

**Engender**  
**Report and Financial Statements**  
**for the year ended 31 March 2008**

**Charity number. SC029053**  
**Company number. SC286639**

**TUESDAY**



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## **Engender**

### **Legal and administrative information**

<b>Charity name</b>	Engender	
<b>Charity registration number</b>	SC029053	
<b>Company registration number</b>	SC286639	
<b>Directors</b>	Lesley Sutherland	Treasurer
	Susan Moffat	Co Convenor
	Marsha Scott	Co Convenor
	Kath Davies	Vice Convenor
	Nuala Toman	Vice Convenor
		(resigned November 07)
	Kate Arnot	
	Joan Bree	
	Avril Honan	(resigned May 07)
	Kate Phillips	(resigned January 08)
	Kirstine Rummery	(appointed February 08)
<b>Company secretary</b>	Niki Kandirikirira	
<b>Principal office and Registered office</b>	1a Haddington Place Edinburgh EH7 4AE	
<b>Accountants</b>	Alexander Sloan Chartered Accountants 1 Atholl Place Edinburgh EH3 8HP	
<b>Bankers</b>	Bank of Scotland 64/66 West Blackhall Street Greenock PA15 1XG	

## **Engender**

### **Directors' report for the year ended 31 March 2008**

The directors present their report and the financial statements of the charity for the year ended 31 March 2008

#### **Directors**

The directors of the charitable company are its trustees for the purpose of charity law and throughout this report are collectively referred to as the directors

The directors serving during the year and since the year end are detailed on page 1

### **STRUCTURE, GOVERNANCE AND MANAGEMENT**

#### **Governing document**

The Charity is a company limited by guarantee and is governed by its Memorandum and Articles of Association

#### **Appointment of Directors**

Any member who wishes to be considered for election as a member of the Board of Directors at an Annual General Meeting shall lodge with Engender a written notice of his or her willingness to be elected (in such form as the Board of Directors require), signed by him or her, at any time up to commencement of the Annual General Meeting

The Board of Directors may at any time appoint any member as a member of the Board of Directors (providing he or she is willing to act) either a) to fill a vacancy created by any member of the Board of Directors vacating office Any person so appointed shall retain his or her office until the next AGM when they will be eligible for election, b) an additional member of the Board of Directors Any member so appointed shall retain his or her office only until the next AGM, but he or she shall then be eligible for election

#### **Directors' induction and training**

New directors are supplied with an information pack, matched with a peer mentor from the Board of Directors and offered access to appropriate training for directors of charities

#### **Organisational structure**

The Board of Directors provides leadership for the organisation An Executive Director post has been created to ensure strong delegated leadership of the organisation as it operates as a company

There are six full meetings each year and a number of specialist sub committees There is an annual away day to review the framework for activities

#### **Risk management**

The main risks facing the charity are as follows

- the risk that reliance on grant funding will limit income and therefore the level of recruitment and that existing staff become overloaded due to their commitment and the organisations' expectations
- the risk that limitations in funding restrict the capacity of Engender to respond to the opportunities availed by its increasingly higher profile and generate income from the sale of services

## **Engender**

### **Directors' report for the year ended 31 March 2008**

Systems in place to manage the identified risks

- Engender will seek to profile itself as a gender and equalities organisation, that takes into account the complexity of inequality and identity
- Engender will seek to increase its funding and diversify its funding base
- Engender will seek funding to support its social enterprise (gender and equality consultancy initiative) and promote itself as quality provider of gender and equality consultants
- Engender will continue to invest in and promote its pool of Associates to increase its capacity to respond to opportunities without having to recruit full time staff
- Engender will invest in the development of its web site to raise its profile as a leader in information and networking on issues of gender

#### **OBJECTIVES AND ACTIVITIES**

##### **Mission**

Engender works to make Scotland a fairer, safer place where women can flourish and contribute to both the social and market economies with dignity, freedom and justice

To this end we seek to increase women's power and influence, make visible the impact of sexism on women and on Scotland's social, economic and political development, and support people, organisations and our government to make equality a reality

