly £	Support costs £	Total funds 2024 £	Total fund 2023 £
Educational Programmes	10,684	—	10,684	10,692
Governance costs	—	2,250	2,250	1,971
	<u>10,684</u>	<u>2,250</u>	<u>12,934</u>	<u>12,663</u>

8. Independent examination fees

	2024 £	2023 £
Fees payable to the independent examiner for: Independent examination of the financial statements	<u>2,080</u>	<u>1,800</u>

9. Trustee remuneration and expenses

No remuneration or other benefits from employment with the charity or a related entity were received by the trustees (2023:Nil)

10. Debtors

	2024 £	2023 £
Trade debtors	<u>12,710</u>	<u>9,853</u>

Democrashe Ltd

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 July 2024

11. Creditors: amounts falling due within one year

	2024	2023
	£	£
Other creditors	<u>26,096</u>	<u>15,043</u>

12. Analysis of charitable funds

Unrestricted funds

	At 1 August 2023	Income £	Expenditure £	At 31 July 2024 £
General funds	<u>23,024</u>	<u>6,823</u>	<u>(12,934)</u>	<u>16,913</u>

	At 1 August 2022	Income £	Expenditure £	At 31 July 2023 £
General funds	<u>23,807</u>	<u>11,880</u>	<u>(12,663)</u>	<u>23,024</u>

13. Analysis of net assets between funds

	Unrestricted Funds £	Total Funds 2024 £
Current assets	43,009	43,009
Creditors less than 1 year	<u>(26,096)</u>	<u>(26,096)</u>
Net assets	<u>16,913</u>	<u>16,913</u>

	Unrestricted Funds £	Total Funds 2023 £
Current assets	38,067	38,067
Creditors less than 1 year	<u>(15,043)</u>	<u>(15,043)</u>
Net assets	<u>23,024</u>	<u>23,024</u>

14. Taxation

The Company is a registered charity, and as such is entitled to tax exemptions on income and profits in furtherance of the charity's primary objectives.

Democrashe Ltd

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 July 2024

15. Contingencies

A contingent liability exists to repay grants and Trust monies received should certain conditions not be fulfilled by the charity. In the opinion of the Trustees, the terms of the Letters of Offers have been, or will be, complied with and no liability is expected.

16. Ethical standards

In common with many other businesses of our size and nature we use our auditors to prepare and submit returns to the tax authorities and assist with the preparation of the financial statements.

DemocraShe Ltd

Northern Ireland - Charity number 103802

Accounts

Democrashe Ltd

Company Limited by Guarantee

Statement of Financial Activities (including income and expenditure account)

Year ended 31 July 2024

		2024		2023
		Unrestricted	Total funds	Total funds
	Note	funds	£	£
		£	£	£
Income and endowments				
Charitable activities	5	6,823	6,823	11,880
Total income		6,823	6,823	11,880
Expenditure				
Expenditure on charitable activities	6,7	12,934	12,934	12,663
Total expenditure		12,934	12,934	12,663
Net expenditure and net movement in funds		(6,111)	(6,111)	(783)
Reconciliation of funds				
Total funds brought forward		23,024	23,024	23,807
Total funds carried forward		16,913	16,913	23,024

The statement of financial activities includes all gains and losses recognised in the year.
All income and expenditure derive from continuing activities.

The notes on pages 11 to 16 form part of these financial statements.

Democrashe Ltd

Company Limited by Guarantee

Statement of Financial Position

31 July 2024

	Note	2024 £	2023 £
Current assets			
Debtors	10	12,710	9,853
Cash at bank and in hand		<u>30,299</u>	<u>28,214</u>
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Net current assets		<u>16,913</u>	<u>23,024</u>
Total assets less current liabilities		<u>16,913</u>	<u>23,024</u>
Funds of the charity			
Unrestricted funds		<u>16,913</u>	<u>23,024</u>
Total charity funds	12	<u>16,913</u>	<u>23,024</u>

For the year ending 31 July 2024 the charity was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

Directors' responsibilities:

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Ms F MacMillan
Trustee

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Democrashe Ltd

Company Limited by Guarantee

Notes to the Financial Statements

Year ended 31 July 2024

1. General information

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3. Accounting policies

Basis of preparation

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The financial statements are prepared in sterling, which is the functional currency of the entity.

Going concern

There are no material uncertainties about the charity's ability to continue.

Judgements and key sources of estimation uncertainty

The preparation of the financial statements requires management to make judgements, estimates and assumptions that affect the amounts reported. These estimates and judgements are continually reviewed and are based on experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

Fund accounting

Unrestricted funds are available for use at the discretion of the trustees to further any of the charity's purposes.

Designated funds are unrestricted funds earmarked by the trustees for particular future project or commitment.

Restricted funds are subjected to restrictions on their expenditure declared by the donor or through the terms of an appeal, and fall into one of two sub-classes: restricted income funds or endowment funds.

Democrashe Ltd

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 July 2024

3. Accounting policies *(continued)*

Incoming resources

All incoming resources are included in the statement of financial activities when entitlement has passed to the charity; it is probable that the economic benefits associated with the transaction will flow to the charity and the amount can be reliably measured. The following specific policies are applied to particular categories of income:

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- income from contracts for the supply of services is recognised with the delivery of the contracted service. This is classified as unrestricted funds unless there is a contractual requirement for it to be spent on a particular purpose and returned if unspent, in which case it may be regarded as restricted.

Resources expended

Expenditure is recognised on an accruals basis as a liability is incurred. Expenditure includes any VAT which cannot be fully recovered, and is classified under headings of the statement of financial activities to which it relates:

- expenditure on raising funds includes the costs of all fundraising activities, events, non-charitable trading activities, and the sale of donated goods.
- expenditure on charitable activities includes all costs incurred by a charity in undertaking activities that further its charitable aims for the benefit of its beneficiaries, including those support costs and costs relating to the governance of the charity apportioned to charitable activities.
- other expenditure includes all expenditure that is neither related to raising funds for the charity nor part of its expenditure on charitable activities.

All costs are allocated to expenditure categories reflecting the use of the resource. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs are apportioned between the activities they contribute to on a reasonable, justifiable and consistent basis.

Financial instruments

A financial asset or a financial liability is recognised only when the charity becomes a party to the contractual provisions of the instrument.

Democrashe Ltd

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 July 2024

3. Accounting policies *(continued)*

Financial instruments *(continued)*

Basic financial instruments are initially recognised at the amount receivable or payable including any related transaction costs.

Current assets and current liabilities are subsequently measured at the cash or other consideration expected to be paid or received and not discounted.

Debt instruments are subsequently measured at amortised cost.

Where investments in shares are publicly traded or their fair value can otherwise be measured reliably, the investment is subsequently measured at fair value with changes in fair value recognised in income and expenditure. All other such investments are subsequently measured at cost less impairment.

Other financial instruments, including derivatives, are initially recognised at fair value, unless payment for an asset is deferred beyond normal business terms or financed at a rate of interest that is not a market rate, in which case the asset is measured at the present value of the future payments discounted at a market rate of interest for a similar debt instrument.

Other financial instruments are subsequently measured at fair value, with any changes recognised in the statement of financial activities, with the exception of hedging instruments in a designated hedging relationship.

Financial assets that are measured at cost or amortised cost are reviewed for objective evidence of impairment at the end of each reporting date. If there is objective evidence of impairment, an impairment loss is recognised under the appropriate heading in the statement of financial activities in which the initial gain was recognised.

For all equity instruments regardless of significance, and other financial assets that are individually significant, these are assessed individually for impairment. Other financial assets are either assessed individually or grouped on the basis of similar credit risk characteristics.

Any reversals of impairment are recognised immediately, to the extent that the reversal does not result in a carrying amount of the financial asset that exceeds what the carrying amount would have been had the impairment not previously been recognised.

4. Limited by guarantee

The charity is a public benefit entity and a private company limited by guarantee, registered in Northern Ireland and a registered charity in Northern Ireland.

