

Company registration number: 06617608
Charity number: 1182558

ANNUAL REPORT AND FINANCIAL
STATEMENTS
FOR THE YEAR ENDED
30 JUNE 2022

GENDERED
INTELLIGENCE
(A company limited by
guarantee)



MENZIES
BRIGHTER THINKING

GENDERED INTELLIGENCE

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

FOR THE YEAR ENDED 30 JUNE 2022

Trustees	Dr Catherine McNamara (resigned 3 February 2022) Warren Koehler Dr Lynette Goddard (resigned 19 December 2022) Dr Chryssy Hunter, Chair (resigned 16 November 2022) Stephanie Stevens (appointed 5 May 2022) Hafsa Qureshi (appointed 5 May 2022) Amsel Page Von Spreckelsen (appointed 5 May 2022; Chair from November 2022) Dr Geoffrey Warburton (appointed 5 May 2022)
Company registered number	06617608
Charity registered number	1182558
Registered office	VAI 200a Pentonville Road London NI 9JP
Company secretary	Warren Koehler
Independent auditors	Menzies LLP Chartered Accountants Statutory Auditor Centrum House 36 Station Road Egham Surrey TW20 9LF
Bankers	Santander Merseyside L30 4GB

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CHAIR'S STATEMENT

FOR THE YEAR ENDED 30 JUNE 2022

The chair presents their statement for the year.

As Chair of the Board of Trustees for the financial year 2021-22, I can confirm that the details contained in the Annual Report describing the work by Gendered Intelligence's staff team during the 12 months in question reflect the work and progress made by the charity over the year.

I am immensely proud of the progress Gendered Intelligence has made establishing itself as a viable and growing charity since I joined the Board in 2018. We have maintained our grass roots values of working above and beyond to offer support to trans, nonbinary and gender questioning young people and their families. At the same time and equally importantly we have supported a majority trans and nonbinary staff team in unique ways to make us well qualified to be considered the leading trans and nonbinary led charity in the UK. That all this has taken place while we have been living through the twin challenges of an organised and vitriolic anti-trans social environment and the catastrophe of the Covid pandemic speaks to the strength and commitment of everyone involved in the organisation.

Having worked with Amsel over the last 12 months and seen what they have brought to the board in terms of experience and commitment I am happy to support their statement in the Annual Report, and am very confident in their ability to lead Gendered Intelligence into its next phase.

Chryssy Hunter, Chair (until November 2022)

I am writing this in December 2022 as the newly appointed Chair. My background is in accounting, and I joined GI as the Treasurer earlier this year, after a robust recruitment and induction process. As such, I have more to do with the future of Gendered Intelligence than I do its past. What I do have to say about the past, however, is glowing. Throughout this Annual Report you will be able to see the qualities GI has set for itself shining through. A meticulous dedication to our charitable objects and to the evidence, not for the sake of ticking boxes, but for who they represent and serve. Being trans or gender questioning in the UK at this time is hard. We know this through experience, as a trans-led organisation many of us see it in our own lives, but we also know it through the evidence that we have collected – we can prove it. And proof is important, because it isn't about us and our lives – as staff and Trustees, it's about the lives of the youth and community members that we work with directly and support; and the trans individuals who are impacted by our training, consultancy and public engagement work.

By breaking down our mission, analysing it and our impacts at every turn, and feeding that back into our practice, we can be sure that we are doing what is right for trans and gender questioning people, for their families and for their loved ones. Whilst those of us who are trans, or who care for trans individuals, might consider what is best for ourselves to be self-evident - which is that we should be able to be ourselves, be accepted and have access to the healthcare and opportunities that are afforded to others - it is disputed. This is our motivation at Gendered Intelligence: we do the work, we make the difference, and then we show that what we have done is the right thing to have done. And we will keep doing so as long as we have to.

This is the relay baton passed on to me by Dr Chryssy Hunter, the previous Chair. This is the body of work that Dr Jay Stewart and his team have built up over years, and for which it is now my privilege to provide governance and oversight. When I joined the Board I immediately realised I was working with an organisation that demanded the best from itself, which in turn was invigorating to me. I came to GI as a trans individual who saw the care with which they held my community and the hope that they gave to those in the younger generations – I stayed because I saw how seriously they, now we, take that responsibility.

To the future, then. What does it look like? Gendered Intelligence is growing. We have proven that we can do the work, and there is a lot of work to do. This means that more people are trusting us with their donations, more funders are trusting us with their grants, and more clients are trusting us to tell them the truth about trans lives through our training and consultancy. With that trust and that growth however, comes more scrutiny.

Some of this is welcomed; we are now on our second year of statutory audit, and going through the process of registering for VAT – two important milestones for a growing charity that we have engaged with enthusiastically. From the outside these may not look like big changes, but they require new systems to be built and tested and perfected. Throughout the organisation, in all departments, these systems changes are happening and we are responding, getting stronger and more resilient. Building our body of proof, assessing our methods and learning from our mistakes to ensure we are always doing what we know is best.

But we also know, as a leading charity working with trans people, including youth trans and gender questioning

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CHAIR'S STATEMENT (CONTINUED)

FOR THE YEAR ENDED 30 JUNE 2022

people, that we are in a cultural flashpoint, and that we will (and do) attract attention that is not so well meaning. These attacks are demoralising, they drain our resources – those same resources that we have been entrusted with to fulfil our objects. We can't stop them – they are often designed to exhaust us, to push us back into the closet, to make us small again. It is now my role to make sure that, ultimately, they fail; that we continue to see how important we are, to make sure that the team are supported and the governance that underpins their work stays strong and sturdy, and it is a role I take on with a sense of purpose gifted to me by the very team it is my duty to support.

DocuSigned by:



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Amsel Page von Spreckelsen, Chair

Date: 21-Feb-2023

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TRUSTEES' REPORT

FOR THE YEAR ENDED 30 JUNE 2022

Section 1: Administration

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

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

Jay Stewart	Chief Executive Officer
Moya Wilkie	Director of Public Engagement & Central Support Services
Simon Croft	Director of Professional & Educational Services
Finn Greig	Director of Youth & Communities Services

Section 2: Objectives and Activities

Company's Purposes

Gendered Intelligence has been working since 2008 to increase understandings of gender diversity and to improve the quality of life of trans people, and young trans people in particular. We are a trans-led organisation, with a core team of skilled, trained and experienced staff, supported by a diverse and vibrant body of volunteers.

The many strands of our work are closely interlinked, and the insights and connections we have both nurture and strengthen everything we do. For example, our connections with young people, their families and the wider trans community supports the training and consultancy we offer, and also informs our policy and research work.

Our 2019-2024 strategy (developed with support from the National Lottery Community Fund) outlines the five pillars that help us to structure our activities and provide focus:

1. Preparing to grow (building organisational resilience and sustainability for the future)
2. Listen, learn, improve (continuous implementation of feedback)
3. Telling our stories (prioritising impact and acknowledging the power of our history)
4. Working in intersectional ways (improving access for marginalised identities)
5. Partnerships (to allow us to reach wider audiences and deliver new services)

Specific Objectives & Public Benefit

The trustees were mindful of the Charity Commissions guidance on public benefit when setting the specific Objectives for the 2019-2024 business planning period. In 2019 we created a Theory of Change (ToC) for GI's work and we have mapped each of our Intermediate Outcomes from the ToC to the relevant Objects below taken from our Articles of Association. In reporting on our organisational activities and projects activities we have attempted to reflect progress towards these outcomes.