The aims and objectives of the organisation are

- to advance the education of the general public, public bodies and private sectors of the relative position of women and men in Scotland,
- to promote the equality of women and men across the diversity of the Scottish population,
- to promote women's participation in decision making and public life,
- to generate better understanding of, and responses to, poverty among women and their families and of men's violence against women

The main objectives for the year were

- Gender mainstreaming – to change systems and establish an expectation of equality as a norm
- Power and participation – to convince politicians and the public that numbers matter [in women's public and political participation], they change the what and the how
- Gendered equalities – to bring diverse equalities groups together to develop share analyses and restate the fact that power inequality equals social, economic and political impoverishment and results in violence, hazard and vulnerability and poverty
- Poverty – to evidence the consequence of power relations on individuals, children's, families' and Scotland's social, economic and political development and promote gender analysis of national policy and budgets
- Violence Against Women – to shift policy and strategy and challenge thinking about violence against women to promote the knowledge that power inequality is both a cause and consequence of violence against women, and that violence against women is both a cause and the consequence of power inequality
- Power and Participation – to promote understanding that numbers matter, that women in public office change the what and the how, decisions and focus
- Europe and Global – to access wider knowledge and networks to broaden understanding of the opportunities in European and international legislation, and to share experience and learn from other countries

## **Engender**

### **Directors' report for the year ended 31 March 2008**

- To develop feminist analysis of inequality and become a leading voice in the emerging discourse on single equalities
- To develop interesting and fun communication and information campaigns
- To invest in complex networking – bringing people together from across the equality, diversity, violence, rights, poverty, political, public and women's sectors

Engender improves women's lives by tackling inequality and addressing gender issues. The organisation makes information about women in Scotland more widely available through research collation and dissemination, develops gendered policy, presses for equal representation of women at all levels of government and in public life, makes the government aware of what women need and want, trains and supports women within their communities to influence decision makers, nurtures emerging women's groups, networks in Scotland and internationally.

Engender's main activities are research collation and dissemination, policy analysis and development, information provision, networking, consulting and training. We involve and update our members through a regular newsletter, events, think tanks and the website. We have established a strong presence in Scotland, the UK and Europe.

The Board of Directors of eight members is Engender's main volunteers. In addition to overseeing the governance of Engender, members represent Scotland on the Joint Council of Women which represents UK on the European Women's Lobby, on the Women's National Convention VAW (violence against women) committee and on a variety of national groups in parliament, the Scottish Executive and the public and voluntary sector.

Engender also has other volunteers who work as the Scottish Women's Budget Group, carry out research and help in the office. Engender values and acknowledges their contribution as primary actors in achieving its objectives.

### **ACHIEVEMENTS AND PERFORMANCE**

The restructuring of Engender is complete, Executive Director, Communications and Policy Leads are now in place.

- We have rebranded with a new logo and shift in the strap line from 'more women, more voices' to 'making equality a reality'.
- We have secured funding from the Scottish Government, Oxfam, EHRC, SCVO and SCVO/ESF.
- We have responded to policy consultations e.g. on rape and sexual offences, economic strategies to tackle poverty, marriage to people from overseas among others.
- We have redesigned our website and increased its usefulness and interactivity, we have developed materials on violence against women as a gender inequality issue, women and poverty and women and the vote, and published 4 newsletters.
- We have renewed and established a wide range of complex partnerships.
- We have worked with a women's coalition on violence against women, with a forum of inequalities organisations on the Discrimination Law Review and the emergence of the EHRC.
- We have continued to represent Scotland on the UKJWG and the UK on the EWL violence against women committee.