Democrashe Ltd

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 July 2024

5. Charitable activities

	Unrestricted Funds £	Total Funds 2024 £	Unrestricted Funds £	Total Funds 2023 £
DFAT	2,283	2,283	10,751	10,751
Department for Communities	—	—	1,000	1,000
Other Income	4,540	4,540	129	129
	<u>6,823</u>	<u>6,823</u>	<u>11,880</u>	<u>11,880</u>

6. Expenditure on charitable activities by fund type

	Unrestricted Funds £	Total Funds 2024 £	Unrestricted Funds £	Total Funds 2023 £
Educational Programmes	10,684	10,684	10,692	10,692
Support costs	2,250	2,250	1,971	1,971
	<u>12,934</u>	<u>12,934</u>	<u>12,663</u>	<u>12,663</u>

7. Expenditure on charitable activities by activity type

	Activities undertaken directly £	Support costs £	Total funds 2024 £	Total fund 2023 £
Educational Programmes	10,684	—	10,684	10,692
Governance costs	—	2,250	2,250	1,971
	<u>10,684</u>	<u>2,250</u>	<u>12,934</u>	<u>12,663</u>

8. Independent examination fees

	2024 £	2023 £
Fees payable to the independent examiner for: Independent examination of the financial statements	<u>2,080</u>	<u>1,800</u>

9. Trustee remuneration and expenses

No remuneration or other benefits from employment with the charity or a related entity were received by the trustees (2023:Nil)

10. Debtors

	2024 £	2023 £
Trade debtors	<u>12,710</u>	<u>9,853</u>

Democrashe Ltd

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 July 2024

11. Creditors: amounts falling due within one year

	2024	2023
	£	£
Other creditors	<u>26,096</u>	<u>15,043</u>

12. Analysis of charitable funds

Unrestricted funds

	At 1 August 2023	Income £	Expenditure £	At 31 July 2024 £
General funds	<u>23,024</u>	<u>6,823</u>	<u>(12,934)</u>	<u>16,913</u>

	At 1 August 2022	Income £	Expenditure £	At 31 July 2023 £
General funds	<u>23,807</u>	<u>11,880</u>	<u>(12,663)</u>	<u>23,024</u>

13. Analysis of net assets between funds

	Unrestricted Funds £	Total Funds 2024 £
Current assets	43,009	43,009
Creditors less than 1 year	<u>(26,096)</u>	<u>(26,096)</u>
Net assets	<u>16,913</u>	<u>16,913</u>

	Unrestricted Funds £	Total Funds 2023 £
Current assets	38,067	38,067
Creditors less than 1 year	<u>(15,043)</u>	<u>(15,043)</u>
Net assets	<u>23,024</u>	<u>23,024</u>

14. Taxation

The Company is a registered charity, and as such is entitled to tax exemptions on income and profits in furtherance of the charity's primary objectives.

Democrashe Ltd

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 July 2024

15. Contingencies

A contingent liability exists to repay grants and Trust monies received should certain conditions not be fulfilled by the charity. In the opinion of the Trustees, the terms of the Letters of Offers have been, or will be, complied with and no liability is expected.

16. Ethical standards

In common with many other businesses of our size and nature we use our auditors to prepare and submit returns to the tax authorities and assist with the preparation of the financial statements.

DemocraShe Ltd

Northern Ireland - Charity number 103802

Accounts

Democrashe Ltd

Company Limited by Guarantee

Statement of Financial Activities (including income and expenditure account)

Year ended 31 July 2023

		2023		2022
		Unrestricted	Total funds	Total funds
	Note	funds		
		£	£	£
Income and endowments				
Charitable activities	5	11,880	11,880	15,165
Total income		11,880	11,880	15,165
Expenditure				
Expenditure on charitable activities	6,7	12,663	12,663	18,661
Total expenditure		12,663	12,663	18,661
Net expenditure and net movement in funds		(783)	(783)	(3,496)
Reconciliation of funds				
Total funds brought forward		23,807	23,807	27,303
Total funds carried forward		23,024	23,024	23,807

The statement of financial activities includes all gains and losses recognised in the year.
All income and expenditure derive from continuing activities.

The notes on pages 14 to 18 form part of these financial statements.

Democrashe Ltd

Company Limited by Guarantee

Statement of Financial Position

31 July 2023

	Note	2023 £	2022 £
Current assets			
Debtors	10	9,853	10,750
Cash at bank and in hand		<u>28,214</u>	<u>33,121</u>
		38,067	43,871
Creditors: amounts falling due within one year	11	(15,043)	(20,064)
Net current assets		<u>23,024</u>	<u>23,807</u>
Total assets less current liabilities		<u>23,024</u>	<u>23,807</u>
Funds of the charity			
Unrestricted funds		<u>23,024</u>	<u>23,807</u>
Total charity funds	12	<u>23,024</u>	<u>23,807</u>

For the year ending 31 July 2023 the charity was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

Directors' responsibilities:

- The members have not required the company to obtain an audit of its financial statements for the year in question in accordance with section 476;
- The directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of financial statements.

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

These financial statements were approved by the board of trustees and authorised for issue on 30 May 2024, and are signed on behalf of the board by:

Fiona J. MacMillan

Ms F MacMillan
Trustee

The notes on pages 14 to 18 form part of these financial statements.

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Company Limited by Guarantee

Notes to the Financial Statements

Year ended 31 July 2023

1. General information

The charity is a public benefit entity and a private company limited by guarantee, registered in Northern Ireland and a registered charity in Northern Ireland. The address of the registered office is 23 Rugby Road, Belfast, BT7 1PT.

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These financial statements have been prepared in compliance with FRS 102, 'The Financial Reporting Standard applicable in the UK and the Republic of Ireland', the 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) (Charities SORP (FRS 102)) and the Companies Act 2006.

3. Accounting policies

Basis of preparation

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There are no material uncertainties about the charity's ability to continue.

Judgements and key sources of estimation uncertainty

The preparation of the financial statements requires management to make judgements, estimates and assumptions that affect the amounts reported. These estimates and judgements are continually reviewed and are based on experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

Fund accounting

Unrestricted funds are available for use at the discretion of the trustees to further any of the charity's purposes.

Designated funds are unrestricted funds earmarked by the trustees for particular future project or commitment.

Restricted funds are subjected to restrictions on their expenditure declared by the donor or through the terms of an appeal, and fall into one of two sub-classes: restricted income funds or endowment funds.

Democrashe Ltd

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 July 2023

3. Accounting policies *(continued)*

Incoming resources

All incoming resources are included in the statement of financial activities when entitlement has passed to the charity; it is probable that the economic benefits associated with the transaction will flow to the charity and the amount can be reliably measured. The following specific policies are applied to particular categories of income:

- income from donations or grants is recognised when there is evidence of entitlement to the gift, receipt is probable and its amount can be measured reliably.
- legacy income is recognised when receipt is probable and entitlement is established.
- income from donated goods is measured at the fair value of the goods unless this is impractical to measure reliably, in which case the value is derived from the cost to the donor or the estimated resale value. Donated facilities and services are recognised in the accounts when received if the value can be reliably measured. No amounts are included for the contribution of general volunteers.
- income from contracts for the supply of services is recognised with the delivery of the contracted service. This is classified as unrestricted funds unless there is a contractual requirement for it to be spent on a particular purpose and returned if unspent, in which case it may be regarded as restricted.

Resources expended

Expenditure is recognised on an accruals basis as a liability is incurred. Expenditure includes any VAT which cannot be fully recovered, and is classified under headings of the statement of financial activities to which it relates:

- expenditure on raising funds includes the costs of all fundraising activities, events, non-charitable trading activities, and the sale of donated goods.
- expenditure on charitable activities includes all costs incurred by a charity in undertaking activities that further its charitable aims for the benefit of its beneficiaries, including those support costs and costs relating to the governance of the charity apportioned to charitable activities.
- other expenditure includes all expenditure that is neither related to raising funds for the charity nor part of its expenditure on charitable activities.

All costs are allocated to expenditure categories reflecting the use of the resource. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs are apportioned between the activities they contribute to on a reasonable, justifiable and consistent basis.

Financial instruments

A financial asset or a financial liability is recognised only when the charity becomes a party to the contractual provisions of the instrument.

Democrashe Ltd

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 July 2023

3. Accounting policies *(continued)*

Financial instruments *(continued)*

Basic financial instruments are initially recognised at the amount receivable or payable including any related transaction costs.

Current assets and current liabilities are subsequently measured at the cash or other consideration expected to be paid or received and not discounted.

Debt instruments are subsequently measured at amortised cost.

Where investments in shares are publicly traded or their fair value can otherwise be measured reliably, the investment is subsequently measured at fair value with changes in fair value recognised in income and expenditure. All other such investments are subsequently measured at cost less impairment.

Other financial instruments, including derivatives, are initially recognised at fair value, unless payment for an asset is deferred beyond normal business terms or financed at a rate of interest that is not a market rate, in which case the asset is measured at the present value of the future payments discounted at a market rate of interest for a similar debt instrument.

Other financial instruments are subsequently measured at fair value, with any changes recognised in the statement of financial activities, with the exception of hedging instruments in a designated hedging relationship.

Financial assets that are measured at cost or amortised cost are reviewed for objective evidence of impairment at the end of each reporting date. If there is objective evidence of impairment, an impairment loss is recognised under the appropriate heading in the statement of financial activities in which the initial gain was recognised.

For all equity instruments regardless of significance, and other financial assets that are individually significant, these are assessed individually for impairment. Other financial assets are either assessed individually or grouped on the basis of similar credit risk characteristics.

Any reversals of impairment are recognised immediately, to the extent that the reversal does not result in a carrying amount of the financial asset that exceeds what the carrying amount would have been had the impairment not previously been recognised.

4. Limited by guarantee

The charity is a public benefit entity and a private company limited by guarantee, registered in Northern Ireland and a registered charity in Northern Ireland.