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

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TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 30 JUNE 2022

OBJECT 1

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

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

Related Intermediate Outcome from Theory of Change:

- (i) Improved awareness and understanding of trans lives

GI's main activities that related to this object & outcome:

A: Public Engagement

GI's Public Engagement activity is responsible for communications both internally and externally, with multiple stakeholders and due consideration of our organisation profile. This includes our work with public policy; work in the media; and research.

Public Policy

Throughout the Johnson administration (20019-22) we worked with the Government Equalities Office (GEO) via our own contacts and other groups, like the Trans in the City Quarterly Forum. We raised awareness of issues affecting the trans community and applied pressure around key organisational goals like the ban on conversion practices. Early in 2022 we re-started contact with government policy-makers, and hope to rebuild a positive working relationship.

A frequently changing political environment made it increasingly difficult to engage with policymakers as Gendered Intelligence would have wanted to, but we continued with our policy work regardless. In particular, our inter-organisational work with the Ban Conversion Therapy Alliance continued during 21-22, with a view of a comprehensive, trans-inclusive legislative ban on conversion practices coming into place within 22-23.

GI is also a key member of several groups engaging with parliament. As well as strategic and administrative support, GI helped design and deliver cross-party briefings that were subsequently used in parliamentary debates on conversion practices and non-binary legal recognition.

We responded to several consultations and calls for evidence, including: a Scottish Government consultation on conversion practices, ONS, WPATH, Ministry of Justice (Universal Periodic Review), the Human Rights Act, NHS (single sex provision), the General Pharmaceutical Council, Bristol City Council's trans inclusion policy, and the Cass Review.

Media Work

We noted 132 mentions of Gendered Intelligence across media publications, a 31% rise on our previous reporting year.

72% of these mentions were positive and whilst this was a 3-percentage point decrease from the previous year, it is partly accounted for by an increased media profile. We appeared in publications including: BBC News,

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TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 30 JUNE 2022

PinkNews, Them, EachOther, Dazed, Sky Sports, NME, VICE, Media Storm, Attitude, The Big Issue, iNews, Metro, and Thompson Reuters Foundation. We have also seen the beginnings of international press coverage, including World Radio in the US and Danish broadsheet Politiken.

We spoke on a video series around the so-called "culture wars" with The Economist. We also made frequent television and radio appearances, including Newsnight, a primetime spot on Channel 4 News to discuss the issues facing the trans community, and short features on Times Radio and BBC Radio 4.

C: Research (see Object 2)

OBJECT 2

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

Related Intermediate Outcome from Theory of Change:

ii) Improved awareness and understanding of trans lives

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

B: Professional and Educational Services

The Professional and Educational Services Team works with organisations and individuals who want to improve the support they provide to trans and gender questioning in a professional capacity. We provide support right across the private, public, and not-for-profit sectors, with particularly strong engagement in the field of Education. We offer a range of training to meet the needs of our clients, ranging from one-hour basic awareness sessions to two-day in-depth courses, as well as tailored consultancy to meet specific organisational needs.

Training

During 2021-22:

We were initially delivering all training remotely due to pandemic restrictions but were gradually able to return to in-person training from September 2021, as restrictions were lifted. We have maintained the offer of remote training and have since delivered 84% of our sessions remotely, compared to 16% in-person.

- We delivered 330 training sessions in total, compared with 292 in 20-21
- We trained approximately 6,753 people from across 181 organisations, compared with 6,500 people from 171 organisations in 20-21.
- We raised over £166,000 from training compared with £143,000 in 20-21.

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

A selection of training clients in 2021-22 included large commercial organisations such as Sumo Digital, Taylor and Francis and WH Smith; public sector organisations, such as the Greater London Authority, Folkestone Council, Royal Papworth NHS and non-profit organisations such as Wellcome Trust, Citizen's Advice, Terrence Higgins Trust and Church Army.

Feedback from clients

"The session was very interactive and insightful, I felt that I was in a safe space to learn and share my thoughts and ideas. The host was very approachable and answered any questions well with great information and resources."

"[The trainers] were both incredibly helpful and knowledgeable and ensured it was a safe space to allow people to ask questions and "get things wrong".

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TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 30 JUNE 2022

"The training took a calm, open and constructive approach to encouraging discussion among staff and created space for us to work through some differing perspectives, which was really helpful."

"The session was really informative, it has definitely giving me more awareness about gender and more confidence to being an ally."

Consultancy

Our consultancy service brought in over £42,000 in income in 2021-22 (2020-21: £49,000). The work is varied, including policy/guidance development, problem-solving, and theatre/TV script work. Clients included SOAS University of London, Youth Hostels Association, Northern Ireland Human Rights Commission and Motive Productions.

During this year we actively ended a multi-year agreement with Sport England and returned the unused portion of our grant money to them. Under the agreement, we had worked with Sport England since 2019 on research, training, and guidance to support the inclusion of trans people in sport. However, in November 2021 the Sports Councils Equality Group (of which Sport England is part) issued new guidance relating to trans people and sport. This guidance took a position that we found ourselves unable to support; which meant drawing the agreement with Sport England to a close. We remain open to working with Sport England around trans inclusion in sport in the future.

Work in Education

We can provide workshops, lectures and assemblies for schools, colleges, and universities, though in 2021-22 we delivered just two WLA sessions. We have seen a decrease in demand from educational establishments: one potential factor here is the service being chargeable, where offers from other organisations are grant funded.

Training for therapists and counsellors

Our 'Working Alongside Trans, Gender Diverse and Questioning People' (WATGDQP) training sessions for therapists and counsellors ran in September 2021, for the first time since the pandemic began. This session is offered in-person only, and as such required considerable effort to work safely around the challenges of Covid.

In 21-22 we delivered 4 two-day WATGDQP sessions and trained 46 delegates.

Therapists and Counsellors Network

GI's Therapists and Counsellors Network provides ongoing learning and support opportunities for therapists and counsellors wishing to improve the trans inclusivity of their practice. Those who have completed the two-day 'Working Alongside Trans, Gender Diverse and Questioning People' course (see above) are eligible to join. The network increased from 143 to 189 this year.

Network members can access group supervisions focused on trans-inclusive practice. This year we delivered 5 online supervision sessions, with a total of 25 attendances by 14 therapists.

Members also receive occasional bulletins on topics of interest, including thought pieces, academic or briefing papers, sector developments and film or book reviews. This year we issued 2 bulletins.

Appropriately qualified Network members who sign up to GI's Standards of Therapeutic Practice can opt to be listed in GI's Therapists and Counsellors Directory. The Directory is made freely available online as an aid to trans people and their families who are looking for a trans-aware / trans-inclusive therapist. Therapists edit and update their submissions regularly, so it is an evolving up-to-date document. At year end, the Directory listed 74 therapists. This is an increase from the previous year (61).