## **Engender**

### **Directors' report for the year ended 31 March 2008**

- We have joined up with women's organisations across the UK to forward a Women and the Vote campaign and with women's organisations in Scotland to plan for the celebration of 100 years of suffrage
- We linked up with women's organisations working on political representation form across the UK at the Four Nations Conference in Wales and at national feminist conferences in Manchester and York
- We have also developed a funding proposal for 'women in leadership' with the North and Republic of Ireland
- We continue to participate actively in the Scottish Women's Budget Group We have taken forward partnerships forged under Genderwise [that has now ended] into new project e g poverty/ Oxfam and the GEMs projects
- We are establishing a Women Thinking Equality forum
- We are working with CIVICUS to create Living Library for their World Assembly The Associate pool is now organised and a team are being trained as Gender Equality Mentors 'GEMs' and will be working through projects funded by Oxfam and the Scottish Government
- Engender provided training for the public sector through bespoke courses [e g for West Lothian Council, Glasgow Procurator Fiscals' office, Fife Council, the Scottish Parliament] and through advertised courses [e g Prove it!]
- We have increased out interaction with our members though creating think tanks that they can participate in and by creating interactive space on our web sites

#### **FINANCIAL REVIEW**

The charity had a deficit of £23,175 for the year on its day to day unrestricted funds and a deficit of £13,773 on restricted funds where the grant providers have specified on which resources the funds may be spent The charity's accumulated reserves stand at £25,996 at the balance sheet date

It should be noted that these deficits primarily relate to the monies that were held and managed on behalf of the Scottish Women's Convention and the Scottish Women's Budget group that have now been spent or handed over

#### **Principal funding sources**

The main source of funding for the year has been a grant from the Scottish Executive alongside some small grants There is also unrestricted membership/donation income and a small amount of earned income from training services These monies have enabled Engender to carry out its objectives

#### **Reserves policy**

It is the policy of the Charity to maintain unrestricted funds, which are the free reserves of the Charity, at a level to provide sufficient funds to cover management, administration and support costs The aim is to build up reserves equivalent to three months operating costs

## **Engender**

### **Directors' report for the year ended 31 March 2008**

#### **PLANS FOR FUTURE PERIODS**

Engender has a strategic plan for 2007/12 which aims to

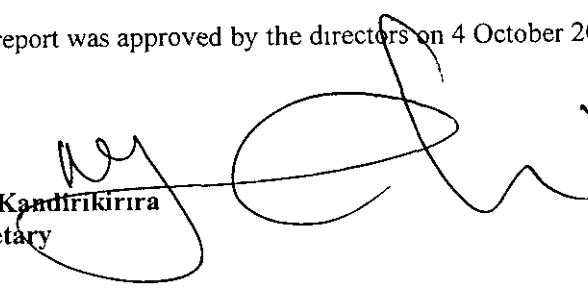
- promote deeper understanding, dialogue and joint action that address the key issues for women in Scotland gender and poverty, violence against women, women's voice in public life and gendered inequalities by
  - improving women's representation and participation in democratic processes
  - developing systematic gendered analysis of social, economic and political policy and using it to promote effective policy responses, appropriate service provision, and an expectation of an inclusive empowering Scotland
  - ensuring effective communication to a range of audiences, of women's issues, gender duties, equalities, human rights and their interrelationships,
  - raising the profile of women and equality issues within public bodies and providing support and training in implementing and evidencing gender and wider equality
  - engaging young people in explorations of equality
  - provide a range of training, research, development, consultancy services and products to empower and build the capacity of women's organisations and women, to support, train and develop public and private agencies to meet their gender and equalities duties
- develop and maintain international links and learning exchanges with women and women's organisations, and utilise UN and EU structures to pursue gender equality,
- build the capacity of Engender to meet the above priorities through improvements to the organizational structure, staffing, governance, and develop social enterprise functions to generate income

#### **Accountants**

The directors recommend that Alexander Sloan, Chartered Accountants, remain in office until further notice

This report has been prepared in accordance with the special provisions of Part VII of the Companies Act 1985 relating to small companies

This report was approved by the directors on 4 October 2008 and signed on their behalf by

  
**Niku Kandirikirira**  
Secretary

## **Engender**

### **Reporting accountants' report to the members on the unaudited financial statements of Engender.**

We report on the financial statements of Engender for the year ended 31 March 2008 which comprise the statement of financial activities, the balance sheet and the related notes. These financial statements have been prepared in accordance with the accounting policies set out therein.