Democrashe Ltd

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 July 2023

5. Charitable activities

	Unrestricted Funds £	Total Funds 2023 £	Unrestricted Funds £	Total Funds 2022 £
DFAT	10,751	10,751	192	192
Department for Communities	1,000	1,000	15,000	15,000
Berghoff Foundation	—	—	346	346
Other Income	129	129	(373)	(373)
	<u>11,880</u>	<u>11,880</u>	<u>15,165</u>	<u>15,165</u>

6. Expenditure on charitable activities by fund type

	Unrestricted Funds £	Total Funds 2023 £	Unrestricted Funds £	Total Funds 2022 £
Educational Programmes	10,692	10,692	17,006	17,006
Support costs	1,971	1,971	1,655	1,655
	<u>12,663</u>	<u>12,663</u>	<u>18,661</u>	<u>18,661</u>

7. Expenditure on charitable activities by activity type

	Activities undertaken directly £	Support costs £	Total funds 2023 £	Total fund 2022 £
Educational Programmes	10,692	—	10,692	17,006
Governance costs	—	1,971	1,971	1,655
	<u>10,692</u>	<u>1,971</u>	<u>12,663</u>	<u>18,661</u>

8. Independent examination fees

	2023 £	2022 £
Fees payable to the independent examiner for: Independent examination of the financial statements	<u>1,800</u>	<u>1,655</u>

9. Trustee remuneration and expenses

No remuneration or other benefits from employment with the charity or a related entity were received by the trustees (2022:Nil)

10. Debtors

	2023 £	2022 £
Trade debtors	<u>9,853</u>	<u>10,750</u>

Democrashe Ltd

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 July 2023

11. Creditors: amounts falling due within one year

	2023	2022
	£	£
Other creditors	<u>15,043</u>	<u>20,064</u>

12. Analysis of charitable funds

Unrestricted funds

	At 1 August 2022	Income £	Expenditure £	At 31 July 2023 £
General funds	23,807	<u>11,880</u>	<u>(12,663)</u>	<u>23,024</u>

	At 1 August 2021	Income £	Expenditure £	At 31 July 2022 £
General funds	27,303	<u>15,165</u>	<u>(18,661)</u>	<u>23,807</u>

13. Analysis of net assets between funds

	Unrestricted Funds £	Total Funds 2023 £
Current assets	38,067	38,067
Creditors less than 1 year	<u>(15,043)</u>	<u>(15,043)</u>
Net assets	<u>23,024</u>	<u>23,024</u>

	Unrestricted Funds £	Total Funds 2022 £
Current assets	43,871	43,871
Creditors less than 1 year	<u>(20,064)</u>	<u>(20,064)</u>
Net assets	<u>23,807</u>	<u>23,807</u>

DemocraShe Ltd

Northern Ireland - Charity number 103802

Annual report

Democrashe Ltd
Company Limited by Guarantee
Unaudited Financial Statements
31 July 2023

Finegan Gibson Ltd
Chartered accountants
Causeway Tower
9 James Street South
Belfast
BT2 8DN

Democrashe Ltd

Company Limited by Guarantee

Financial Statements

Year ended 31 July 2023

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Democrashe Ltd

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report)

Year ended 31 July 2023

The trustees, who are also the directors for the purposes of company law, present their report and the unaudited financial statements of the charity for the year ended 31 July 2023.

Reference and administrative details

Registered charity name	Democrashe Ltd
Charity registration number	103802
Company registration number	NI073060
Principal office and registered office	23 Rugby Road Belfast BT7 1PT

The trustees

Ms L Carvill
Ms E Law
Ms F MacMillan
Ms F McCausland

Independent examiner	Finegan Gibson Limited Causeway Tower 9 James Street South Belfast BT2 8DN
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Structure, governance and management

DemocraShe is a company limited by guarantee (NI073060) and not having a share capital operating under the Companies Act 2006. It is based in Northern Ireland and registered with the Charity Commission for Northern Ireland (NIC103802). It is governed by a Memorandum and Articles of Association.

Trustees are appointed by ordinary resolution at an annual general meeting through rotational retirement and filling of vacancies, those retiring by rotation being those longest in office since their last appointment. In addition, the Trustees have the power to appoint a person who is willing to act to be a Trustee until the following annual general meeting.

Work is undertaken by an individual associate or small teams of associates who come together to undertake projects under the leadership of a senior associate who reports to the Trustees.

Democrashe Ltd

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 July 2023

Objectives and activities

Objects

DemocraShe's objects are

- the advancement of human rights (as set out in the Universal Declaration of Human Rights and subsequent United Nations conventions and declarations), conflict resolution or reconciliation or the promotion of religious or racial harmony or equality and diversity; and
- the advancement of citizenship and community development; through education, raising awareness, conducting research and promoting dialogue and co-operation, enhancing leadership and governance for the benefit of the public in Northern Ireland, the Republic of Ireland and internationally hereinafter called the "area of benefit".

Activities

In support of the objects DemocraShe's activities can include

- building the capacities of individuals and organisations, including in leadership and governance;
- conducting and engaging in education and training programmes, meetings, events and activities;
- promoting and facilitating dialogue, understanding and cooperation;
- conducting and disseminating research and information;
- informing, educating and advocating;
- cooperating, partnering and participating with other organisations in Northern Ireland, the Republic of Ireland, United Kingdom, Europe and internationally.

Democrashe Ltd

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 July 2023

Achievements and performance

During the year ended July 2023 we advanced DemocraShe's work in Northern Ireland, Ireland and internationally. We continued to promote gender equality and women's leadership as well as share lessons and build capacity on women, peace and security. We engaged with women's organisations, academics, politicians and officials in central and local government. Throughout, we were alert to the Charity Commission's guidance on public benefit when planning and carrying out our work.

Strengthening civil advocacy

DemocraShe's senior associate, Bronagh Hinds, was appointed by the Department for Communities in early 2022 as the gender expert to the Gender Equality Co-Design Group. Bronagh worked with the group over 2022 and 2023 to develop its input into Northern Ireland's Gender Equality Strategy (GES) undertaking individual consultations and co-facilitating women's and men's workshops and co-design group meetings to reach consensus. She co-drafted the group's comprehensive GES Position Paper and Strategic Framework of Priority Goals. This offered a clear vision and principles with goals that were aligned with Programme for Government outcomes. During this year she finalised and built on this work, strengthening the group's advocacy capacity and preparing members for a series of dialogues with policy makers, senior officials and politicians in Autumn 2022. The dialogue process stalled due to the suspension of the Assembly and Executive.

Principles

Leadership - Human Rights - Equality and Fairness

Dignity, Respect and Choice - Multiple Identities and Intersectionality - Participation and Inclusion

Collaboration and Partnership - Gender Mainstreaming - Transparency and Accountability.

Vision

'An equal society in which no-one is disadvantaged on the basis of their gender, and which respects, protects, promotes and fulfils the rights of people of all genders so that they have an equal share of power, resources and influence and can fully participate in society'.

The senior associate also continued to contribute to the strategic advisory group of the Northern Ireland Women's Budget Group.

Diversity in Local Government

Our senior associate continued her involvement with the Local Government Equality and Diversity Group in 2022-23. The group pioneers and drives initiatives to embed equality and diversity into local government culture and practice beyond compliance with statutory equality duties. Its current Strategy and Action Plan promotes diversity ambassadors, talent management, recruitment and selection codes and mental health action. Learning and development are key, as is gathering baseline data to measure and benchmark progress and best practice. Work to establish diversity ambassadors began with a best practice workshop in spring 2022: Bronagh set out the legal and policy framework; Derry City Council's Lilian Seenoi-Barr, N.Ireland's sole ethnic minority councillor, gave the keynote speech; Antrim and Newtownabbey Council provided a case study on mainstreaming diversity; a panel of elected members from six councils spoke about their diversity activities; and participants discussed the elements of the diversity ambassador role. Bronagh assisted with planning and facilitated the workshop. Post-event she provided a written brief for councils and stakeholders on the legislative framework and strategic context for equality, diversity and inclusion in local government. Over 2022-23 the concept and potential role of diversity ambassadors was discussed in councils, and Bronagh was engaged by the Local Government Staff Commission to assist with planning and delivering the diversity ambassadors development programme.

Democrashe Ltd

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 July 2023

The Good Friday Agreement

The 25th anniversary year of the Good Friday Agreement (GFA) fell during this year and offered opportunities to examine the successes and challenges of peacemaking at home and abroad. Queen's University Belfast spotlighted the past, present and future of political negotiations, the economy, women's leadership and youth with three days of discussion in partnership with other organisations. The Lyric Theatre premiered a new play *The Agreement* by Owen McCafferty that provided the public with an insight into the negotiating process. The Irish Government arranged a cultural performance to mark 25 years of peace in Dublin's Abbey Theatre. In addition to attending these, Bronagh spoke at a NI Women's Coalition evening in the Ulster Museum; the Coalition was party to the political negotiations and the 1998 peace agreement.

Senior associate Bronagh Hinds and Company Secretary Quintin Oliver took part in *The Agreement*, a documentary produced by Fine Point Films in association with Queen's University and Northern Ireland Screen and screened by RTE and BBCNI for the anniversary. *The Agreement* examines the negotiations leading up to and the aftermath of the signing of the Belfast/Good Friday Agreement in April 1998 and the referendum that followed six weeks later.

