

Engender  
(A company limited by guarantee)

Report and financial statements  
Year ended 31 March 2012

Charity no. : SC029053  
Company no. : SC286639



Engender  
Financial statements for the year ended 31 March 2012

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## Legal and administrative information

Company registration number	SC286639
Charity registration number	SC029053
Registered office	1a Haddington Place EDINBURGH EH7 4AE
Directors	Marsha Scott (Convener) Emma Ritch (Vice-Convener and Company Secretary) Wendy Davies (Treasurer) Hazel Smith (resigned 24 March 2012) Kath Davies Lesley Sutherland Kirstein Rummery Kelley Temple (appointed 1 February 2012) Stacey Devine (appointed 1 July 2012) Nina Murray (appointed 19 May 2012) Emily Thomson (appointed 19 May 2012)
Secretary	Emma Ritch
Independent Examiner	Anne Dobson Chartered Accountant Greenbank Accountants 134 Comiston Road EDINBURGH EH10 5QN

## Report of the directors

The directors present their report together with the financial statements for the year ended 31 March 2012.

The directors of the charitable company are its trustees for the purposes 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 3.

### STRUCTURE, GOVERNANCE AND MANAGEMENT

#### Governing document

Engender is a company limited by guarantee (number SC286639) and a registered charity (number SC029053) 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 (provided 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) as 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 provides delegated leadership of the organisation as it operates as a company.

There are six full meetings each year. There is also an annual strategic review away-day to review organizational direction.

## Report of the directors (continued)

### STRUCTURE, GOVERNANCE AND MANAGEMENT (continued)

#### Risk management

The main risks facing the charity are as follows:

- i) The financial crisis and consequential public sector cuts will impact on the voluntary sector's access to government funding. However, this context means that our work to embed our policy work in women's lived experience and promote gendered policy is even more valuable.
- ii) The focus on fiscal stimulus and growth in the context of a gender inequality is likely to result in actions that undermine women's economic, social and cultural rights and will therefore require Engender to engage more actively in ensuring that women understand that they have recourse in international human, economic, social and cultural rights instruments and public bodies are held to account. Such work is quite difficult to fund.
- iii) Funders will be looking for projects that support individuals rather than work on systemic change.
- iv) The cost of holding events and face to face work is likely to become prohibitive.
- v) Many organisations such as Engender that charge membership fees are finding that members may decide to leave them to save money.

Systems in place to manage the identified risks:

- i) Engender is profiling itself as an organisation that can make the links between the women on the ground who are experiencing the gendered impacts of the financial crisis and policy makers and practitioners who can make a difference. Engender has been acknowledged by the Scottish Government as an intermediary organisation which has secured core funding until March 2015
- ii) Engender will work to embed its policy work in women's lived experience and to ensure that their concerns are heard in Scotland, the UK, in the EU and at the UN. This will increase our profile and reassure funders that our work matters.
- iii) Engender will seek to develop partnerships that will lead to joint funded programmes in the future.
- iv) Engender will invest in the development of its website, social marketing and social media presence to reach more people at a lower cost.
- v) Whilst Engender does not rely on membership fees they are a steady, albeit limited, source of unrestricted income. We will seek to increase our membership and ask for contributions rather than membership fees.

### 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.

## Report of the directors (continued)

### OBJECTIVES AND ACTIVITIES (continued)

The aims and objectives of the organisation are:

- To advance the awareness of the general public, public bodies and private sectors of the relative position of women and men in Scotland and the obligations and opportunities in national and international equalities and human rights instruments;
- 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 response to, poverty among women and their families and of men's violence against women.

#### The focus of work for 2011-12

##### With Scottish Government funding

- Work with women in communities of interest (e.g. women that are - poor, carers, BME, disabled, single mothers, with mental health problems, survivors of violence, transgender or concerned about a specific policy decision etc) to evidence and demonstrate the impact of public bodies' gender neutral and gender blind policy and practice on their lives and use equalities legislation to engage with policy makers to lever positive change.
- Bring the Equality Act 2010, ICESCR and CEDAW to life as meaningful tools in achieving women's equality in Scotland - by making people aware of them and their potential, by supporting public bodies to implement them, by supporting women to engage with the accountability mechanisms at Scottish, UK, EU and UN levels, and by using these policy tools to inform analysis and feedback in policy consultations.