#### **Respective responsibilities of the directors and reporting accountants**

As described in the statement of directors' responsibilities the directors are responsible for the preparation of the financial statements, and they consider that the charitable company is exempt from an audit. It is our responsibility to carry out procedures designed to enable us to report our opinion.

#### **Basis of opinion**

Our work was conducted in accordance with the Statement of Standards for Reporting Accountants, and so our procedures consisted of comparing the financial statements with the accounting records kept by the charitable company and making such limited enquiries of the officers of the charitable company as we considered necessary for the purposes of this report. These procedures provide only the assurance expressed in our opinion.

#### **Opinion**

In our opinion:

- i the financial statements are in agreement with the accounting records kept by the charitable company under Section 271 of the Companies Act 1985
- ii having regard only to, and on the basis of, the information in those accounting records:
  - a those financial statements have been drawn up in a manner consistent with the provisions of the Act as specified in Section 249C(6), so far as applicable to the charitable company,
  - b the charitable company satisfied the requirements of Section 249A(4), for the financial year in question, and did not fall within Section 249B(1)(a) to (f) at any time within that financial year



**Alexander Sloan**  
**Chartered Accountants**

**1 Atholl Place**  
**Edinburgh**

**4 October 2008**

**EH3 8HP**



**Engender**

**Statement of financial activities**  
**(Incorporating income and expenditure account)**

**for the year ended 31 March 2008**

	Notes	Unrestricted funds £	Designated funds £	Restricted funds £	2008 Total £	2007 Total £
<b>Incoming resources</b>						
<b>Incoming resources from generated funds</b>						
Voluntary income	2	29,905		84,500	114,405	93,896
Investment income		1,814			1,814	1,048
<b>Incoming resources from charitable activities</b>						
	3	13,005		10,319	23,324	185,930
<b>Total incoming resources</b>		<u>44,724</u>		<u>94,819</u>	<u>139,543</u>	<u>280,874</u>
<b>Resources expended</b>						
<b>Costs of generating funds</b>						
Costs of generating voluntary income	4			(5,672)	(5,672)	(4,015)
<b>Charitable activities</b>	5	(68,709)		(97,381)	(166,090)	(260,487)
<b>Governance costs</b>	6	(4,729)			(4,729)	(6,228)
<b>Total resources expended</b>		<u>(73,438)</u>		<u>(103,053)</u>	<u>(176,491)</u>	<u>(270,730)</u>
<b>Net (outgoing)/incoming resources before transfers</b>						
		(28,714)		(8,234)	(36,948)	10,144
Gross transfers between funds		5,539		(5,539)		
<b>Net movement in funds</b>		<u>(23,175)</u>		<u>(13,773)</u>	<u>(36,948)</u>	<u>10,144</u>
<b>Reconciliation of funds</b>						
Total funds brought forward		44,596	1,509	16,839	62,944	52,800
<b>Total funds carried forward</b>		<u>21,421</u>	<u>1,509</u>	<u>3,066</u>	<u>25,996</u>	<u>62,944</u>

The statement of financial activities includes all gains and losses in the year. All incoming resources and resources expended derive from continuing activities.

The notes on pages 11 to 19 form an integral part of these financial statements

**Engender**  
**Balance sheet**  
**as at 31 March 2008**

		2008		2007	
	Notes	£	£	£	£
<b>Fixed assets</b>					
Tangible assets	11		1,626		3,188
<b>Current assets</b>					
Debtors	12	20,539		7,823	
Cash at bank and in hand		12,961		69,732	
		<u>33,500</u>		<u>77,555</u>	
<b>Creditors' amounts falling due within one year</b>	13	<u>(9,130)</u>		<u>(17,799)</u>	
<b>Net current assets</b>			24,370		59,756
<b>Net assets</b>			<u>25,996</u>		<u>62,944</u>
<b>Funds</b>					
Unrestricted funds	15		21,421		44,596
Designated funds	16		1,509		1,509
Restricted funds	17		<u>3,066</u>		<u>16,839</u>
			<u>25,996</u>		<u>62,944</u>

The directors' statements required by Section 249B(4) are shown on the following page which forms part of this Balance Sheet

The notes on pages 11 to 19 form an integral part of these financial statements.