Our senior associate spoke at *Paving the Path to Peace: Civil Society and the Northern Ireland Peace Process*. This conference on civil society's role during the conflict and in peace-making organised by Dr Connal Parr, with Dr Stephen Hopkins, was supported by the Irish Government and dedicated to Baroness May Blood. It brought together civic actors from across the spectrum to share experiences at the coalface and dialogue with the audience across the themes of

- Will I be heard: trauma, healing, stories
- Social movements and pressure for change
- Working in communities
- Reconciliation: navigating the path to peace

During the year senior associate Bronagh Hinds:

- Provided written and oral evidence to Ireland's Oireachtas Joint Committee on The Good Friday Agreement, including on the imperative of adherence to human rights and equality, moving to cabinet government in N.Ireland, eradicating paramilitarism, driving forward reconciliation, supporting victims and survivors, addressing the legacy of the past and enhancing North-South cooperation on the island of Ireland.
 - Shared a panel with Jane Morrice, Kate Fearon and Avila Kilmurray on The Women's Coalition and the Good Friday Agreement at the 63rd Special Plenary Session of the British-Irish Parliamentary Assembly.
 - Participated in a panel with Monica McWilliams, Fionola Meredith and Bethany Moore at the John Hewitt Summer School in Armagh. Chaired by Dr Myrtle Hill, *Women Speaking Out* discussed with an audience the personal, political, social and economic issues facing Northern Irish women today.
 - Chaired a Youth Panel for the Linen Hall Library with young activists who shared their challenges and hopes as they engage in causes ranging across the environment, LGBTQ+ rights, mental health, abortion, empowering student voices and peace advocacy.
 - Facilitated a cross-community workshop on the Place of Women in Shankill Women's Centre for the Museum of the Troubles's project *Women Working Together on a Troubled Past and a Better Future*.
 - Shared a panel discussion with Avila Kilmurray and five young women on the theme *GFA 25: Women's Inter-Generational Perspectives*. Organised by the Women's Policy Group to give a platform to young women as part of its *Where's Our Democracy* campaign, the panel reflected on the GFA and its gains, identified what has still to be realised and looked to the future.
 - Took part with Bríd Rogers, Jane Morrice and Eileen Weir in exploring *Where Next for Northern Ireland?* Organised by Women's Spaces, a partnership of women's organisations led by the Women's
-

Democrashe Ltd

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 July 2023

Platform, the panel offered political and grassroots experiences and different perspectives in an event that explored the changes in Northern Ireland over the last 25 years and looked to the future for women and girls.

- Attended discussions on One Good Day: my journey to the Good Friday Agreement by Irish diplomat David Donoghue in Waterstones Belfast; and Perils & Prospects of a United Ireland by Pádraig O'Malley in the Linenhall Library.
- Attended an event hosted by the Irish Inter-Governmental Secretariat that marked the 30th anniversary of the Opsahl Commission. Engineered by civil society with foundation funding and international patronage, Opsahl was the first public enquiry into the conflict. Through extensive written and oral community consultation across the island of Ireland and further afield, some in-camera sessions, public airing of views and publication of findings and recommendations it offered new knowledge and understanding of the impacts of the conflict and ways forward.

Shining a Light on Women Peacebuilders

HerStory was founded in Ireland in 2016 to illuminate and celebrate female role-models, and inspire, educate and empower youth and women across the world through education and arts. DemocraShe's Bronagh Hinds is included in two of its initiatives. The first saw portraits painted by young women artists in schools broadcast in light shows on public buildings across the island of Ireland. Then, in partnership with Ireland's Department of Foreign Affairs, a Peace Heroines exhibition for the 25th Anniversary of the Good Friday Agreement (GFA) used portraits and text panels to tell stories of women's peace-building over the decades. The senior associate spoke at the exhibition launches in the Northern Ireland Assembly's Long Gallery in September 2022, Dublin in November 2022 and the Tower Museum Derry in January 2023.

Queen's University hosted the exhibition during N.Ireland's GFA 25th Anniversary conference and events in April 2023, and Bronagh attended President Higgins' launch of the exhibition in Áras an Uachtaráin. The Peace Heroines initiative continues to shine a light on women's contributions to building peace and political and community progress, providing context for public discussion and workshops especially among women and youth.

The Ulster Museum opened an exhibition featuring women peace-builders for the anniversary, which ran until September 2023. Renowned London-based photographic artist Hannah Starkey, originally from N.Ireland, produced 21 striking large scale portraits of women under the title of Principled and Revolutionary: Northern Ireland's Peace Women. Senior associate Bronagh Hinds was one of her subjects in an exhibition described by one commentator as 'profound', having 'quiet strength' and 'a stoic, complex understanding of womanhood'. Commissioned by Belfast Photo Festival and supported by Belfast City Council the well-received exhibition provided a backdrop for discussions on women, peacebuilding and empowerment in the gallery during its run.

International Lesson Sharing

Sharing lessons internationally was to the fore during the 25th anniversary year of the Good Friday Agreement, with the senior associate travelling to the US, Latin America and Europe.

In November 2022 the senior associate undertook a virtual session for a women, peace and security programme running in Israel and the Occupied Palestinian Territories. Jewish-Palestinian feminist organisation Itach Maaki: Women Lawyers for Social Justice designed the workshops to enhance skills, knowledge and diplomatic connections for women from government ministries and civil society in Israel and the West Bank/Gaza, working in partnership with the Jerusalem Centre for Women and a Joint West Bank/Jerusalem Steering Committee. Supplementing the workshops with policy advocacy, their goal was to promote proficient women negotiators, women's voices and feminist and civilian perspectives in Track 2-3 negotiations. The workshops were hosted in different embassies,

Democrashe Ltd

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 July 2023

and Bronagh joined Ireland's Deputy Head of Mission David Hannigan to share women's approaches on bridging different narratives, analyses and views in the deeply divided environments that are faced when negotiating and building peace.

In January 2023 the senior associate contributed to an internal workshop on Disarmament, Demobilisation and Reintegration (DDR) held to better inform Ireland's Department of Foreign Affairs' policy on engagement around DDR. The workshop sought to explore what went well; what went wrong/could have been done differently; the gendered aspects of DDR; the experience of DDR vis-à-vis Ireland and its uniqueness/potential lessons learned for future DDR and policy.

In February 2023 Ambassador Geraldine Byrne Nason invited Bronagh to give the keynote speech on the Good Friday Agreement and the role of women as an introduction to the Peace Heroines exhibition to the US Congress and political and civil society actors, alongside Tánaiste and Minister for Foreign Affairs, Micheál Martin.

At the invitation of the co-chairs of the Women's Caucus and the American-Irish State Legislators Caucus of Oklahoma State, Bronagh addressed (virtually) both caucuses on the anniversary of the April 1995 Oklahoma City bombing in April. Leading figures, such as State Senator Mary Boren, had recognised the successful progress made on peace in Ireland and approached the Irish Consul General in Austin to deepen their understanding. The discussion provided the senators and their aids with the opportunity to learn from someone with direct experience about women's influence in peace making and negotiation of the Good Friday Agreement and discuss the challenges encountered in moving towards peace.

Bronagh travelled to Houston and Atlanta in May 2023 for a programme organised by Irish Consul Generals Robert Hull and Caoimhe Ní Chonchúir, who partnered with the British consulates in each location. It was an opportunity to share some of the lessons of the peace process in southern US states and to reflect on the importance of the US bipartisan approach to the conflict. The delegation comprised Democrashe's senior associate; Mike Nesbitt, an Ulster Unionist Member of the NI Assembly; Jarlath Kearney, a consultant and former political advisor to Sinn Féin; and Emma Johnston, of Youth Action and a member of Ireland's Oversight Committee on women, peace and security. The programme at the Baker Institute for Public Policy in Houston included a discussion with Ambassador David M. Satterfield, Director of the Institute. This was followed by a public meeting prompted by a set of questions on lessons from the GFA, Northern Ireland now and the future given the UK's departure from the European Union. In Atlanta the programme began with an intensive roundtable discussion with the Carter Centre team who lead an extensive programme of work covering peace, conflict resolution, human rights, rule of law and democracy. This was followed by a public meeting hosted by the Centre where the audience heard from the Irish and British Consuls and US Ambassador Mitchell Reiss, a member of the Independent Reporting Commission on ending paramilitary activities in Northern Ireland. Then, US Ambassador Barbara Stephenson, former US Consul-General in Northern Ireland, moderated a 'fireside chat' session with the delegation drawing on questions posed by herself and the audience. The Peace Heroines exhibition was shown to coincide with the event. The delegation also had the opportunity to visit the Martin Luther King Centre and home.

Bronagh continued on to Washington DC to take part in the May 2023 Vital Voices Global Partnership Festival. The festival brought together participants from across the world around the theme The Power of Our Voice: 25 Years of Inspiration & Impact. Bronagh shared a live-streamed platform on Audacious Action: 25 Years of Disrupting the Status Quo with former US Secretary of State Hilary Clinton, author and anti-trafficking activist Ruchira Gupta from India, gender based violence advocate Marina Pisklakova-Parker and Wakami founder Maria Pacheco. Bronagh's focus was on sharing lessons on the effectiveness and achievements of the NI Women's Coalition and identifying opportunities for progress in which to invest effort in pursuit of a gender equal world.

Democrashe Ltd

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 July 2023

While in the Washington DC area, Bronagh spoke in Virginia at a gathering of Children's Friendship Project (CFP) members. For decades CFP had hosted children from Northern Ireland as a contribution to building bridges across divided communities, assisting peace-making and developing young leadership. Its pioneering work in Northern Ireland led CFP to develop a similar programme in Cyprus.