##### With EHRC funding

- Support two groups of women (Communities of Interest (COIs)) facing disadvantage in accessing appropriate public services due to their gender or gendered inequality.
- Continue to support the three communities-of-interest from 2009-10 (i.e. women carers of disabled children, women with diverse communication support needs and transgender women) to develop in ways that suit their purpose and different needs for sustainability (e.g. as organisations, constituted groups, social movements), paying particular attention to accountability.
- Ground Engender's policy work by holding bi monthly 'Inspiring Women' meetings to reflect on the work and progress of the COIs in the context of the Local Government Concordat, Single Outcome Agreements, and national and international policy in order to generate learning that can be applied to Engender's policy work and shared as case studies.

##### With Esmee Fairbairn funding

- Work to make people in Scotland more aware of gender inequality and its relationship to poverty, violence and well being so that they take action to address the causes not only deal with the consequences.
- Develop the 'Eye of the Beholder' campaign to open up a public debate around the impact of the sexualisation.

## Report of the directors (continued)

### OBJECTIVES AND ACTIVITIES (continued)

In 2011 – 2012 Engender received funding from the Scottish Government's Equality Unit (managed by the Voluntary Action Fund), the Equality and Human Rights Commission, Interreg IVA and the Esmée Fairbairn Foundation to deliver projects that would:

- Make people in Scotland more aware of gender inequality and its relationship to poverty, violence and well-being so that they can take action to address the causes and not only deal with the consequences.
- Increase the level of understanding about gender equality amongst women and decision makers.
- Increase the participation of women in political and public life, in particular rural women.
- Support women facing disadvantage to come together in communities of interest in order develop campaigns to challenge public bodies.
- Raise awareness of the opportunities presented by national and international equalities and human rights instruments.

### ACHIEVEMENTS AND PERFORMANCE 2011-12

In 2011 – 2012 Engender received funding from the Scottish Government's Equality Unit, the Equality and Human Rights Commission, the Esmée Fairbairn Foundation and Interreg IVA to support their work with women in communities of interest to evidence the impact of public bodies' policy and practice on their lives and engaged with policy makers to lever positive change. This funding also enabled Engender to raise awareness of equalities legislation and support women to hold public bodies to account by implementing them. Key activities and work during the year included:

#### Political representation

Engender continues to work to increase the level of women's representation in political and public life. A number of activities to further this work took place in 2011 / 2012:

- On 8th June 2011 Engender held an Inspiring Women event 'Is it Time for Quotas?' in response to concerns regarding the under-representation of women in the Scottish Parliament and the fall in the number of female candidates in the 2011 election. This was then followed up by the publication of a position paper 'Quotas in the Scottish Parliament' and the organization of an event at the Festival of Politics on 25th August to discuss the issue of women's under-representation in the Scottish Parliament. The background to this is, of our 129 MSPs, only 45 are women, which is an increase on the 43 women who were elected in 2007, but is down from a high of 51 in 2003. The numbers conceal a worrying trend - there were fewer women candidates in 2011 and for the first time more women were elected from regional lists than from the constituency seats. Meanwhile, using equality measures in candidate selection processes is voluntary. 'Is it time for compulsory quotas in order to achieve gender balance in our political representation?' was chaired by Dr Fiona Mackay, a political scientist at the University of Edinburgh, she was joined by panelists Nan Sloane, who is the director of the Centre for Women & Democracy, Sarah Boyack MSP, who is a member for the Lothian region, Clare Adamson MSP, who is a member for Central Scotland, and Liberal Democrat candidate, Katy Gordon.