**Engender**

**Balance sheet (continued)**

**Directors' statements required by Section 249B(4)  
for the year ended 31 March 2008**

In approving these financial statements as directors of the company we hereby confirm

(a) that for the year stated above the company was entitled to the exemption conferred by Section 249A(1) of the Companies Act 1985 ,

(b) that no notice has been deposited at the registered office of the company pursuant to Section 249B(2) requesting that an audit be conducted for the year ended 31 March 2008 and

(c) that we acknowledge our responsibilities for

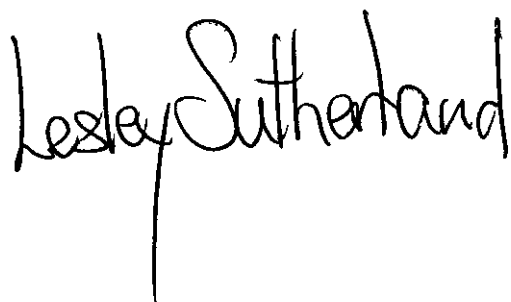
(1) ensuring that the company keeps accounting records which comply with Section 221 and

(2) preparing financial statements which give a true and fair view of the state of affairs of the company as at the end of the financial year and of its profit or loss for the year then ended in accordance with the requirements of Section 226 and which otherwise comply with the provisions of the Companies Act relating to financial statements, so far as applicable to the company

These financial statements are prepared in accordance with the special provisions of Part VII of the Companies Act 1985 relating to small companies

The financial statements were approved by the Board on 4 October 2008 and signed on its behalf by

**Lesley Sutherland**  
**Director**



**Kath Davies**  
**Director**



**The notes on pages 11 to 19 form an integral part of these financial statements**

## **Engender**

### **Notes to the financial statements for the year ended 31 March 2008**

#### **1. Accounting policies**

##### **1.1 Accounting convention**

The financial statements are prepared under the historical cost convention and in accordance with the Statement of Recommended Practice Accounting and Reporting by Charities (SORP 2005) issued in March 2005, applicable accounting standards and the Companies Act 1985. The principal accounting policies adopted in the preparation of the financial statements are set out below.

The charity has taken advantage of the exemption in FRS1 from the requirement to produce a cashflow statement because it is a small charity.

##### **1.2 Incoming resources**

Donations, legacies and similar incoming resources are included in the year in which they are receivable, which is when the charity becomes entitled to the resource.

Grants, including grants for the purchase of fixed assets, are recognised in full in the Statement of Financial Activities in the year in which they are receivable.

Income from investments is included in the year in which it is receivable.

##### **1.3 Resources expended**

All expenditure is included on an accruals basis and is recognised when there is a legal or constructive obligation to pay for expenditure. All costs have been directly attributed to one of the functional categories of resources expended on the SOFA. The Charity is not registered for V A T and accordingly expenditure is shown gross of irrecoverable V A T.

Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.

Costs of generating funds are those costs incurred in attracting voluntary income, and those incurred in trading activities that raise funds.

Governance costs include those incurred in the governance of the charity and its assets and are primarily associated with constitutional and statutory requirements.

##### **1.4 Activity based reporting**

The directors are of the opinion that the charity has a single activity and there is no merit in providing further analysis within the notes to the accounts.

## Engender

### Notes to the financial statements for the year ended 31 March 2008

#### 1.5. Tangible fixed assets and depreciation

Fixed assets (excluding investments) are stated at cost less accumulated depreciation. The costs of minor additions under £500 are not capitalised.