Later in May the senior associate took up an invitation from the Irish Ambassador to the Netherlands, Brendan Rogers, to speak at a GFA anniversary event in the University of Leiden at the Hague. She shared the panel with former Irish diplomat David Cooney and Katy Radford of the British Council. Ambassador Roger, British Ambassador Joanne Roper and a representative of the Dutch Ministry of Foreign Affairs opened the session. Then, together the panel covered the political negotiations for the peace settlement, women's contribution to the negotiations and in peace and security broadly, cultural issues and building a united community as well as matters raised by the audience.

The senior associate travelled from the Hague to Mexico City to undertake a number of engagements with Irish Ambassador Maeve von Heynitz and Deputy Head of Mission Caitlín Higgins Ní Chinnéide. A key engagement, on foot of the joint Irish-Mexican leadership on WPS during their tenure on the UN Security Council, was contributing expertise to an Ireland-Mexico roundtable on designing and implementing national action plans on women peace and security. Bronagh's specific input was sharing practice and lessons from Ireland on the monitoring and evaluation of NAPs. The closed roundtable was followed by a well-attended public session addressing two themes: (i) WPS at the UN, and the UN Security Council: key achievements and future challenges, with Ireland's Permanent Representative to the UN Fergal Mythen and senior figures representing Mexico and the UN; (ii) The role of women mediators, peacebuilders, women-led organizations and human rights defenders in promoting the WPS agenda at the international, regional and national levels, with Bronagh Hinds speaking alongside Colombian and UN speakers. The previous day she joined Ambassador Mythen and Ireland's Conflict Resolution Unit in a meeting with participants of the Colombia Peace Dialogues. She also attended a screening of Wave Goodbye to the Dinosaurs in UNAM, the National Autonomous University of Mexico, and engaged with students in a question and answer session on political negotiations and building peace on the ground.

From Mexico the senior associate went to Finland for GFA anniversary events in early June organised by Irish Ambassador Ruth Parkin in collaboration with British Ambassador Theresa Bubbear. Finland's substantive contribution to the peace process continued with the Finnish Ministry of Foreign Affairs hosting a roundtable reflecting on learning, legacy and the big issues 25 years on. Scene setting for the Chatham House Rules discussion was led by Aaro Suonio who laid out Finland's contribution to peace mediation; Aaro was the former Chief of Cabinet of the Independent International Commission on Decommissioning. 'From the benefit of hindsight' contributions were offered by Northern Ireland contributors who added to the topics under discussion. The following day Brigadier Tauno Nieminen reflected on having been a member of the Decommissioning Commission for 8 years to an audience of Finnish officials and members of parliament, NGOs, members of the Irish and British communities and selected media representatives. Johanna Poutanen of CMI, the Martti Ahtisaari Peace Foundation, moderated the dialogues between the panel of Northern Ireland speakers and the audience after a moving story written and read by Gail McConnell that interwove Finnish and Irish conflict histories. Alongside Gail on the delegation were Tara Grace Connolly, Northern Ireland's first Youth Ambassador to the UN; Pete Shirlow, Director of the Institute of Irish Studies School of Histories, Languages and Cultures in the University of Liverpool (virtually); and DemocraShe's senior associate, Bronagh Hinds.

In June the senior associate also addressed the Fifth Annual Strategic Dialogue on the UN Secretary-General's Peacebuilding Fund (PBF) hosted by the Government of Ireland. In her keynote speech at Farmleigh House, she spoke about the Good Friday Agreement, women's roles in conflict

Democrashe Ltd

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 July 2023

prevention, peace and security, challenges in negotiation and transition and lessons for peace-building processes. The PBF Annual Strategic Dialogue provides the Fund's top donors the opportunity to engage with the UN Department for Political and Peacebuilding Affairs' Peacebuilding Support Office and other partners in an in-depth, informal conversation on the Fund's direction of travel and its role in the broader peacebuilding landscape. On this occasion Dialogue focused on the Fund's role and strategic direction, and what is required from other actors and instruments to maximise its potential and enhance peacebuilding support more broadly. It also discussed the Fund's work in the evolving context of peacebuilding in the UN system and globally, with a focus on how the Fund engages in UN transition contexts and how it supports transitional justice.

In July 2023 Bronagh participated in a Youth Action dialogue on the contribution of women to peace-building chaired by academic and Youth Action chair Ann-Marie Gray. The panels of community and youth activists included Anne Carr, Kathy Wolff, Dymphna McGlade, Eileen Weir, Bethany Moore, Magz Gibney, Emma de Souza and Cori Conlon. They enlivened the dialogue which engaged young people from the Basque Country and Northern Ireland in exploring the journey of the contribution of women to peace, before, during and after the Good Friday Agreement.

During the year the senior associate conducted a mid-term review of Ireland's Third National Action Plan (NAP) for the implementation of UNSCR 1325 and related resolutions 2019-2024. She interviewed lead officials on progress, challenges and achievements and presented her draft findings and recommendations to the Oversight Committee for the NAP.

The senior associate continued to provide students, academics and others with interviews on women, peace and security (WPS), information on women in peace-building and politics in N.Ireland and analysis on the peace negotiations and ongoing political process. She delivered an annual lecture to Fordham Law School's Summer Programme; and lectured to other universities and visiting groups including Villanova University Philadelphia (virtually) and Grand Valley State University Michigan.

Media and Public Education

It was a busy media year for the senior associate as the Good Friday Agreement 25th Anniversary put Northern Ireland's peace negotiations, challenges and lessons centre stage again. Media appearances included BBCNI's Good Morning Ulster, Radio Foyle, Sunday Sequence and Talkback; BBC's The One Show; BBC UK and World Evening News; Sky News; RTE; Belfast Telegraph; and the Press Association. Interviews ranged across peace negotiations, the Good Friday Agreement and subsequent progress; women and peace-building; and the GFA's civic forum in a de Souza podcast with David Holloway of Community Dialogue.

On Sunday Sequence, Bronagh paid tribute to Baroness May Blood on her death in November 2022 remembering her as an unswerving champion of women, youth and integrated education; and contributed to discussion on women's uphill battle in politics following the high profile resignations of Nicola Sturgeon and Jacinda Arden.

Looking back to the 1996-98 peace talks, BBCNI produced a Redline Podcast on women in those negotiations with Bronagh Hinds (NI Women's Coalition), Dawn Purvis (PUP), Liz O'Donnell (Irish Minister) and Barbara Stevenson (US Consul-General).

Bronagh filmed an interview in Hillsborough Castle with Fine Point Films for their documentary The Agreement; and gave a second broader interview to the Castle archivist collecting the history of activities that the Castle had hosted.

BBC Talkback marked the GFA 25th Anniversary by broadcasting from Omagh, the location of the

Democrashe Ltd

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 July 2023

worst bombing of the conflict that happened a few months after the 1998 Agreement had been signed and overwhelmingly endorsed in a referendum. Bronagh was a discussant throughout the programme along with the Reverend Harold Good (decommissioning witness), Tom Kelly (PM Blair spokesperson), Maurice Morrow (DUP) and Marie Coleman (Queen's University).

RTE engaged DemocraShe's senior associate and Deirdre Heenan (University of Ulster) as commentators alongside anchor Miriam O'Callaghan in their coverage of President Biden's visit to Northern Ireland. The senior associate was the guest on Sunday with Miriam the following weekend.

Financial review

DemocraShe's business model is to undertake work within its powers on discrete projects which meet its objects. Business is led by senior associate Bronagh Hinds, who reports to the Trustees. Work is undertaken by a single associate or small teams of associates according to the project. All associates are self-employed.

DemocraShe's overheads are minimal and expenditure is on work carried out on projects advancing the objects for which DemocraShe was established. Income and expenditure primarily reflect delivery time spent on projects.

The income sources in 2022-2023 were the Department for Communities, the Local Government Staff Commission and the Department of Foreign Affairs with smaller sums from a variety of organisations.

DemocraShe does not have any restricted funds. It aims to carry over a small reserve from year to year. DemocraShe reported a deficit of £783 (2022: deficit £3,496) during the year, with overall unrestricted funds carried forward of £23,024 (2022: £23,807).

Plans for future periods

DemocraShe plans to continue its work in Northern Ireland, Ireland and internationally on promoting gender equality and women's leadership as well as sharing lessons and building capacity on women, peace and security. Work during the year 2023-2024 will include continuing to contribute to marking the 25th Anniversary of the Belfast/Good Friday Agreement, in particular ensuring that the story and lessons of women's contribution to those negotiations are widely shared.

Small company provisions

This report has been prepared in accordance with the provisions applicable to companies entitled to the small companies exemption.

Democrashe Ltd

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 July 2023

The trustees' annual report was approved on 30 May 2024 and signed on behalf of the board of trustees by:

Fiona J. MacMillan

Ms F MacMillan
Trustee

DemocraShe Ltd

Northern Ireland - Charity number 103802

Annual return

Democrashe Ltd

Company Limited by Guarantee

Independent Examiner's Report to the Trustees of Democrashe Ltd

Year ended 31 July 2023

I report to the trustees on my examination of the financial statements of Democrashe Ltd ('the charity') for the year ended 31 July 2023.

Responsibilities and basis of report

As the trustees of the company (and also its directors for the purposes of company law) you are responsible for the preparation of the financial statements in accordance with the requirements of Charities Act (Northern Ireland) 2008 (the '2008 Act') and the Companies Act 2006 ('the 2006 Act'). You are satisfied that the accounts of the company are not required by charity or company law to be audited and have chosen instead to have an independent examination.