## Report of the directors (continued)

### ACHIEVEMENTS AND PERFORMANCE 2011-12 (continued)

- Engender will be participating in a seminar 'No Half Measures', discussing strategies to shift the power balance in politics.
- Dr Fiona Mackay made the key note speak at the Women into Public Life conference in Donegal and engaged with academics and practitioners from the Republic of Ireland and Northern Ireland.
- Members of Engender attended the Inaugural Annual Chrystal Macmillan Lecture. The lecture compared women's political representation around the world and what mechanism had been used to successfully bring about increases. At the dinner following the lecture the discussion centered on what more Edinburgh University could bring to the women in politics agenda and to build constructive links between academia and politicians.
- Engender facilitated the meetings of Lothian Women's Labour Forum and provided input on how to increase the diversity of party candidates.
- Engender were invited to make a presentation to the Green Party's Women's Committee on Gender, Welfare Reform and Economic Justice and to facilitate a discussion on women's solidarity across political parties.
- Engender presented on the need for a gendered analysis at the 'Changin' Scotland' conference in Ullapool.
- Engender continues to be represented on the Cross Party Working Group on Men's Violence Against Women and Children.
- Women in Scotland 'The Big Picture' featured two workshops focusing on political representation; 'Political and Public Life' and 'Temporary Special Measures' and sought to identify three key issues to be identified for Engender's shadow CEDAW report.
- The Women into Public Life project was suspended in October due to changes to the SEUPB agreement with Engender. New delivery mechanisms were negotiated and the project will focus continue to train and mentor women to participate in local, national and international forums where they can develop networks, acquire knowledge about process and subsequently take an active role in public life. Activities will include delivering a report on women's position in Scotland to the UN as part of the Universal Periodic Review of the UK's progress towards fulfilling its obligations under the Universal Declaration of Human Rights and meeting with the UN UPR committee. The women will then disseminate their learning through social media and organise a meeting in Argyle and Bute. The women will also have an opportunity to engage with the European Women's Lobby at their AGM in May.

### Welfare reform

In response to concerns regarding the proposed changes to the welfare system and the negative impact that they will have on Scottish women Engender produced a background paper 'Multiple Jeopardy: The impacts of the UK Government's proposed welfare reforms on women in Scotland' which evidenced that women in Scotland will be disproportionately disadvantaged. (A briefing paper of the same title was also produced). Multiple Jeopardy was widely distributed and Engender had positive feedback from MSPs, government officials and representatives from numerous organisations who have found the information useful. We presented the analysis contained in the paper at the Scottish Homelessness and Employment Network's annual forum. Engender will continue to comment on the Welfare Reform Bill as it progresses and will begin to identify ways that the impacts can be mitigated for Scottish women.



## Report of the directors (continued)

### ACHIEVEMENTS AND PERFORMANCE 2011-12 (continued)

#### Work with communities of interest

**Asylum:** Engender has continued to support Umoja Inc and through participatory research the group identified a key problem regarding communication with the UK Border Agency. They identified a lack of understanding among UKBA staff of their culture and of the context of their home countries. They concluded that because the lawyers and UKBA do not understand the power of the patriarchy in Africa, the manifestations of sexism they face (e.g. FGM, forced marriage, dowry and domestic abuse complications, male 'ownership' of women and children) or the blurring of boundaries between the state, traditional structures, family / clan and religion (relationships between patriarchal hegemonies) that they didn't understand that women are often unprotected by the state regardless of legislative provision for protection. They further concluded that the UKBA and lawyers should be supported in their analysis and decision-making by gender experts that understand the context of their country of origin. A summary of the research and analysis was presented at a Scottish Refugee Council conference on Nov 3<sup>rd</sup> 2011. This resulted in a request to publish the research in the Asylum Aid journal and for the presentation to be made to senior UKBA staff. Engender will continue to work with Umoja and pursue the issues identified in their research.

**Child Poverty:** A community of interest group from a disadvantaged area of Glasgow has been developed. Although the women in the group prefer not to define themselves as poor, they all live on very low incomes in a disadvantaged area. They are a mix of single mothers, pensioners, disabled women and women with mental health issues. This group has been reflecting on the challenges they face in making ends meet and their concerns regarding the impact of the welfare reforms. They have started a participatory research project using Photovoice to illustrate the impact of the welfare reforms on their lives as they experience it, particularly the shift from weekly to monthly benefit payments as it is implemented. They have established a baseline by taking pictures of their food cupboards and / or fridges over the period of a month to capture visually the ebb and flow of income. They will repeat this exercise quarterly over the year and then collate the pictures into a flipbook. They will be supported to develop short narratives to articulate the impact of the reforms and present this to other women to stimulate discussion and reflection. Engender will use this learning to engage with policy makers to lever change where it is needed and the women will be encouraged to participate where they feel comfortable to do so. As a result of these women's concerns Engender undertook an analysis of welfare reforms and how they might impact on women.

Engender was represented at a seminar sponsored by SCCYP 'What can children's rights learn from human rights?' At this, Engender highlighted the issue of the intersection of women's and children's rights.

**Care:** Engender continues to offer support to Oakland's Parents Council as they address to the challenges that they face as parents of severely disabled children. Their current focus is highlighting the need to maintain if not increase the level of therapy support offered to the children at Oakland's School.