Depreciation is provided at rates calculated to write off the cost less residual value of each asset over its expected useful life, as follows:

Fixtures, fittings and equipment	25% reducing balance
Computer equipment	33% straight line

#### 1.6 Pensions

The pension costs charged in the financial statements represent the contribution payable by the charity during the year.

#### 2. Voluntary income

	2008	2007
	£	£
Donations	663	386
Scottish Executive Development	84,500	89,783
Scottish Council for Voluntary Organisations grant	25,000	
Membership income	4,242	3,727
	<u>114,405</u>	<u>93,896</u>

# Engender

## Notes to the financial statements for the year ended 31 March 2008

### 3. Incoming resources from charitable activities

	2008	2007
	£	£
Oxfam GB Fund		1,000
List Family Foundation		3,000
Genderwise	10,319	13,532
Commissioned work	12,830	5,686
Engender consultancy	175	200
Edinburgh Dialogues		54
Event sponsorship		15,650
Scottish Executive reimbursed expenses		15,979
Communities Scotland		2,685
Scottish Executive Scottish Women's Convention		128,144
	<u>23,324</u>	<u>185,930</u>

### 4 Costs of generating voluntary income

	2008	2007
	£	£
Wages and salaries	5,112	3,572
Employer's NI contributions	372	283
Staff pension costs	188	160
	<u>5,672</u>	<u>4,015</u>

### 5 Costs of charitable activities

	2008	2007
	£	£
Staff costs	83,172	139,477
Premises costs	14,309	18,300
Running costs	38,820	72,383
Motor and travel costs	2,940	8,828
Legal and professional fees	20,605	14,430
Accountancy fees	4,466	4,050
Interest and finance charges	216	365
Depreciation	1,562	2,654
	<u>166,090</u>	<u>260,487</u>

# Engender

## Notes to the financial statements for the year ended 31 March 2008

### 6 Governance costs

	2008 £	2007 £
Accountancy	2,698	
Audit		3,305
Committee expenses	2,031	2,923
	<u>4,729</u>	<u>6,228</u>

### 7. Net (resources expended)/incoming resources for the year

	2008 £	2007 £
Net (resources expended)/incoming resources is stated after charging		
Depreciation and other amounts written off tangible assets	1,562	2,654
Auditors' remuneration		3,305
	<u></u>	<u></u>

### 8 Employees

#### Number of employees

The average monthly numbers of employees  
(including the directors) during the year were

	2008 Number	2007 Number
Average number of employees	<u>4</u>	<u>9</u>

#### Employment costs

	2008 £	2007 £
Wages and salaries	80,393	128,463
Social security costs	5,769	10,824
Other pension costs	2,682	4,205
	<u>88,844</u>	<u>143,492</u>

No employee received emoluments of more than £60,000

### 9 Directors' emoluments

No remuneration was paid to the directors in the year. The total of committee expenses reimbursed or incurred on the activities of the charity was £545 (2007: £1,143) for travel and other expenses.

## Engender

### Notes to the financial statements for the year ended 31 March 2008

#### 10. Pension costs

The company operates a defined contribution pension scheme. The scheme and its assets are held by independent managers. The pension charge represents contributions due from the company and amounted to £2,682 (2007 £4,205).

#### 11. Tangible fixed assets

	Fixtures, fittings and equipment £	Computer equipment £	Total £
<b>Cost</b>			
At 1 April 2007	410	13,321	13,731
At 31 March 2008	410	13,321	13,731
<b>Depreciation</b>			
At 1 April 2007	280	10,263	10,543
Charge for the year	33	1,529	1,562
At 31 March 2008	313	11,792	12,105
<b>Net book values</b>			
At 31 March 2008	97	1,529	1,626
At 31 March 2007	130	3,058	3,188

#### 12. Debtors

	2008 £	2007 £
Trade debtors	18,428	7,823
Prepayments and accrued income	2,111	
	20,539	7,823