Having satisfied myself that the accounts of the company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of the charity's financial statements as carried out under section 65 of the 2008 Act. In carrying out my examination I have followed the general Directions given by the Charity Commission for Northern Ireland under section 65(9)(b) of the 2008 Act.

Independent examiner's statement

I have completed my examination. I confirm that no matters have come to my attention in connection with my examination giving me cause to believe that in any material respect:

1. accounting records were not kept in respect of the charity as required by section 386 of the 2006 Act; or
2. the financial statements do not accord with those records; or
3. the financial statements do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair' view which is not a matter considered as part of an independent examination; or
4. the financial statements have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

I confirm that there are no other matters to which your attention should be drawn to enable a proper understanding of the accounts to be reached.



Finegan Gibson Limited
Independent Examiner

Causeway Tower
9 James Street South
Belfast
BT2 8DN

30th May 2024

DemocraShe Ltd

Northern Ireland - Charity number 103802

Accounts

Democrashe Ltd

Company Limited by Guarantee

Statement of Financial Activities (including income and expenditure account)

Year ended 31 July 2022

		2022		2021
		Unrestricted	Total funds	Total funds
	Note	funds		
		£	£	£
Income and endowments				
Charitable activities	5	15,165	15,165	11,011
Total income		15,165	15,165	11,011
Expenditure				
Expenditure on charitable activities	6,7	18,661	18,661	8,036
Total expenditure		18,661	18,661	8,036
Net (expenditure)/income and net movement in funds		(3,496)	(3,496)	2,975
Reconciliation of funds				
Total funds brought forward		27,303	27,303	24,328
Total funds carried forward		23,807	23,807	27,303

The statement of financial activities includes all gains and losses recognised in the year.
All income and expenditure derive from continuing activities.

The notes on pages 11 to 16 form part of these financial statements.

Democrashe Ltd

Company Limited by Guarantee

Statement of Financial Position

31 July 2022

	Note	2022 £	2021 £
Current assets			
Debtors	11	10,750	1,532
Cash at bank and in hand		<u>33,121</u>	<u>32,836</u>
		43,871	34,368
Creditors: amounts falling due within one year	12	(20,064)	(7,065)
Net current assets		<u>23,807</u>	<u>27,303</u>
Total assets less current liabilities		<u>23,807</u>	<u>27,303</u>
Funds of the charity			
Unrestricted funds		<u>23,807</u>	<u>27,303</u>
Total charity funds	13	<u>23,807</u>	<u>27,303</u>

For the year ending 31 July 2022 the charity was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

Directors' responsibilities:

- The members have not required the company to obtain an audit of its financial statements for the year in question in accordance with section 476;
- The directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of financial statements.

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

These financial statements were approved by the board of trustees and authorised for issue on 3 June 2023, and are signed on behalf of the board by:

Fiona J. MacMillan

Ms F MacMillan
Trustee

The notes on pages 11 to 16 form part of these financial statements.

Democrashe Ltd

Company Limited by Guarantee

Notes to the Financial Statements

Year ended 31 July 2022

1. General information

The charity is a public benefit entity and a private company limited by guarantee, registered in Northern Ireland and a registered charity in Northern Ireland. The address of the registered office is 23 Rugby Road, Belfast, BT7 1PT.

2. Statement of compliance

These financial statements have been prepared in compliance with FRS 102, 'The Financial Reporting Standard applicable in the UK and the Republic of Ireland', the 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) (Charities SORP (FRS 102)) and the Companies Act 2006.

3. Accounting policies

Basis of preparation

The financial statements have been prepared on the historical cost basis, as modified by the revaluation of certain financial assets and liabilities and investment properties measured at fair value through income or expenditure.

The financial statements are prepared in sterling, which is the functional currency of the entity.

Going concern

There are no material uncertainties about the charity's ability to continue.

Judgements and key sources of estimation uncertainty

The preparation of the financial statements requires management to make judgements, estimates and assumptions that affect the amounts reported. These estimates and judgements are continually reviewed and are based on experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

Fund accounting

Unrestricted funds are available for use at the discretion of the trustees to further any of the charity's purposes.

Designated funds are unrestricted funds earmarked by the trustees for particular future project or commitment.

Restricted funds are subjected to restrictions on their expenditure declared by the donor or through the terms of an appeal, and fall into one of two sub-classes: restricted income funds or endowment funds.

Democrashe Ltd

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 July 2022

3. Accounting policies *(continued)*

Incoming resources

All incoming resources are included in the statement of financial activities when entitlement has passed to the charity; it is probable that the economic benefits associated with the transaction will flow to the charity and the amount can be reliably measured. The following specific policies are applied to particular categories of income:

- income from donations or grants is recognised when there is evidence of entitlement to the gift, receipt is probable and its amount can be measured reliably.
- legacy income is recognised when receipt is probable and entitlement is established.
- income from donated goods is measured at the fair value of the goods unless this is impractical to measure reliably, in which case the value is derived from the cost to the donor or the estimated resale value. Donated facilities and services are recognised in the accounts when received if the value can be reliably measured. No amounts are included for the contribution of general volunteers.
- income from contracts for the supply of services is recognised with the delivery of the contracted service. This is classified as unrestricted funds unless there is a contractual requirement for it to be spent on a particular purpose and returned if unspent, in which case it may be regarded as restricted.

Resources expended

Expenditure is recognised on an accruals basis as a liability is incurred. Expenditure includes any VAT which cannot be fully recovered, and is classified under headings of the statement of financial activities to which it relates:

- expenditure on raising funds includes the costs of all fundraising activities, events, non-charitable trading activities, and the sale of donated goods.
- expenditure on charitable activities includes all costs incurred by a charity in undertaking activities that further its charitable aims for the benefit of its beneficiaries, including those support costs and costs relating to the governance of the charity apportioned to charitable activities.
- other expenditure includes all expenditure that is neither related to raising funds for the charity nor part of its expenditure on charitable activities.

All costs are allocated to expenditure categories reflecting the use of the resource. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs are apportioned between the activities they contribute to on a reasonable, justifiable and consistent basis.

Financial instruments

A financial asset or a financial liability is recognised only when the charity becomes a party to the contractual provisions of the instrument.

Democrashe Ltd

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 July 2022

3. Accounting policies *(continued)*

Financial instruments *(continued)*

Basic financial instruments are initially recognised at the amount receivable or payable including any related transaction costs.

Current assets and current liabilities are subsequently measured at the cash or other consideration expected to be paid or received and not discounted.

Debt instruments are subsequently measured at amortised cost.

Where investments in shares are publicly traded or their fair value can otherwise be measured reliably, the investment is subsequently measured at fair value with changes in fair value recognised in income and expenditure. All other such investments are subsequently measured at cost less impairment.

Other financial instruments, including derivatives, are initially recognised at fair value, unless payment for an asset is deferred beyond normal business terms or financed at a rate of interest that is not a market rate, in which case the asset is measured at the present value of the future payments discounted at a market rate of interest for a similar debt instrument.

Other financial instruments are subsequently measured at fair value, with any changes recognised in the statement of financial activities, with the exception of hedging instruments in a designated hedging relationship.

Financial assets that are measured at cost or amortised cost are reviewed for objective evidence of impairment at the end of each reporting date. If there is objective evidence of impairment, an impairment loss is recognised under the appropriate heading in the statement of financial activities in which the initial gain was recognised.

For all equity instruments regardless of significance, and other financial assets that are individually significant, these are assessed individually for impairment. Other financial assets are either assessed individually or grouped on the basis of similar credit risk characteristics.

Any reversals of impairment are recognised immediately, to the extent that the reversal does not result in a carrying amount of the financial asset that exceeds what the carrying amount would have been had the impairment not previously been recognised.

4. Limited by guarantee

The charity is a public benefit entity and a private company limited by guarantee, registered in Northern Ireland and a registered charity in Northern Ireland.

Democrashe Ltd

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 July 2022

5. Charitable activities

	Unrestricted Funds £	Total Funds 2022 £	Unrestricted Funds £	Total Funds 2021 £
DFAT	192	192	7,737	7,737
WRDA	—	—	2,500	2,500
Department for Communities	15,000	15,000	—	—
Other Income	(27)	(27)	774	774
	<u>15,165</u>	<u>15,165</u>	<u>11,011</u>	<u>11,011</u>

6. Expenditure on charitable activities by fund type

	Unrestricted Funds £	Total Funds 2022 £	Unrestricted Funds £	Total Funds 2021 £
Educational Programmes	17,006	17,006	6,411	6,411
Support costs	1,655	1,655	1,625	1,625
	<u>18,661</u>	<u>18,661</u>	<u>8,036</u>	<u>8,036</u>

7. Expenditure on charitable activities by activity type

	Activities undertaken directly £	Support costs £	Total funds 2022 £	Total fund 2021 £
Educational Programmes	17,006	—	17,006	6,411
Governance costs	—	1,655	1,655	1,625
	<u>17,006</u>	<u>1,655</u>	<u>18,661</u>	<u>8,036</u>

8. Independent examination fees

	2022 £	2021 £
Fees payable to the independent examiner for: Independent examination of the financial statements	<u>1,655</u>	<u>1,625</u>

9. Staff costs

The average head count of employees during the year was Nil (2021: Nil).