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TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 30 JUNE 2022

C: Research

Research projects that we have been involved in this year are:

1. Mental health and wellbeing among young women aged 12-24: Personalised public mental health with the Anna Freud Centre (Jan – Jun 2022)
2. Identifying and improving the experiences of health services for gender diverse young people with Oxford University funded by NIHR (2019 – 2021)
3. The Longitudinal Outcomes of Gender Identity in Children (the LOGIC Study) with the Tavistock and University of Liverpool funded by NIHR (2019 – 2021)
4. Before, during and after gender identity specialist services: service models and experiences with the Open University funded by NIHR (2019 – 2021)
5. Queer Futures 2 with Lancaster University funded by NIHR (2019-2021)
6. Quality of Life study with Dr Jo Lloyd from University of East London (formerly Goldsmiths, University of London) (longitudinal study, 2016 – ongoing). During the sixth annual wave of data collection in 2021, we saw 528 people returning to participate, and 297 new participants.

NIHR funded research dissemination event

On February 22nd 2022, as one of the members of the steering group on the Oxford NIHR funded project (referred to in (2) above), we hosted a National NIHR funded research dissemination event. The aim of the event was to celebrate research carried out across the 3 NIHR funded projects and provide an opportunity to gather key stakeholders, including academics, practitioners, policymakers and third sector representatives, to think together about how the findings can positively impact policy making decisions that improve trans healthcare.

Work with the Trans Learning Partnership

Our work continued with the Trans Learning Partnership (a consortium of charities), including starting the recruitment for a Policy Officer to be housed within Gendered Intelligence.

Other work

We have supported other organisations with embedding trans-inclusivity and awareness in their own research, including Marie Stopes International, MIND, and The Trevor Project, whom we are currently supporting in the rollout of their landmark LGBT+ youth mental health survey to Europe.

We have also co-facilitated research and development for the Trans Dimension, a project to connect and promote events and build communities for trans people.

D: Public Events

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

This year, we provided speakers and panel members for 14 external events, with the majority delivered remotely. This year's clients included Royal Papworth NHS Trust, CTC Dance Company, University of Essex, Chamber UK and LGBT Consortium.

Also:

Public Policy (see Object 1, under A: Public Engagement)

OBJECT 3

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

Related Intermediate Outcome from Theory of Change:

- (iii) Increased pride in identity and ability for people to express their gender, including to feel able to socially transition
- (iv) Improved skills and confidence amongst gender diverse people to enable them to achieve their goals and aspirations

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TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 30 JUNE 2022

- (v) Improved mental and physical health and wellbeing amongst gender diverse people

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

E: Trans Youth Work

We have had a total of 309 young people attend our groups in the last 12 months. By June 2022 we were running 15 youth groups per month, with an average of 136 attendees total per month.

We substantially increased our youth work provision in this year, re-establishing our in-person youth work sessions but taking the decision to continue running our online groups at the same time. This was due to two interrelated factors. Firstly, this allowed young people who don't live in or near London and Leeds to continue to engage in our services. Secondly, we found that the online offer works for some young people who find in-person events difficult to attend, especially since the beginning of the pandemic. This resulted in a doubling of the number of youth groups happening each month. To meet the increase in workload, we restructured the team and recruited more staff, increasing our capacity for youth work, 1-2-1 support work, mentoring and other areas of our Youth and Community Services.

With the introduction of a dual online/in-person youth work service, we have been able to consolidate and develop the range of youth groups we offer. We hold groups for multiple age ranges, identity-specific groups for trans people of colour and transfeminine young people, and activity-led groups for swimmers and nature enthusiasts.

Changing Needs and Expanding Support

We experienced an increased need for well-being, mental health and other support from the young people using our services this year. The pandemic, lengthening waiting times for gender clinic services and increasing anti-trans rhetoric in the media and from some politicians have been brought up as contributory factors from young people. Notable moments have included rhetoric from government officials suggesting a U-turn on trans people being included in the Conversion Therapy Ban, leaked unpublished guidance from EHRC suggesting they want to restrict the lives of trans people and exclude them from single sex services, and more transphobic rhetoric from the Attorney General advising schools that they do not need to 'accommodate' trans pupils.

With our increased capacity we were able to offer more spaces for individuals to focus on their well-being and mental health. We also worked on bolstering the emotional support provision available to our lived experience staff & volunteer team who struggled with the previously mentioned external factors.

Acknowledging an increased need for in-person spaces, we trialled running a GI/ trans youth space each Monday of April 2022 at the London LGBTQ+ Centre. Over the four days, 31 different young people attended the drop-ins. Most people were local to London, but others travelled from Cambridge, Oxford and even Newcastle. One young person fed back: *"Life has been stressful otherwise, but here I can breathe."*

In Leeds, we were able to trial a trans youth swimming session that was a big success, we will work to make this a regular group next year.

Community Grief

The death by suicide of a young person who was also a brilliant, committed and regular GI volunteer, on the 8th of February 2022 was devastating for the community. Many YCS staff members, young people and volunteers were profoundly affected.

An immediate in-person gathering was held at the GI Office upon hearing the news. Around 20 of the young person's friends and GI colleagues attended to grieve together. There was a simultaneous online gathering which was attended by around 60 people. Over the following days, GI responded by connecting with other community organisations (Colours Youth Network, Black Pride, Humblebee Creative and Black Trans Foundation), preparing announcements for young people at our youth groups, and hiring the services of a grief practitioner. The practitioner would go on to hold grieving spaces for volunteers, staff members and community members, as well as 23 one-to-one sessions and 6 group spaces.

In May we supported a community gathering, providing a space to allow community members to say goodbye. Over 100 people attended.

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TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 30 JUNE 2022

Staff support and development

In September 2021 we ran a residential training course, aimed primarily at older young people (18+) who are interested in youth work – several of these have gone on to become youth work volunteers either at GI or elsewhere.

In April 2022, we ran an in-person 2-day youth work team residential for our youth workers and volunteers. Feedback from trainees was that this felt like an important connection to the community after so much isolation. The sessions focused on team building, safeguarding, anti-racism, anti-classism and residential training for new volunteers. We have additionally set up ongoing reflective spaces for our youth work volunteers to consolidate their practice.

Responding to staff wellbeing needs and increasing demand on our services, we undertook a substantive restructure, including the appointment of a Head of Youth and Families, and 3 Senior Practitioners in Youth Work and recruitment of 6 additional youth workers – bringing the Youth Work team to 14. This additional structure has formalised support mechanisms and channels across the team. Most excitingly, recruitment means we have a more diverse youth work team than ever before – with over a third of our youth workers identifying as Black or People of Colour, and just under one third identifying as transfeminine.

Residentials and special events

These activities have been hugely successful this year.

In addition to our regular monthly groups, we have held multiple special events throughout the year:

- Hallowe'en Party
- Trans Person of Colour (TPOC) End of Year Event
- Trans Day of Remembrance (TDOR) gathering
- GI End of Year Showcase
- We hosted our annual two interactive panel and discussion events titled "Imagining Our Futures" to bring together trans adults with young trans people and their families, with the aim of showing possibility for the future. Around 100 young people attended and asked questions about the adults' experiences of work, activism and family as trans people.