The Inverness carers group completed their information booklet 'Preparing to Care: Woman to Woman'. The booklet identifies a number of key issues that are particularly relevant to women. The women involved in writing the booklet wanted let other women have information that they feel would have benefited from themselves. The leaflet was launched at Raigmore Hospital in Inverness on 20<sup>th</sup> March.

## Report of the directors (continued)

### ACHIEVEMENTS AND PERFORMANCE 2011-12 (continued)

**Transgender:** The Women Thinking Trans Issues group continues to meet with staff from Engender on a regular basis. The group conducted a piece of research and published a report of their findings entitled 'Women Thinking Trans Issues - A Report on Findings of Participatory Action Research on the Inequality of Access to NHS Services by Trans Women'. The group circulated the report to politicians, health boards and voluntary organizations and has had requests for additional copies. They also received a written response from NHS Greater Glasgow.

The group then presented their report at a launch held at the Royal College of Physicians on June 29<sup>th</sup>. The event was attended by 19 professionals from NHS and voluntary organisations and Alistair Pringle – Head of Patient Focus, Equalities in the Directorate of Healthcare Policy, Strategy, Scottish Government Health Directorates spoke at the event.

Engender has continued to work with the Women Thinking Trans Issues group and supported them to disseminate and follow-up their research. The main development though has been to work with group to develop a broader inclusion of trans gender women in feminist and women's organisations and considering what work needs to be undertaken to achieve this.

**Rural:** In October the Women into Public Life project developed a drama production to stimulate debate about living in Argyll and to feed back the responses to the local community planning meeting.

#### Roundtables

National roundtable discussions were held to discuss the issues identified by the communities of interest:

**Transgender and Feminism:** This event was held in Perth on 6<sup>th</sup> Oct and looked at a range of issues such as: the impact of gender roles, experiences of discrimination and disadvantage and the scope for transgender women to engage in feminist and women's groups. Points of action that were identified for Engender included the need to promote Engender as an inclusive organisation that welcomes all women as members and to support other women's organizations to promote equality for trans women.

**The Care Economy:** Stirling was the venue for this discussion and was well-attended by a mix of carers, people with disabilities, professionals and academics. Following a presentation on the different policy approaches to care there was a wide-ranging discussion covering concerns about the current system for providing care, welfare reform and kinship carers. There was also a discussion about the particularly gendered nature of care and the role of women in the formal and informal care sectors. As a result of the discussion a number of points of action for Engender were identified. These included the need to use equalities legislation to challenge reduction in services that impact on carers and the need to work in partnership with carers' and disability organizations to highlight the gendered nature of caring.

**Gendering the Child Poverty Debate:** The key aim of this discussion that was held in Edinburgh on 16<sup>th</sup> Nov was to highlight the importance of addressing women's poverty in order to tackle child poverty. There was a lively discussion that covered a wide variety of issues such as the scope of current equalities legislation to lever change, concerns regarding proposed changes to welfare benefits exacerbating poverty for women and children and cultural attitudes towards poverty. The outcome of the discussion was that Engender was able to identify priority areas of work which included joining agendas with other organizations to tackle child poverty, providing a gendered analysis of child poverty for other organizations, analyzing poverty strategies and reporting from a gendered perspective.

## Report of the directors (continued)

### ACHIEVEMENTS AND PERFORMANCE 2011-12 (continued)

**Gendering the Asylum Process:** A roundtable discussion was held in Glasgow on 7<sup>th</sup> Dec to consider the findings from the research that Engender had undertaken with Umoja Inc (a group of asylum seeking lone mothers). The research identified systematic discrimination and persecution on the basis of gender in women's countries of origin and the deficiencies in state structures to protect them from harm. It also identified that this was not being recognized as grounds for seeking asylum in the UK, leaving women vulnerable to further abuse and persecution. In particular it was noticed that the women experienced their relationship with the UKBA as a continuation of the coercive control of they were trying to escape from. The presentation of the research findings generated an in-depth discussion of the relevant issues and covered a wide range of subjects.

#### Sexualisation of Young People

Engender's 'Eye of the Beholder' project will culminate in an event held at the Scottish Parliament. The young people who have been working on a dramatization of their views regarding the sexualisation of young people in the media will present their piece to the Equalities Committee on Tuesday 4<sup>th</sup> October 2011. The performance will be recorded on DVD and will be used to inform future discussion and debate on this issue. A meeting to discuss how to take this work forward in Scotland has been arranged with the Women's Support Project and Zero Tolerance.