# Engender

## Notes to the financial statements for the year ended 31 March 2008

### 13. Creditors amounts falling due within one year

	2008 £	2007 £
Trade creditors	4,075	10,704
Other taxes and social security costs	2,261	3,228
Other creditors	156	35
Accruals and deferred income	2,638	3,832
	<u>9,130</u>	<u>17,799</u>

### 14 Analysis of net assets between funds

	Unrestricted funds £	Designated funds £	Restricted funds £	Total funds £
Fund balances at 31 March 2008 as represented by				
Tangible fixed assets	653		973	1,626
Current assets	20,768	1,509	11,223	33,500
Current liabilities			(9,130)	(9,130)
	<u>21,421</u>	<u>1,509</u>	<u>3,066</u>	<u>25,996</u>

15 Unrestricted funds	1 Apr '07 £	Incoming £	Outgoing £	Transfers £	31 Mar '08 £
General fund	44,596	44,724	(73,438)	5,539	21,421
	<u>44,596</u>	<u>44,724</u>	<u>(73,438)</u>	<u>5,539</u>	<u>21,421</u>

### Purposes of unrestricted funds

#### General fund

Unrestricted funds are the free reserves of the Charity. These are maintained at a level to provide sufficient funds to cover management, administration and support costs.

## Engender

### Notes to the financial statements for the year ended 31 March 2008

16. Designated funds	1 Apr '07 £	31 Mar '08 £
Sue Innes Memorial Fund	1,509	1,509
	<u>1,509</u>	<u>1,509</u>

#### Purposes of designated funds

The Sue Innes Fund is a designated fund set up in memory of Sue Innes, who worked for Engender and strived for equality for women during her life. The Fund is held to be used for an activity or event in lasting memory of Sue's contribution. The specific designation of the fund's expenditure is still to be confirmed.

## Engender

### Notes to the financial statements for the year ended 31 March 2008

17	Restricted funds	1 Apr '07	Incoming	Outgoing	Transfers	31 Mar '08
		£	£	£	£	£
	Oxfam GB Fund	11,300		(8,234)		3,066
	Scottish Executive Development Grant		84,500	(84,500)		
	Scottish Executive Scottish Women's Convention Grant	5,539			(5,539)	
	Genderwise		10,319	(10,319)		
		<u>16,839</u>	<u>94,819</u>	<u>(103,053)</u>	<u>(5,539)</u>	<u>3,066</u>

#### Purposes of restricted funds

##### *Oxfam GB Fund*

Oxfam GB have provided grant funding in relation to work carried out by The Scottish Women's Budget Group as agreed with Oxfam GB. The Scottish Women's Budget Group is a self organising group whose aim is to see gender impact analysis embedded within the Scottish public expenditure process.

##### *Scottish Executive Development Grant*

Scottish Executive Development is a restricted fund used to finance the salary cost of a development officer and dedicated administrators who will facilitate strong and effective consultation mechanisms between organisations working on women's issues and relevant Scottish Executive Departments, the Scottish Parliament and non governmental organisations.

##### *Scottish Executive Scottish Women's Convention Grant*

Scottish Executive Scottish Women's Convention is a restricted fund for the operation and management of the Scottish Women's Convention including the employment of two and a half full time equivalent members of staff.

The Scottish Women's Convention will be operated by a separately constituted charity, The Scottish Women's Convention, from 1 April 2007. The balance of funds of £5,539 included within Restricted Funds will be transferred across to the SWC on finalisation of agreements.

##### *Genderwise*

Genderwise is the name of a European Social Fund Equal Programme Development Partnership, being led by Glasgow Caledonian University. Engender is a member of the partnership and working with South Lanarkshire Council and Oxfam in a project entitled South Lanarkshire and Regeneration. The ESF funding is being matched by a grant from South Lanarkshire Council and in kind match funding from Engender.

## Engender

### Notes to the financial statements for the year ended 31 March 2008

#### 18 Financial commitments

At 31 March 2008 the company had annual commitments under non cancellable operating leases as follows

	2008	2007
	£	£
<b>Expiry date.</b>		
In over five years	11,508	