In addition to these events, we ran our annual camping trips in summer 2021, taking a total of 63 young people away for two separate weekends. This year, 3 experienced camp staff took on the role of Camp Leads – a new role for 2 of them. For the first time camp spaces were allocated based on the needs of young people (in previous years the principle was 'first-come, first-served', taking into account previous attendance, in order to support new attendees). This approach, combined with the impact of the pandemic meant that young people brought more mental health complexity/struggle with them on camps. Both camps were a huge success with young people really feeling the benefit of connection and community after the last year of pandemic and lockdowns. This year we also had the most ex-campers in our worker teams, and it was a huge honour and joy to see them bringing their experiences from being GI campers into their work with new young people.

Young People Feedback on the Youth Service

"Really helped me feel like I am not alone"

"Hard to express really, how much GI means to me now, and in particular how much GI meant to me as a teenager going through some really dark times. For a while as a teenager, GI meetings and friends I made through GI (that I'd never have met otherwise) were the only things keeping me going. You can never measure these things but sometimes I get to thinking about it and I think I might not still be here, alive, if GI hadn't taught me how to be secure and proud in my identity, and in particular demonstrated over and over again (through the atmosphere in meetings + camps) that there are people who care, that I have value, that I'm allowed to exist and be happy and insist on things I need"

"As everyone is my age or a few years older, I can now visualise a life for myself as a non-binary person a few years in the future which is so important. Seeing other trans and genderqueer people living normal lives in their late teens - 20 gives me hope that I can also be like them."

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TRUSTEES' REPORT (CONTINUED)

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"I'm really glad I found GI because I genuinely believe that it is a huge reason as to why I'm still here because before finding GI I felt alone because the other groups I go to aren't as judgement free and GI just has its own unique vibe that makes you feel so safe and happy for a few hours every time you go to a group or speak to a worker and it's genuinely made me stop seeing being trans as a bad thing and more of something to embrace."

"I feel like GI really cares about young people and volunteers. The connections I've made, skills I've learned, and experiences I've had have made a significant positive impact on my life."

F: Helpline

The Support Line Service, launched in 2018 to support the waiting list patients of the Nottingham Centre for Transgender Health, has since grown to partner with the Sheffield Porterbrook Clinic and the East of England Gender Services. In March 2022, we began our fourth partnership with the West of England Gender Identity Clinic at the Laurels in Devon.

We deliver vital health and well-being support and information and offer a caring and empathetic listening ear to those who call or message this service. We continue to offer our independent and confidential service to both one-off contacts and to a growing number of repeat contacts seeking support at a time of increased insecurity and anxiety.

This year we assisted 591 contacts through email, Whatsapp and phone call. The most common reasons people would come to the support line were: 1) a trans & non-binary informed, confidential, independent listening ear; 2) mental health and resilience support and; 3) a clinical/admin matter at their gender clinic.

The Support Line is a person-centred, non-judgemental, and confidential service, that allows the workers to look closer at callers' lives, enabling shared thinking to find the right support. We suggest reliable, wide-ranging, and researched sources to avoid misinformation. This directly fosters improvements in callers' well-being, and physical and mental health.

Across the year, the team noted high levels of mental distress among callers. Unfortunately, the lengthening waiting times for gender appointments and increasing levels of transphobia have corresponded with a dramatic upsurge in suicidal callers.

The Support Line faced several periods where limited staff capacity impacted on opening hours, due primarily to staff sickness and well-being needs. The appointment of a new Head of Community Development and Empowerment at the end of June 2022, is expected to resolve closures and deepen support offered to staff.

G: Trans Mentoring

At the centre of our Work in Education is mentoring, a highly intensive, personal support service for individual young people. Our team now consists of 6 trans and non-binary identified mentors (2 more than last year), all with extensive experience of working with young people, either in a youth work, counselling or therapeutic setting. Following a referral from the educational institution, we schedule an extended meeting where we capture the needs of the young person; based on that, we then agree a plan for mentoring support of a block of six sessions (or more as required).

What mentees say about mentoring

"My mentor is amazing, they helped me a lot especially when I wasn't doing too great - they sympathised with my situation and was perfect at knowing when to just be understanding and when to offer solutions." - Student, 16.

"It helped me to understand the interaction between my dysphoria and my ADHD, which has enabled me to better manage dysphoria-inducing situations. I generally experience fewer (and less severe) anxiety attacks as a result of having been able to talk through these kinds of situations with my mentor." - Student, 23.

GENDERED INTELLIGENCE

(A company limited by guarantee)

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 30 JUNE 2022

What professionals say about mentoring

"...the team are friendly and efficient and keep us up to date with the students they see and the students [...] say they find it beneficial. I feel that with GIC clinic wait times being over two year it's great for students [to] have somewhere where they can discuss and explore their gender identity with a team of professionals who can support and signpost them to the relevant specialist resources." – University Mental Health Manager

New Mentoring Group Work

This year we started a new group mentoring project, expanding our mentoring work, and developing how we can work with educational institutions. Working with trans, non-binary and gender questioning Clinical Psychology students at the University of Canterbury, we delivered a series of reflective group mentoring sessions, consisting of seven x 1.5 hour long sessions to students from years 1, 2 and 3 of the BA course. The group was called 'Gender Thinking Space' by the participants and evaluation showed that the space is making a positive impact on students' experience of being supported in their educational institution and on their lives. The University of Canterbury has approved this pilot and will be increasing capacity for it in the next year, from 5 to 8 students, attending more and longer sessions. We will also be looking at making connections with other Universities and Colleges to offer this group work.

What students have said about 'Gender Thinking Space'

"This group helped me feel accepted and like who I was is ok. I felt it provided me with a place to explore how I was feeling and the gentle nudge to do so, without there being any pressure to arrive at a conclusion. Since going to the group there have been times where I have faced difficult situations relating to my gender presentation and I have visited my internal sense of the group and it has felt really supportive. I am incredibly grateful."

"The facilitator was kind, understanding, communicated clearly, and brought a lot of useful knowledge and thoughtful ideas to the group. They went above and beyond what I expected and I am extremely grateful for their work."

What professionals say about 'Gender Thinking Space'

"[GI] was always responsive, approachable and flexible. [The facilitator] was very thoughtful and flexible about what could be offered and received positive feedback from trainees that were in the group." University Admissions Director

H: Families Work

There were 23 families sessions held, with around 9 families attending each meeting. There were 82 new sign ups from family members and 201 total attendances. The groups were a mixture of in-person in London and online. There was also a trial period of a Leeds families and carers group, which we will be rolling out as a regular group in the coming year. We are pleased to have been able to improve our provision for families and carers outside of London.

Key points over the year include:

- Our Families & Carers coordinator spoke at external events and conferences, including being on the panel for a 'Trans Parent Day' event run by Tower Hamlets LGBT+ Community Forum which 38 people attended.
- Across the months where the Bell vs Tavistock case was taking place, the Director of Youth and Communities and the CEO delivered regular updates via zoom, briefing, and explaining to the parents and carers what was going on, including space for Q&A.
- Attendees of our groups routinely spoke of the improvement in their confidence as parents or carers simply by having a safe space to listen and talk with others.

We started a free counselling space specifically for parents and carers of young trans people, using placement hours from a student. Since August 2021, 58 sessions have been delivered to 10 clients, with excellent feedback:

GENDERED INTELLIGENCE

(A company limited by guarantee)

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 30 JUNE 2022

"I feel generously cared about. Being able to talk about sensitive and highly confidential stuff with someone who 'gets' it. And be heard."