No employee received employee benefits of more than £60,000 during the year (2021: Nil).

Democrashe Ltd

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 July 2022

10. Trustee remuneration and expenses

No remuneration or other benefits from employment with the charity or a related entity were received by the trustees (2021:Nil)

11. Debtors

	2022	2021
	£	£
Trade debtors	<u>10,750</u>	<u>1,532</u>

12. Creditors: amounts falling due within one year

	2022	2021
	£	£
Other creditors	<u>20,064</u>	<u>7,065</u>

13. Analysis of charitable funds

Unrestricted funds

	At 1 August 2021	Income	Expenditure	At 31 July 2022
	£	£	£	£
General funds	<u>27,303</u>	<u>15,165</u>	<u>(18,661)</u>	<u>23,807</u>

	At 1 August 2020	Income	Expenditure	At 31 July 2021
	£	£	£	£
General funds	<u>24,328</u>	<u>11,011</u>	<u>(8,036)</u>	<u>27,303</u>

Democrashe Ltd

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 July 2022

14. Analysis of net assets between funds

	Unrestricted Funds £	Total Funds 2022 £
Current assets	43,871	43,871
Creditors less than 1 year	(20,064)	(20,064)
Net assets	<u>23,807</u>	<u>23,807</u>

	Unrestricted Funds £	Total Funds 2021 £
Current assets	34,368	34,368
Creditors less than 1 year	(7,065)	(7,065)
Net assets	<u>27,303</u>	<u>27,303</u>

DemocraShe Ltd

Northern Ireland - Charity number 103802

Annual report

Democrashe Ltd
Company Limited by Guarantee
Unaudited Financial Statements
31 July 2022

Finegan Gibson Ltd
Chartered accountants
Causeway Tower
9 James Street South
Belfast
BT2 8DN

Democrashe Ltd

Company Limited by Guarantee

Financial Statements

Year ended 31 July 2022

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Democrashe Ltd

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report)

Year ended 31 July 2022

The trustees, who are also the directors for the purposes of company law, present their report and the unaudited financial statements of the charity for the year ended 31 July 2022.

Reference and administrative details

Registered charity name	Democrashe Ltd
Charity registration number	103802
Company registration number	NI073060
Principal office and registered office	23 Rugby Road Belfast BT7 1PT

The trustees

Ms L Carvill
Ms E Law
Ms F MacMillan
Ms F McCausland

Independent examiner	Finegan Gibson Limited Causeway Tower 9 James Street South Belfast BT2 8DN
-----------------------------	--

Structure, governance and management

DemocraShe is a company limited by guarantee (NI073060) and not having a share capital operating under the Companies Act 2006. It is based in Northern Ireland and registered with the Charity Commission for Northern Ireland (NIC103802). It is governed by a Memorandum and Articles of Association.

Trustees are appointed by ordinary resolution at an annual general meeting through rotational retirement and filling of vacancies, those retiring by rotation being those longest in office since their last appointment. In addition, the Trustees have the power to appoint a person who is willing to act to be a Trustee until the following annual general meeting.

Work is undertaken by an individual associate or small teams of associates who come together to undertake projects under the leadership of a senior associate who reports to the Trustees.

Democrashe Ltd

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 July 2022

Objectives and activities

Objects

DemocraShe's objects are

- the advancement of human rights (as set out in the Universal Declaration of Human Rights and subsequent United Nations conventions and declarations), conflict resolution or reconciliation or the promotion of religious or racial harmony or equality and diversity; and
- the advancement of citizenship and community development; through education, raising awareness, conducting research and promoting dialogue and co-operation, enhancing leadership and governance for the benefit of the public in Northern Ireland, the Republic of Ireland and internationally hereinafter called the "area of benefit".

Activities

In support of the objects DemocraShe's activities can include

- building the capacities of individuals and organisations, including in leadership and governance;
- conducting and engaging in education and training programmes, meetings, events and activities;
- promoting and facilitating dialogue, understanding and cooperation;
- conducting and disseminating research and information;
- informing, educating and advocating;
- cooperating, partnering and participating with other organisations in Northern Ireland, the Republic of Ireland, United Kingdom, Europe and internationally.

Democrashe Ltd

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 July 2022

Achievements and performance

During the year ended July 2022 DemocraShe advanced its work in Northern Ireland, Ireland and internationally. We continued to promote gender equality and women's leadership as well as share lessons and build capacity on women, peace and security. We engaged with women's organisations, academics, politicians and officials in central and local government. Throughout, we were alert to the Charity Commission's guidance on public benefit when planning and carrying out our work.

Strengthening civil advocacy: DemocraShe's senior associate, Bronagh Hinds, was appointed by the Department for Communities as the Gender Expert to its Gender Equality Co-Design Group to maximise their influence on the Northern Ireland Executive's Gender Equality Strategy (GES). Working alongside a co-facilitator from the Strategic Investment Board, intensive work between February and July 2022 (and beyond) resulted in a comprehensive Position Paper and Strategic Framework of Priority Goals. Enabling consensus involved multiple meetings of the Co-Design Group, individual consultations and separate women's and men's workshops dedicated to addressing their different priorities, consistently mediating differences and reframing positions. This inclusive approach, coupled with strengthening advocacy capacity, prepared the Co-Design Group for a series of dialogues with policy makers, senior officials and politicians in Autumn 2022 which, unfortunately, was interrupted by the continued suspension of the Assembly and Executive. The GES Position Paper and Priority Goals were framed within a clear vision and principles with the goals aligned with Programme for Government outcomes.

Principles

Leadership - Human Rights - Equality and Fairness

*Dignity, Respect and Choice - Multiple Identities and Intersectionality - Participation and Inclusion
Collaboration and Partnership - Gender Mainstreaming - Transparency and Accountability.*

Vision

'An equal society in which no-one is disadvantaged on the basis of their gender, and which respects, protects, promotes and fulfils the rights of people of all genders so that they have an equal share of power, resources and influence and can fully participate in society'.

Local Government: Our senior associate continued to be a member of the Local Government Equality and Diversity Working Group. Chaired by a Council Chief Executive, the purpose of the Diversity Group is to prioritise and influence initiatives across local government, stretching commitments beyond compliance with statutory equality duties. The year saw the Group launch a Strategy and Action Plan based on an equality and diversity model that incorporates diversity ambassadors, talent management, codes on recruitment and selection, mental health, and learning and development; it also paid attention to gathering baseline data to enable measurement of progress, benchmarking and best practice. Bronagh collaborated with the Local Government Staff Commission and the Northern Ireland Local Government Association in planning and facilitating a best practice event on diversity ambassadors. Her introductory remarks set the scene for the event by outlining the legislative framework and strategic context of equality, diversity and inclusion in local government; she subsequently prepared a written brief that was circulated to councils and stakeholders. Local government's sole minority ethnic Councillor, Councillor Lilian Seenoi-Barr from Derry City Council, gave a keynote speech, followed by a case study on mainstreaming diversity from Antrim and Newtownabbey Council. Bronagh invited a panel of six elected members from different councils to describe their diversity activities and facilitated a discussion among attendees on reshaping and redefining the role of elected members as diversity ambassadors.

Equality and diversity: We contributed to equality and diversity through a range of mediums.

- We engaged actively in the Gender Budgeting Group in planning, meetings and engagements with the Head of the Civil Service, senior departmental officials and the Fiscal Commission.
- We took part in research conducted from January 2021 by the *Gender Equalities at Work* project. The senior associate is a member of the Project Advisory Board alongside academics from several universities and women's rights practitioners. The project is investigating workplace equalities law over the last 50 years across the 4 nations of the UK from a number of angles and with specific strands on equal pay, sex discrimination and sexual harassment.
- We aided research on *Routes to Power and Influence* exploring women's sector infrastructure to inform strategic funding decisions that will enable women's organisations thrive, advising the researchers on interviewees in Northern Ireland and taking part in an interview and a workshop.
- Our senior associate was a discussant with commentator Sarah Creighton, activist Elaine Croy and Women'sTech CEO Lynn Carvill following a screening at The MAC theatre of the film *Women's Work* by Nuala Haughey which examined the role of women in politics in Northern Ireland. As Lynn Carvill noted *"It is an unfortunate truth that in many career areas, we still don't have to look far to find the old attitudes and explicit misogyny which still must be tackled head on."*
- Bronagh spoke at an All Island Women's Forum Women's Hour Storytelling event on identity, in particular how identity has been impacted by Brexit and changing political attitudes.

Recording women's history: The senior associate took part in research, including a two-day roundtable in Cardiff, led by Dr. Rachel Minto, Cardiff University and Dr. Paul Copeland, St Mary's College London as part of their research on feminist civil society organisations across the UK. With support from the James Madison Charitable Trust they set out to chart the establishment and development of the UK Joint Committee on Women (UKJCW) that was established to coordinate the UK's representation to the European Women's Lobby (EWL), founded in 1990 as the principal women's civil society organisation in the European Union (EU). Bronagh had founded the Northern Ireland Women's European Platform (now Women's Platform) as one of the four organisations constituting the UKJCW and to collaborate with sister-EWL member, the National Women's Council of Ireland, in representing women's interests on the island of Ireland. Minto and Copeland note that the UKJCW is underpinned *"by a quasi-federal, partnership of equals between four sister organisations in Scotland, Wales, Northern Ireland and England in a model of intra-UK working that was remarkable in its innovation, established as it was against a backdrop of highly centralised interest representation"*.