The organizations visibility and profile has been increased as a result of the above activity and we have been approached by other c-o-i organizations interested in working with Engender. These include One Parent Families Scotland and Pilton Health Project. We will continue to develop our work with communities of interest from diverse backgrounds.

#### Hate crime

Engender held a Hate Crime seminar for West Lothian Council's CWGE that introduced them to the legislative context of The 'Offences Aggravated by Prejudice (Scotland) Act 2009' and featured a discussion about why misogyny was not included. The Offensive Behaviour at football and Threatening Communications Bill' was also examined and what is and is not covered was considered. The group explored how hate and hate crime does not come out of an individual pathology but is socially constructed. They realised that the legislation acknowledged systematic discrimination and identified forms of hate crime. They also considered which groups may be particularly vulnerable to hate crime and issues of under-reporting and collusion. There was also a discussion around systematic discrimination and the systems and norms that feed hate. The conclusion was that the council needed to consider what this means for them in terms of prevention, protection and prosecution. Engender facilitated a workshop on 'The right to decent work' at the Fairness, Justice and Human Rights Conference: (21st and 22nd Oct 2011 in London which was very well received. This enabled us to develop our networks with people working on economic, cultural and social rights across the UK

## Report of the directors (continued)

### ACHIEVEMENTS AND PERFORMANCE 2011-12 (continued)

#### Inspiring Women

Engender regularly holds discussion events for members and interested individuals to examine key areas of work. This provides an opportunity for Engender to share its understanding and experiences and to learn from others in order to influence future work.

On 8<sup>th</sup> June there was an Inspiring Women event on 'Is it Time for Quotas?' This event was then followed up by a debate on 'Has the Time Come for Quotas?' at the Festival of Politics held at the Scottish Parliament on 25<sup>th</sup> August.

On 27<sup>th</sup> July Engender organised an Inspiring Women event entitled 'The Gendered Nature of Poverty and the Discourse around Child Poverty'

A further two Engender Inspiring Women evening events were held. The first focused on the impact of the proposed changes to the welfare system was held on 6<sup>th</sup> Dec and a key note address made by Maggie Kelly Coordinator of the Scottish Coalition on Welfare Reform. There was a useful and informative discussion about the very gendered impacts of the proposed changes. The second was held on the 22<sup>nd</sup> Feb where the key note address was made by Professor Kirstein Rummery on the issues of Gender and Care.

#### International work

##### **CEDAW (Convention on the Elimination of all forms of Discrimination Against Women):**

Engender continues to work to raise awareness of CEDAW and the opportunities that are presented by the upcoming UK review and the use of the Optional Protocol. Following on from information events held in partnership with the EHRC last financial year in Glasgow and Aberdeen, Engender held a CEDAW information event in Inverness. Engender continues to be an active member of the Women's Resource Centre CEDAW working group and is taking responsibility for co-ordinating the Scottish section of the WRC UK shadow report. Engender will be submitting a CEDAW shadow report on specific issues of concern for women in Scotland and preliminary work for this is underway. Engender's animated film about CEDAW was officially launched at Engender's AGM on 21<sup>st</sup> Jan 2012 and has been posted to Engender's You Tube channel and website. The film has been extremely well received and many other organisations (across the world) have posted links to it and distributed it. The CEDAW committee themselves have seen it and are considering translating it into 5 other languages and NAWO in England has approached us to allow it to be used in the English context. Engender have been invited by the CEDAW Committee to show the film at the official celebration of the 30<sup>th</sup> anniversary of CEDAW in the UN, New York in July. The purpose of the film is to introduce CEDAW to women's groups and to organisations working with women and to stimulate discussion about issues that should be contained within Engender's shadow report to CEDAW. Engender has been approached by women who are keen to have their personal experiences inform the report.

In October Engender representatives attended an expert advisory group meeting convened by the Equality and Human Rights Commission which focused on the shadow reporting process and economic justice.