Also:

C: Research (see Object 2)

OBJECT 4

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

No activities were undertaken in relation to this object during 2021-22.

OBJECT 5

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

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

Related Intermediate Outcome from Theory of Change:

- (ii) Improved inclusivity - and hence reduction of discrimination - amongst public services and service providers; employers; educators; politicians and policy makers; parents and carers; professionals and students across all environments
- (vi) Improved access to community spaces and feelings of connectivity and safety for gender diverse people
- (vii) Greater participation across all aspects of life including, education, employment, physical activities, communities and civic life.

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

E: Trans Youth Work (see Object 3)

G: Trans Mentoring (see Object 3)

I: Volunteering

The volunteers at GI continue to be integral to our work and have helped us to support the trans community, especially trans youth, throughout such a turbulent time. We are very thankful to all our volunteers, who donated a total of 252 hours across the board, with the largest portion of donated hours coming from our Youth Work Volunteers.

This year it proved difficult to induct as many new volunteers as we would have liked. This was due to staff capacity and the pandemic limitations meaning less in-person work was possible – where the bulk of our volunteering work takes place. Within this context, we are delighted to have inducted 12 new volunteers throughout the year.

J: Special Projects

Our GIANTS (Gendered Intelligence Activists Network and Trans Spokespersons) programme has meant GI can support, empower and be informed by trans activists working across the UK. This year, we inducted 13 new GIANTS, bringing the number of GIANTS that we have supported and worked with to 32 members. The group was offered several training sessions and acted as a space of empowerment, support and knowledge sharing for activists working in various settings.

Emerging out of months of transphobic media and political outputs and the need for community healing, the GIANTS have been collaborating on a #TransJoyWeek project. It will be a social media campaign in the autumn of 2022, amplifying messages of trans joy.

GENDERED INTELLIGENCE

(A company limited by guarantee)

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 30 JUNE 2022

OBJECT 6

To prevent or relieve poverty for people whose experience of sex, gender, sexual orientation and/or sexuality does not align, in whole or in part, with dominant cultural expectations or societal norms, for the public benefit.

No activities were undertaken in relation to this object during 2021-22.

Section 3: Financial Review

3.1 Reserves Policy

Our Reserves Policy was updated in June 2022, retaining the previous aim for Unrestricted Reserves to be maintained at £250,000. This is just over 2 months operating costs based on expenditure against the approved budget for 2022-23, and allows for emergency wind up costs including redundancy payments. This level will be kept under review as the environment in which we are working is shifting rapidly, with new risks and increased uncertainty. We also have a larger staff team delivering more services.

As of 30th June 2022, the Unrestricted Reserves were £697,866. This includes £500,000 which has been Designated by the Board for specific activities, including research and development to improve the PES training and consultancy offer; support for YCS activity; branding and website development; organisational development in advance of our new strategy. These funds are not available for general organisational expenditure. The Restricted Reserves of £165,956 will be used to deliver services which we are committed to via contracts and grant agreements, and are not available for general organisational expenditure.

The previous steep growth noted in Unrestricted Reserves (from £22,825 in 2017-18 to £544,703 in 2020-21) appears to be levelling off. The Trustees are mindful of this pattern and looking to ensure that we ensure stable income levels which will provide security and sustainability for our service users and our staff as we move into 2023 and beyond.

3.2 Financial controls

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

The quarterly Board meeting reviews actual expenditure and income projections against all budget lines. Additionally, they review our Risk Register, which aims to take a 360 degree look at the charity's outputs, operations and competitors. Based on this, the organisation aims to ensure procedures and policies are in place to mitigate those risks, and to minimise or manage the impact on Gendered Intelligence of those risks if they arise.

Having achieved over £1m income in the 20-21 financial year, GI underwent its first audit in February-March 2022. New auditors, Menzies, were appointed via a tender process in January 2022. With the additional appointment of a Treasurer to the Board in May 2022, the Finance Working Group will be reformed in 22-23, with the intention on providing focused strategic input and detailed engagement with and interrogation of the financial picture.

Finance activity is delivered by a part time Director, a full-time Manager and a freelance bookkeeper.

3.3 Risk Management

The Board operate a high-level Risk Register which identifies key organisational risks and control factors. The key risks can be broadly summarised as:

Staffing

We are a trans-led organisation and much of the quality of our services relies on individuals with lived experiences delivering our work. This brings specific risks for the staff team, often facing transphobia and using emotional labour on a daily basis. A further risk is the time and resources required to recruit and induct new staff.

GENDERED INTELLIGENCE

(A company limited by guarantee)

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 30 JUNE 2022

Financial management

We recruited a Treasurer in 2022 who has since taken over the position of Chair. We will therefore look to appoint a new Treasurer in 2023. An updated Finance Policy is being prepared and additional staffing being recruited to support the increased demand on services.

Technological

GI hardware and software has grown organically over the last decade, adapting to new activities and projects but without a comprehensive oversight. An organisational ICT strategy is required to ensure we have a systematic and considered solution for our needs, that keeps us compliant with GDPR and our data secure. We have begun work on a website which we hope to have live during 2023.

Negative media and individual attention

As a registered charity, we are more visible than before, and with that comes increased attention, which is not always positive. We are aware of PES clients receiving frequent and repetitive Freedom of Information requests which drain resources and risk alienating allies.

Serious self-harm of a young person

As noted above, there was an instance of death by suicide of a young person known to GI during 2022 which impacted on the organisation. While we are confident that our existing processes mitigate this risk, and reduce the impact, we are aware we cannot remove it entirely, and in the current environment, the likelihood of another instance remains high.

3.4 Fundraising

Our income spread was stable in comparison to 2020-21. The majority of our income in 2021-22 still came from Grants (£697,989; 58%) – an increase of just £40k, and the same relative % of our income. Sales of our services (training, consultancy, mentoring) provided £224,059, an increase of £34k which at 19% represents a 2% increase on last year's share of total income. There was a concomitant decrease in Donations which at £266,123 represented 22% of our total income.

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

Our donations were almost wholly Unrestricted. We are very grateful for this element of our income much of which comes from small individual donors - which enables us to target expenditure where it is needed most, and create sustainable infrastructure for the future.

Fundraising expenditure

GI employed a fundraiser for approximately two days per week during this financial year. Fundraising expenditure was £25,263 in 2021-22, a small decrease compared to 2020-21, mainly due to the reduced number of smaller covid-related grants received last year, which were relatively time-intensive. We plan to increase the fundraising expenditure in 2022-23 in order to maximise our increased visibility and related donation income.

Section 4: Structure, Governance and Management

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

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

GENDERED INTELLIGENCE

(A company limited by guarantee)

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 30 JUNE 2022

Board meeting minutes are circulated to the full Board. Trustees are elected by the current trustees and no Trustee receives any remuneration.

Remuneration

On 1st July 2019, GI adopted a PayScale, based on the NJC scale. The scale is made up of pay 'bands' (each comprising up to six 'spinal points') which include equivalent roles and enable new posts to be positioned appropriately. Within that framework, the decisions to set individual pay levels has been delegated to the SLT by the Board. The Board has agreed that annual inflationary rises where negotiated and agreed at national level will be applied at GI.