Gender and peacebuilding on the island of Ireland: We contributed to a Gender and Peacebuilding panel for the 50th Anniversary of the Irish School of Ecumenics in Trinity College Dublin. The inputs and discussion focused on the opportunities and challenges on the island of Ireland with suggestions on how to overcome challenges going forward. Bronagh addressed a number of key issues such as Brexit, devolution practice and centralising tendencies in the UK, democratic challenges within Northern Ireland and its political governance, paramilitary impacts on women and communities, the links between poverty and conflict, women's rights and representation, and safeguarding and extending rights and equality generally. She stressed the importance of Brexit mitigation measures; the Good Friday Agreement's commitment to parity of rights and equality North and South which offers a pathway to a level playing field in protections; investing in extending relationships between the vibrant women's, and civil society, organisations and activists North and South; building strong links between the Women's Caucus in NI Assembly and the Irish Women's Parliamentary Caucus; and continuing collaboration on all elements of women, peace and security North and South. In identifying challenges and means of overcoming these the event's focus was on ensuring greater representation of diverse perspectives, such as gender, in shaping the agenda for sharing the island.

Dialogue on the future: Compass Points is a civil society dialogue group which brings together people from nationalist, unionist and cross community backgrounds to reflect on the seismic changes that began with Brexit and now raise fundamental questions about the future of the state. The senior associate was invited to contribute to a dialogue event along with commentator Alex Kane, former Victims' Commissioner Patricia McBride and writer Glenn Patterson in response to former BBC Newsnight presenter Gavin Esler's keynote address *The break-up of the UK?*, based on his book *How Britain Ends: English Nationalism and the Rebirth of Four Nations*.

Work with Kurds on WPS: The Berghof Foundation invited the senior associate to be the keynote speaker on strengthening the inclusion and participation of women in political leadership at a workshop for Kurdish female politicians and activists. This Berghof work was part of a Norad-funded project on Supporting Women in Resistance and Liberation Movements in Peace Negotiations and Post-war Transitions; in particular, supporting women from all four Kurdish regions (in Iraq, Syria, Turkey and Iran) through capacity-building, peer-learning and exchange, and tailor-made workshops. Bronagh focused on the experiences of women political leaders in the Northern Ireland context, the experience of women in party politics, how to change narratives around women's political participation, and how to be encouraged and empowered once in politics. She drew on experience from

- the NI Women's Coalition and in negotiating the Belfast/Good Friday Agreement;
- Democrashe's work since 2000 with political parties to build women's political capacity and access over several election cycles, in local government with the Women's in Local Councils initiative, and with the Assembly and its Women's Caucus on increasing skills among existing political activists and delivering programmes to the Next Chapter of women across Northern Ireland and the border counties of Ireland;
- the richness of Northern Ireland's women's activism which produces Women's Manifestos to hold parties to account at election time, collaborates on issue-based campaigns, agrees collective policies in the N.Ireland Women's Policy Group and Women's Budget Group and advocates with politicians and senior officials.

Championing women peace builders in Ethiopia: The Irish Ambassador to Addis Ababa invited the senior associate to speak at the Embassy's St. Brigid's Day event devoted to women in peace building, focusing on the participation and promotion pillars in the women, peace and security (WPS) agenda. The key objectives were to (i) highlight women's contribution to sustainable, peaceful coexistence in Ethiopia and promote the continuation of their role in restoring and maintaining peace, and (ii) advocate for enhanced women's participation and active role in ongoing national dialogues and sustainable peace-making efforts. Bronagh championed women's voices at all tables, outlining the added value that women bring and sharing examples from Northern Ireland including

- the Women's Coalition seizing and maximising an opportunity;
- civil society's role and value in building the foundations for sustainable peace;
- building networks, including across sectors to encourage business and labour groups as well as community organisations to play a positive role;
- the importance of mobilising and amplifying women's voices in all spheres;
- creating space for dialogue, bridging differences, facilitating and mediating as honest brokers between those with differing opinions;
- the essentiality of including the range of stakeholders and views in national dialogues and negotiating processes;
- the strength of working from an agreed set of core values and principles, and championing the universality of human rights and equality;
- building trust and confidence, unblocking impasses and working actively towards solutions;
- the importance of enabling buy-in by ensuring that dialogues and settlements address the issues that are important to local communities and those most affected by conflict.

Democrashe Ltd

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 July 2022

HerStory: HerStory is a multi-disciplinary storytelling platform founded in Ireland in 2016 by Melanie Lynch that illuminates and celebrates female role-models. It aims to inspire, educate and empower youth, the nation and sister movements across the world to overcome the amnesia of women's stories through pioneering education and arts programmes. DemocraShe's Bronagh Hinds is included in two of its initiatives. Bronagh's portrait was among those painted by young women artists still at school that were broadcast in light shows across public buildings. Over 2021-22 HerStory developed an ambitious Peace Heroines touring exhibition to commemorate the 25th Anniversary of the Good Friday Agreement in partnership with the National Museums NI and the Irish Department of Foreign Affairs. It features portraits and text telling the story of decades of women's actions, including those of the senior associate; with HerStory also running youth workshops exploring the concept of power.

Sharing lessons on women, peace and security: The senior associate continues to provide students, academics and others with interviews on women, peace and security and information and analysis on the role of women in peacebuilding and politics in N.Ireland from the grassroots to peace negotiations and the political process. She delivers an annual lecture to Fordham Law School Summer Programme; and facilitates workshops for groups such as the Jewish youth peacebuilding organisation, Yachad. She participated in a Women's Coalition panel speaking to a visiting group of WPS Ambassadors from the Georgetown Institute for Women, Peace and Security. She contributed to several BBC radio programmes on women in politics and leadership, including reviewing the iconic *Derry Girls* final programme as an excellent learning tool on the Good Friday Agreement. In 2021 Bronagh's address to a Charter 88 Constitutional Convention, Women in the House, was included in the Linen Hall library's extraORDINARY women project.

Democrashe Ltd

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 July 2022

Financial review

DemocraShe's business model is to undertake work within its powers on discrete projects which meet its objects. Business is led by senior associate Bronagh Hinds, who reports to the Trustees. Work is undertaken by a single associate or small teams of associates according to the project. All associates are self-employed.

DemocraShe's overheads are minimal and expenditure is on work carried out on projects advancing the objects for which DemocraShe was established. Income and expenditure primarily reflect delivery time spent on projects.

The income sources in 2021-2022 were the Department for Communities, the Local Government Staff Commission and the Berghof Foundation with smaller sums from a variety of organisations.

DemocraShe does not have any restricted funds. It aims to carry over a small reserve from year to year. DemocraShe reported a deficit of £3,496 (2021: surplus £2,975) during the year, with overall unrestricted funds carried forward of £23,807 (2021: £27,303).

Plans for future periods

DemocraShe plans to continue its work in Northern Ireland, Ireland and internationally on promoting gender equality and women's leadership as well as sharing lessons and building capacity on women, peace and security. Work during the year 2022-2023 will include contributing to marking the 25th Anniversary of the Belfast/Good Friday Agreement, in particular ensuring that the story and lessons of women's contribution to those negotiations are widely shared.

Small company provisions

This report has been prepared in accordance with the provisions applicable to companies entitled to the small companies exemption.

The trustees' annual report was approved on 3 June 2023 and signed on behalf of the board of trustees by:

Fiona J. MacMillan

Ms F MacMillan
Trustee

DemocraShe Ltd

Northern Ireland - Charity number 103802

Annual return

Democrashe Ltd

Company Limited by Guarantee

Independent Examiner's Report to the Trustees of Democrashe Ltd

Year ended 31 July 2022

I report to the trustees on my examination of the financial statements of Democrashe Ltd ('the charity') for the year ended 31 July 2022.

Responsibilities and basis of report

As the trustees of the company (and also its directors for the purposes of company law) you are responsible for the preparation of the financial statements in accordance with the requirements of Charities Act (Northern Ireland) 2008 (the '2008 Act') and the Companies Act 2006 ('the 2006 Act'). You are satisfied that the accounts of the company are not required by charity or company law to be audited and have chosen instead to have an independent examination.

Having satisfied myself that the accounts of the company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of the charity's financial statements as carried out under section 65 of the 2008 Act. In carrying out my examination I have followed the general Directions given by the Charity Commission for Northern Ireland under section 65(9)(b) of the 2008 Act.

Independent examiner's statement

I have completed my examination. I confirm that no matters have come to my attention in connection with my examination giving me cause to believe that in any material respect:

1. accounting records were not kept in respect of the charity as required by section 386 of the 2006 Act; or
2. the financial statements do not accord with those records; or
3. the financial statements do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair' view which is not a matter considered as part of an independent examination; or
4. the financial statements have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

I confirm that there are no other matters to which your attention should be drawn to enable a proper understanding of the accounts to be reached.



Finegan Gibson Limited
Independent Examiner

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Belfast
BT2 8DN