**UPR:** Using our ECOSOC status Engender has been attending the Universal Periodic Review (UPR) stakeholder meetings and actively participating in responding to the Universal Periodic Review of the UNDHR processes hosted by the Scottish Government and Ministry of Justice. We argued the necessity of gendering sections around specific rights, including economic, cultural and social rights. We submitted a response to the committee and coordinated the development of the UKJCW's submission. We have

## Report of the directors (continued)

### ACHIEVEMENTS AND PERFORMANCE 2011-12 (continued)

been invited to meet the committee on 2<sup>nd</sup> April 2012 in Geneva and will participate in the review process itself in July. This allows Engender to raise the concerns of women in Scotland about welfare reform and the economic strategies being used to cope with the financial crisis and their disproportionate impact on women, the need sustainable funding for violence against women services, specifically sexual violence services and reproductive healthcare and rights (specifically the extension of provisions of the 1967 Act to Northern Ireland).

**UKJCW:** Engender continues to be an active member of the UKJCW and provide a secretariat function. In February we participated in a meeting to discuss UK gender architecture with members from the other 3 nations. In March we hosted a meeting of UKCW representatives from the 4 nations in Edinburgh to take discussions about the gender architecture further and to consider the most appropriate way for the UKJCW to progress its mission.

**EWL:** In November Engender co-hosted an online seminar on prostitution and human trafficking with Gender-Based Violence Research Network. There was also a meeting with the Women's Autonomous Centre in Belgrade to share good practice and discuss UN and other mechanisms.

#### Products and campaign materials

To increase awareness of its key areas of work Engender distributed a variety of products:

- We produced post-it notes in advance of the Scottish Government elections to encourage women to use their votes. 'Your services, your jobs, your choices, your vote... use it!'
- As part of the Interreg funded Women into Public Life project Engender produced 250 calendars 'Women in Scotland Facts and Stats 2012' highlighting gender inequality in public and political life. The calendar contains information on women in public and political life, violence against women, women's pay and pensions, childcare and caring and provides a quick reference resource for people working to progress women's equality who need some facts and statistics at their finger tips.
- Bags, umbrellas, bags and postcards to promote CEDAW and to encourage women to become involved in the shadow reporting process. The Conference bag, umbrella and postcard carry the message 'It's raining cuts and hard slogs... Engender can make CEDAW work for you' The back of the post cards describes Engender's participation in the shadow reporting process as an NGO with ECOSOC status.
- One of the outcomes of Engender's work with a community of interest made up of carers in Inverness (wives and partners of men that have suffered from a stroke) was the publication of an information booklet 'Preparing to Care: Woman to Woman'. This is a publication written by women for women to highlight important issues to consider when faced with unexpectedly becoming a carer. The booklet was launched at an event held in Raigmore Hospital in Inverness on 20<sup>th</sup> March 2012.

#### Newsletters/updates/website/social media

- A printed newsletter was distributed in Summer 2011 and this focused on Engender's current work.
- 1200 hard copies of this newsletter were produced and they were widely distributed to members, local authorities, politicians, funders, universities and student associations.

## Report of the directors (continued)

### ACHIEVEMENTS AND PERFORMANCE 2011-12 (continued)

- Over this period 24 e-mail updates were circulated. Members' updates continue to be a platform to encourage members to engage with us as we promote Engender events and opportunities to contribute to our work. They also provide information and links to gender issues currently in the news.
- In May 2011 Engender's Facebook was relaunched in the new 'groups' format and is steadily building up its following. Engender (Scotland) is updated regularly with links to reports, events and news.
- We currently have over 250 followers on Twitter and we tweet regularly in relation to current news, to promote events and provide links to reports.
- The Engender website has been continually updated and is receiving an average of 1,000 visits per month. We are also maintaining a presence on Facebook and Twitter (367 followers). We are about to launch our new buddy press web site that will enable interactive forums and automatic face book and twitter feeds ; As our work to link communities of interest, practitioners, academics and policy makers at local, national, UK, EU and UN levels developed we became increasingly aware of the need to be realistic about the amount of time we have to work face-to-face with groups of women given the limitations of our human resources and more importantly realistic about the time poverty of many of the women that we are working with. Engender therefore requested, and gratefully received, additional funding to develop its digital presence and capacity in using social media in order to facilitate wider and more diverse engagement in responding to evolving economic, social and cultural rights challenges in Scotland. The new web site will create opportunities for women to comment on specific issues, share ideas and respond to consultations and whilst allowing them participate remotely at a time that suits them. We have already experienced the benefits of investing through this area of work through the huge success of 'Women in Scotland, the Big Picture' and through the dissemination of the CEDAW film.