No staff member earns below the National Minimum Wage or the National Living Wage (both set by government). GI uses the Real Living Wage (a higher, independent benchmark, differentiated for London vs the rest of the UK) as our reference point. As of June 2022, using the NJC uplift (which was retrospectively applied from April 2022):

	% above the Real Living wage	Ratio of pay to the highest paid employee
GI's lowest paid employee These individuals were on the Government's six-month Kickstart scheme, and GI voluntarily topped-up the salary offered by Department for Work and Pensions	16%	2.4
Bank youth workers, on zero hours contracts	39%	2.0
Lowest paid employee on a permanent contract	44%	2.2

Statement of Trustees' Responsibilities

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

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

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charity SORP;
- make judgements and estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

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

In so far as the trustees are aware:

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

GENDERED INTELLIGENCE

(A company limited by guarantee)

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 30 JUNE 2022

Auditors

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

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

DocuSigned by:



.....3A7F4065A04240A.....

Amsel Page von Spreckelsen
Chair

Date: 21-Feb-2023

GENDERED INTELLIGENCE

(A company limited by guarantee)

MENZIES
BRIGHTER THINKING

INDEPENDENT AUDITOR'S REPORT TO THE TRUSTEES OF GENDERED INTELLIGENCE

Opinion

We have audited the financial statements of Gendered Intelligence (the 'charity') for the year ended 30 June 2022 which comprise the Statement of financial activities, the Balance sheet, the Statement of cash flows and the related notes, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 30 June 2022 and of its incoming resources and application of resources, including its income and expenditure for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

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

Conclusions relating to going concern

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

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

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

Other information

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

We have nothing to report in this regard.

GENDERED INTELLIGENCE

(A company limited by guarantee)

INDEPENDENT AUDITOR'S REPORT TO THE TRUSTEES OF GENDERED INTELLIGENCE (CONTINUED)

Opinion on other matters prescribed by the Companies Act 2006

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

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

Matters on which we are required to report by exception

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

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

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

Responsibilities of trustees

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

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

GENDERED INTELLIGENCE

(A company limited by guarantee)

INDEPENDENT AUDITOR'S REPORT TO THE TRUSTEES OF GENDERED INTELLIGENCE (CONTINUED)

Auditors' responsibilities for the audit of the financial statements

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

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

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

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

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

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

Audit procedures performed by the engagement team included:

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

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

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

GENDERED INTELLIGENCE

(A company limited by guarantee)

INDEPENDENT AUDITOR'S REPORT TO THE TRUSTEES OF GENDERED INTELLIGENCE (CONTINUED)

Use of our report

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

DocuSigned by:


634F24DE92A4471...

Janice Matthews (Senior statutory auditor)

for and on behalf of

Menzies LLP

Chartered Accountants

Statutory Auditor

Centrum House

36 Station Road

Egham

Surrey

TW20 9LF

Date: 21-Feb-2023

GENDERED INTELLIGENCE

(A company limited by guarantee)

STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING INCOME AND EXPENDITURE ACCOUNT) FOR THE YEAR ENDED 30 JUNE 2022

	Note	Restricted funds 2022 £	Unrestricted funds 2022 £	Total funds 2022 £	Total funds 2021 £
Income from:					
Donations and legacies	3	465,098	500,531	965,629	948,407
Charitable activities	4	1,614	187,090	188,704	189,946
Investments		-	256	256	113
Other income		-	180	180	175
Total income		466,712	688,057	1,154,769	1,138,641
Expenditure on:					
Raising funds	5	17,279	12,905	30,184	29,079
Charitable activities	6	459,565	552,963	1,012,528	786,975
Total expenditure		476,844	565,868	1,042,712	816,054
Net (expenditure)/income		(10,132)	122,189	112,057	322,587
Transfers between funds	14	1,081	(1,081)	-	-
Net movement in funds		(9,051)	121,108	112,057	322,587
Reconciliation of funds:					
Total funds brought forward		175,007	544,703	719,710	397,123
Net movement in funds		(9,051)	121,108	112,057	322,587
Total funds carried forward		165,956	665,811	831,767	719,710

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

The notes on pages 25 to 39 form part of these financial statements.

GENDERED INTELLIGENCE

(A company limited by guarantee)
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BALANCE SHEET AS AT 30 JUNE 2022

	Note	2022 £	2021 £
Fixed assets			
Tangible assets	11	8,822	6,037
		<u>8,822</u>	<u>6,037</u>
Current assets			
Debtors	12	166,842	152,277
Cash at bank and in hand		899,443	760,354
		<u>1,066,285</u>	<u>912,631</u>
Creditors: amounts falling due within one year	13	(243,340)	(198,958)
Net current assets		<u>822,945</u>	<u>713,673</u>
Total net assets		<u><u>831,767</u></u>	<u><u>719,710</u></u>
Charity funds			
Restricted funds	14	165,956	175,007
Unrestricted funds	14	665,811	544,703
Total funds		<u><u>831,767</u></u>	<u><u>719,710</u></u>

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

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

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



Amel F. von Spreckelsen
 Chair
 Date: 21-Feb-2023

The notes on pages 25 to 39 form part of these financial statements.

GENDERED INTELLIGENCE

(A company limited by guarantee)

STATEMENT OF CASH FLOWS FOR THE YEAR ENDED 30 JUNE 2022

	2022 £	2021 £
Cash flows from operating activities		
Net cash generated by operating activities	145,245	391,660
Purchase of tangible fixed assets	(6,157)	(7,463)
Net cash used in investing activities	(6,157)	(7,463)
Cash flows from financing activities		
Net cash provided by financing activities	-	-
Change in cash and cash equivalents in the year	139,088	384,197
Cash and cash equivalents at the beginning of the year	760,354	376,157
Cash and cash equivalents at the end of the year	899,442	760,354

The notes on pages 25 to 39 form part of these financial statements

GENDERED INTELLIGENCE

(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2022

1. General information

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

2. Accounting policies

2.1 Basis of preparation of financial statements

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

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

2.2 Income

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

The recognition of income from legacies is dependent on establishing entitlement, the probability of receipt and the ability to estimate with sufficient accuracy the amount receivable. Evidence of entitlement to a legacy exists when the Charity has sufficient evidence that a gift has been left to them (through knowledge of the existence of a valid will and the death of the benefactor) and the executor is satisfied that the property in question will not be required to satisfy claims in the estate. Receipt of a legacy must be recognised when it is probable that it will be received and the fair value of the amount receivable, which will generally be the expected cash amount to be distributed to the Charity, can be reliably measured.

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

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

Other income is recognised in the period in which it is receivable and to the extent the goods have been provided or on completion of the service.

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NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2022

2. Accounting policies (continued)

2.3 Expenditure

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

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

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

2.4 Taxation

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

2.5 Tangible fixed assets and depreciation

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

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

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

Depreciation is provided on the following basis:

Computer equipment	-	33%
Other fixed assets	-	33%

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

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NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2022

2. Accounting policies (continued)

2.6 Liabilities and provisions

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

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

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

2.7 Pensions

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

2.8 Fund accounting

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

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

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

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

3. Income from donations and legacies

	Restricted funds 2022 £	Unrestricted funds 2022 £	Total funds 2022 £	Total funds 2021 £
Donations				
Youth Camp	5,692	-	5,692	6,832
TransMentoring	-	-	-	3,000
TPOCalypse Group	-	-	-	11,809
Pride Events	-	-	-	2,520
Therapists and Counsellors Network	-	-	-	10,561
Core charitable activities	-	260,431	260,431	256,109

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NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2022

3. Income from donations and legacies (continued)

	Restricted funds 2022 £	Unrestricted funds 2022 £	Total funds 2022 £	Total funds 2021 £
Grants				
Anna Freud Centre	-	10,000	10,000	-
BBC Children in Need	39,058	-	39,058	57,171
BBC Children in Need (small grants)	19,405	-	19,405	4,999
City Bridge Trust - London Community Response Fund	34,500	-	34,500	29,927
Comic Relief	74,862	-	74,862	115,137
Comic Relief	70,000	-	70,000	-
The David Family Foundation	-	-	-	10,000
Devon Partnership NHS Trust	-	11,959	11,959	-
DWP Department for Works and Pensions	13,586	-	13,586	504
Esmée Fairbairn Foundation	-	100,000	100,000	-
Garfield Weston Foundation	-	20,000	20,000	-
The Henry Smith Charity	60,000	-	60,000	30,000
John Lyon's Charity	30,000	-	30,000	30,000
The Leathersellers' Company Charitable Fund	-	-	-	15,000
The Listening Fund by the Blgrave Trust	23,000	400	23,400	23,000
Mind - Coronavirus Mental Health Response Fund	-	-	-	70,392
LGBT Futures Fund from LGBT Consortium	-	-	-	8,000
The National Lottery Community Fund	26,254	-	26,254	36,234
NIHR via Nottingham University	-	-	-	1,110
NIHR via Oxford University	-	1,235	1,235	1,480
Nottinghamshire Healthcare NHS Foundation Trust	-	51,682	51,682	42,013
OutRight Action International	8,769	-	8,769	-
Paul Hamlyn Foundation	3,558	-	3,558	26,442
People's Health Trust (North)	-	-	-	1,422
School for Social Entrepreneurs	-	-	-	49,763
Sheffield NHS FoundationTrust	-	43,287	43,287	43,287
Spectra CIC	3,311	-	3,311	-
Sport England	-	-	-	4,997
Stonewall	1,980	-	1,980	9,698
The Rayne Foundation	-	-	-	20,000
Tides Foundation	11,123	-	11,123	-
Trust for London	-	-	-	25,000
The Tudor Trust	40,000	-	40,000	2,000
Subtotal	465,098	498,994	964,092	948,407

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NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2022

3. Income from donations and legacies (continued)

	Restricted funds 2022 £	Unrestricted funds 2022 £	Total funds 2022 £	Total funds 2021 £
Legacies	-	1,537	1,537	-
Subtotal	-	1,537	1,537	-
	465,098	500,531	965,629	948,407
<i>Total 2021</i>	<i>568,943</i>	<i>379,464</i>	<i>948,407</i>	

4. Income from charitable activities

	Restricted funds 2022 £	Unrestricted funds 2022 £	Total funds 2022 £	Total funds 2021 £
Income from charitable activities	1,614	187,090	188,704	189,946
<i>Total 2021</i>	<i>323</i>	<i>189,623</i>	<i>189,946</i>	

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NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2022

5. Expenditure on raising funds

Costs of raising voluntary income

	Restricted funds 2022 £	Unrestricted funds 2022 £	Total funds 2022 £	Total funds 2021 £
Professional fees	11,200	6,800	18,000	21,516
Partner fees	387	6,104	6,491	1,408
Printing and photocopying	-	1	1	-
Wages and Salaries	5,175	-	5,175	5,579
Social security costs	412	-	412	457
Pension costs	105	-	105	119
	<u>17,279</u>	<u>12,905</u>	<u>30,184</u>	<u>29,079</u>
<i>Total 2021</i>	<u>6,155</u>	<u>22,924</u>	<u>29,079</u>	

6. Analysis of expenditure on charitable activities

Summary by fund type

	Restricted funds 2022 £	Unrestricted funds 2022 £	Total 2022 £	Total 2021 £
Direct costs	<u>459,565</u>	<u>552,963</u>	<u>1,012,528</u>	<u>786,975</u>
<i>Total 2021</i>	<u>588,416</u>	<u>198,559</u>	<u>786,975</u>	

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NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2022

7. Analysis of expenditure by activities

	Activities undertaken directly 2022 £	Support costs 2022 £	Total funds 2022 £	Total funds 2021 £
Direct costs	860,170	152,358	1,012,528	786,975
<i>Total 2021</i>	<i>661,610</i>	<i>125,365</i>	<i>786,975</i>	

Analysis of support costs

	Activities 2022 £	Total funds 2022 £	Total funds 2021 £
Staff costs	82,445	82,445	72,090
Depreciation	3,452	3,452	2,139
Printing & Stationery	372	372	696
Office & Administration	-	-	761
Computer & Website costs	587	587	296
Professional fees	10,486	10,486	938
Subscriptions	4,053	4,053	3,089
Training - external providers	3,913	3,913	1,855
Postage, Freight & Courier	145	145	145
Telephone & Internet	431	431	329
Well being	1,153	1,153	5,647
Travel	235	235	59
Insurance	1,674	1,674	633
Rent	627	627	181
General Expenses	577	577	60
Bank fees	26	26	25
Governance costs	42,182	42,182	36,422
	152,358	152,358	125,365
<i>Total 2021</i>	<i>125,365</i>	<i>125,365</i>	

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NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2022

8. Auditors' remuneration

	2022 £	2021 £
Fees payable to the Charity's auditor for the audit of the Charity's annual accounts	9,240	7,000
Fees payable to the Charity's auditor in respect of: Preparation of statutory financial statements	1,980	1,500

9. Staff costs

	2022 £	2021 £
Wages and salaries	668,777	557,460
Social security costs	53,608	45,553
Contribution to defined contribution pension schemes	13,524	11,857
	735,909	614,870

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

	2022 No.	2021 No.
Total Employees	34	27
Full time equivalents	22	17

No employee received remuneration amounting to more than £60,000 in either year.

The Charity considers its key management personnel to comprise of;

- The Trustees
- Jay Stewart - CEO
- Moya Wilkie - Director of Public Engagement & Central Support Services
- Simon Croft - Director of Professional & Educational Services
- Finn Greig - Director of Youth & Communities Services

The total amount of employee benefits received by key management personnel (Salary, Employer NI, Employers Pension, Benefit in Kind etc..) was £223,727 (2021:£205,819).

10. Trustees' remuneration and expenses

During the year, no Trustees received any remuneration or other benefits (2021 - £NIL).

During the year ended 30 June 2022, no Trustee expenses have been incurred (2021 - £NIL).