#### Women in Scotland - the Big Picture

Engender's conference on International Women's Day was a great success and was attended by approx 200 people. There were informative presentations from a broad range of speakers covering subjects such as: women and the economy, occupational segregation, women and the criminal justice system and human rights legislation. The discussion groups focusing on specific issues generated a great deal of animated discussion and highlighted issues of particular concern. All the learning from the conference will be used to inform Engender's future work and the shadow CEDAW report. One of the main outcomes from the conference was a call for a women's economic strategy to be adopted by the Scottish Government. This will be followed up in the coming year.

## Report of the directors (continued)

### PLANS FOR FUTURE PERIODS

#### With Scottish Government funding

- Work with women in communities of interest (e.g. women that are - poor, carers, BME, disabled, single mothers, with mental health problems, survivors of violence, transgender or concerned about a specific policy decision etc) to evidence and demonstrate the impact of public bodies' gender neutral and gender blind policy and practice on their lives and use equalities legislation to engage with policy makers to lever positive change.
- Bring the Equality Act 2010, ICESCR and CEDAW to life as meaningful tools in achieving women's equality in Scotland - by making people aware of them and their potential, by supporting public bodies to implement them, by supporting women to engage with the accountability mechanisms at Scottish, UK, EU and UN levels, and by using these policy tools to inform analysis and feedback in policy consultations.

### FINANCIAL REVIEW

The charity had a surplus for the year of £16,614 (restated 2011: deficit of £34,247). The charity's accumulated surplus stands at £2,086 (restated 2011: deficit of £14,528) at the balance sheet date.

Following finalisation of the balance with Interreg, the estimate of income receivable at 31 March 2011 has been adjusted and a loan liability recorded at 31 March 2011. The impact that this has is to reduce the general fund reserve at 1 April 2011 by £33,544 from the balance previously reported.

#### Principal funding sources

The main sources of funding for the year have been grants from the Scottish Government, the EHRC, the Esmée Fairbairn Foundation and the EU's Interreg IVA funding stream. There is also unrestricted membership/donation income. These monies have enabled Engender to carry out its objectives.

#### Reserves policy

The charity does not have free reserves at 31 March 2012. 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 operating costs for three months.

## Report of the directors (continued)

### TRUSTEES' RESPONSIBILITIES FOR THE FINANCIAL STATEMENTS

Company law requires the trustees to prepare financial statements for each financial year which give a true and fair view of financial activities of the charitable company during the year and of the financial position at the end of the year. In preparing those financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable accounting standards and statements of recommended practice have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

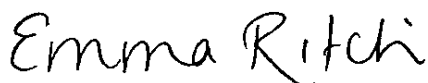
The trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy the financial position of the charitable company and to enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets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

#### Accountant

The directors decided to engage Anne Dobson as the accountant. Since the level of funding did not require a full audit, the accountant was engaged to carry out an Independent Examination.

This report has been prepared in accordance with the Statement of Recommended Practice: Accounting and Reporting by Charities (issued March 2005) and in accordance with the special provisions relating to small companies within Part 15 of the Companies Act 2006.

Approved by the board on 10 November 2012 and signed on its behalf by:



Emma Ritch  
Secretary



## **INDEPENDENT EXAMINER'S REPORT ON THE UNAUDITED ACCOUNTS OF ENGENDER**

I report on the accounts of the charity for the year ended 31 March 2012 which are set out on pages 18 to 26.

### **Respective responsibilities of trustees and examiner**

The charity's trustees are responsible for the preparation of the accounts in accordance with the terms of the Charities and Trustee Investment (Scotland) Act 2005 and the Charities Accounts (Scotland) Regulations 2006.

The charity trustees consider that the audit requirement of Regulation 10(1) (a) to (c) of the Accounts Regulations does not apply. It is my responsibility to examine the accounts as required under section 44(1)(c) of the Act and to state whether particular matters have come to my attention.

### **Basis of independent examiner's statement**

An examination is carried out in accordance with Regulation 11 of the Charities Accounts (Scotland) Regulations 2006. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, and seeking explanations from the trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit, and consequently I do not express an audit opinion on the accounts.

### **Independent examiner's statement**

In the course of my examination, no matter has come to my attention

1. which gives me reasonable cause to believe that in any material respect the requirements:
  - to keep accounting records in accordance with Section 44 (1)(a) of the 2005 Act and Regulation 4 of the 2006 Accounts Regulations, and
  - to prepare accounts which accord with the accounting records and comply with Regulation 8 of the 2006 Accounts Regulations have not been met, or
2. to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.