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NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2022

11. Tangible fixed assets

	Computer equipment £	Other fixed assets £	Total £
Cost or valuation			
At 1 July 2021	7,438	3,011	10,449
Additions	6,156	-	6,156
At 30 June 2022	<u>13,594</u>	<u>3,011</u>	<u>16,605</u>
Depreciation			
At 1 July 2021	3,985	427	4,412
Charge for the year	2,448	923	3,371
At 30 June 2022	<u>6,433</u>	<u>1,350</u>	<u>7,783</u>
Net book value			
At 30 June 2022	<u>7,161</u>	<u>1,661</u>	<u>8,822</u>
At 30 June 2021	<u>3,453</u>	<u>2,584</u>	<u>6,037</u>

12. Debtors

	2022 £	2021 £
Due within one year		
Trade debtors	70,069	74,912
Other debtors	-	500
Prepayments and accrued income	96,773	76,865
	<u>166,842</u>	<u>152,277</u>

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NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2022

13. Creditors: Amounts falling due within one year

	2022 £	2021 £
Trade creditors	66,968	11,555
Other taxation and social security	50,353	17,003
Other creditors	2,401	2,955
Accruals and deferred income	123,618	167,445
	<u>243,340</u>	<u>198,958</u>

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

Deferred income at 1 July 2021 totalled £135,082, resources deferred during the year were £81,296, amounts released from previous periods £135,082, leaving a balance of £81,296 as at 30 June 2022.

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NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2022

14. Statement of funds

Statement of funds - current year

	Balance at 1 July 2021 £	Income £	Expenditure £	Transfers in/out £	Balance at 30 June 2022 £
Unrestricted funds					
Designated funds					
Development of PES	120,000	215,069	(198,965)	(61,104)	75,000
YCS activities	30,000	-	(27,758)	272,758	275,000
Website (including branding), intranet and CRM development	25,000	-	(18,000)	43,000	50,000
Organisational and staff development, support and welll- being	15,000	-	(42,001)	127,001	100,000
	<u>190,000</u>	<u>215,069</u>	<u>(286,724)</u>	<u>381,655</u>	<u>500,000</u>
General funds					
General Funds	<u>354,703</u>	<u>472,988</u>	<u>(279,144)</u>	<u>(382,736)</u>	<u>165,811</u>
Total Unrestricted funds	<u>544,703</u>	<u>688,057</u>	<u>(565,868)</u>	<u>(1,081)</u>	<u>665,811</u>
Restricted funds					
IT & Administration Support	5,485	94,710	(86,156)	-	14,039
Mentoring	1,232	-	(1,232)	-	-
Pride Events	8,125	-	(583)	-	7,542
Research & Development	6,497	4,851	(514)	(58)	10,776
Staff Wellbeing	26,254	26,254	(20,415)	-	32,093
TPOCalypse Group	13,029	-	(1,546)	-	11,483
Training & Consultancy	8,994	1,980	(10,974)	-	-
Trans Femme Group	7,294	-	(2,270)	-	5,024
Volunteering Support	-	34,500	(14,023)	-	20,477
Youth & Community services	69,853	266,883	(295,288)	1,139	42,587
Youth Board	22,965	23,000	(24,030)	-	21,935
Youth Camp	5,279	14,534	(19,813)	-	-
	<u>175,007</u>	<u>466,712</u>	<u>(476,844)</u>	<u>1,081</u>	<u>165,956</u>
Total of funds	<u>719,710</u>	<u>1,154,769</u>	<u>(1,042,712)</u>	<u>-</u>	<u>831,767</u>

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NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2022

14. Statement of funds (continued)

Statement of funds - prior year

	Balance at 1 July 2020 £	Income £	Expenditure £	Transfers in/out £	Balance at 30 June 2021 £
Unrestricted funds					
Designated funds					
Development of PES	-	-	-	120,000	120,000
YCS activities	-	-	-	30,000	30,000
Website (including branding), intranet and CRM development	-	-	-	15,000	15,000
Client Relationship Management System	-	-	-	10,000	10,000
Organisational and staff development, support and well- being	-	-	-	15,000	15,000
	-	-	-	190,000	190,000
General funds					
General Funds	201,265	569,375	(221,483)	(194,454)	354,703
Total Unrestricted funds	201,265	569,375	(221,483)	(4,454)	544,703
Restricted funds					
Public Engagement	(10,953)	25,000	(17,015)	2,968	-
COVID Recovery	-	40,000	(37,025)	(2,975)	-
IT & Administration Support	2,305	40,000	(40,124)	3,304	5,485
Mentoring	-	17,979	(16,747)	-	1,232
Pride Events	5,282	2,843	-	-	8,125
Professional & Educational Services	53,066	49,763	(102,829)	-	-
Research & Development	6,845	-	(348)	-	6,497
Staff Wellbeing	-	26,254	-	-	26,254
TPOCalypse Group	1,600	11,809	(380)	-	13,029
Training & Consultancy	53,312	14,695	(59,013)	-	8,994
Trans Femme Group	10,000	-	(2,706)	-	7,294
Volunteering Support	29,758	29,927	(62,591)	2,906	-
Youth & Community services	42,099	281,164	(251,661)	(1,749)	69,853
Youth Board	1,889	23,000	(1,924)	-	22,965
Youth Camp	655	6,832	(2,208)	-	5,279

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NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2022

14. Statement of funds (continued)

Statement of funds - prior year (continued)

	Balance at 1 July 2020 £	Income £	Expenditure £	Transfers in/out £	Balance at 30 June 2021 £
	195,858	569,266	(594,571)	4,454	175,007
Total of funds	397,123	1,138,641	(816,054)	-	719,710

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

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

15. Analysis of net assets between funds

Analysis of net assets between funds - current year

	Restricted funds 2022 £	Unrestricted funds 2022 £	Total funds 2022 £
Tangible fixed assets	-	8,822	8,822
Current assets	165,956	900,329	1,066,285
Creditors due within one year	-	(243,340)	(243,340)
Total	165,956	665,811	831,767

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NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2022

15. Analysis of net assets between funds (continued)

Analysis of net assets between funds - prior year

	<i>Restricted funds 2021 £</i>	<i>Unrestricted funds 2021 £</i>	<i>Total funds 2021 £</i>
Tangible fixed assets	-	6,037	6,037
Current assets	175,007	737,624	912,631
Creditors due within one year	-	(198,958)	(198,958)
Total	175,007	544,703	719,710

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

	<i>2022 £</i>	<i>2021 £</i>
Net income for the year (as per Statement of Financial Activities)	112,057	322,587
Adjustments for:		
Depreciation charges	3,371	2,139
Increase in debtors	(14,565)	(99,076)
Increase in creditors	12,327	166,010
Net cash provided by operating activities	113,190	391,660

17. Analysis of cash and cash equivalents

	<i>2022 £</i>	<i>2021 £</i>
Cash in hand	899,442	760,354
Total cash and cash equivalents	899,442	760,354

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NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2022

18. Analysis of changes in net debt

	At 1 July 2021	Cash flows	At 30 June 2022
	£	£	£
Cash at bank and in hand	760,354	139,088	899,442
	<u>760,354</u>	<u>139,088</u>	<u>899,442</u>

19. Related party transactions

Jay Stewart, the Chief Executive of the charity is the partner of a former trustee, Catherine McNamara, who resigned on 3 February 2022. During the year ended 30 June 2022 the salary received by the Chief Executive was £55,027 (2021: £54,133).

Catherine McNamara was not involved in the decision making process that related to Jay Stewart's salary.

Wages of £661 were paid to a child of a Trustee for youth work assistance in the year ended 30 June 2022 (2021: £NIL). The Trustee was not involved in the decision making process that related to the appointment of their child.