ANNE DOBSON  
CHARTERED ACCOUNTANT  
GREENBANK ACCOUNTANTS  
EDINBURGH

23 November 2012

Engender  
Financial statements for the year ended 31 March 2012

## Statement of financial activities (incorporating income and expenditure account)

		Unrestricted funds		Restricted funds		Restated
	Note	General funds	Designated funds		2012	2011
		£	£	£	£	£
<b>Incoming resources</b>						
<b>Incoming resources from generated funds</b>						
Voluntary income	2	159,838	-	9,648	169,486	163,906
Investment income		29	-	-	29	378
<b>Incoming resources from charitable activities</b>						
	3	-	-	53,147	53,147	35,505
<b>Total incoming resources</b>		<b>159,867</b>	<b>-</b>	<b>62,795</b>	<b>222,662</b>	<b>199,789</b>
<b>Resources expended</b>						
<b>Costs of generating funds</b>						
Costs of generating voluntary income	4	4,667	-	-	4,667	4,443
Charitable activities	5	171,096	-	27,737	198,833	227,224
Governance costs	6	2,548	-	-	2,548	2,369
<b>Total resources expended</b>		<b>178,311</b>	<b>-</b>	<b>27,737</b>	<b>206,048</b>	<b>234,036</b>
<b>Net income/(expenditure) for the year</b>		<b>(18,444)</b>	<b>-</b>	<b>35,058</b>	<b>16,614</b>	<b>(34,247)</b>
<b>Total funds at 1 April 2011</b>		<b>(16,037)</b>	<b>1,509</b>	<b>-</b>	<b>(14,528)</b>	<b>19,719</b>
<b>Total funds at 31 March 2012</b>	14	<b>(34,481)</b>	<b>1,509</b>	<b>35,058</b>	<b>2,086</b>	<b>(14,528)</b>

The availability of further information regarding the treatment of receipts received and due from Interreg has resulted in the restatement of prior year figures and a cumulative adjustment to reserves at 31 March 2011 of £33,544 as shown in note 13.

The accompanying accounting policies and notes form part of these financial statements.

Engender  
Financial statements for the year ended 31 March 2012

## Balance sheet

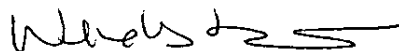
	Note	2012 £	2011 restated £
<b>Fixed assets</b>			
Tangible assets	10	31	41
<b>Current assets</b>			
Debtors	11	13,869	34,067
Cash at bank and in hand		32,296	6,519
		<u>46,165</u>	<u>40,586</u>
<b>Creditors: amounts falling due within one year</b>	12	<u>(44,110)</u>	<u>(55,155)</u>
<b>Net current liabilities</b>		2,055	(14,569)
<b>Net liabilities</b>		<u>2,086</u>	<u>(14,528)</u>
<b>Funds</b>			
Unrestricted funds			
General funds	13	(34,481)	(16,037)
Designated funds	13	1,509	1,509
Restricted reserves	13	35,058	-
		<u>2,086</u>	<u>(14,528)</u>

For the financial year ended 31 March 2012 the charitable company was entitled to exemption from audit under section 477 Companies Act 2006 and no notice has been deposited under section 476.

The directors acknowledge their responsibility for ensuring that the charitable company keeps accounting records which comply with section 386 of the Act, and for preparing accounts which give a true and fair view of the state of affairs of the charitable company as at the end of the financial year and of its profit or loss for the financial year in accordance with the requirements of sections 394 and 395, and which otherwise comply with the requirements of the Act relating to accounts, so far as applicable to the charitable company.

These accounts have been prepared in accordance with the special provisions for small companies within Part 15 of the Companies Act 2006 and with the Financial Reporting Standard for Smaller Entities (effective April 2008).

Approved by the Board of Directors on 10 November 2012 and signed on their behalf by:



Wendy Davies  
Director  
Engender  
SC 286639

The accompanying accounting policies and notes form part of these financial statements.

## Notes to the financial statements

### 1 Accounting policies

#### Basis of preparation

The financial statements have been prepared under the historical cost convention and in accordance with the Financial Reporting Standard for Smaller Entities (effective April 2008) and the Companies Act 2006, and follow the recommendations in the Statement Of Recommended Practice: Accounting by Charities (the SORP) issued in March 2005.

Following a revision of the treatment of receipts received and due from Interreg, the estimate of income receivable has been adjusted and a liability recorded at 31 March 2011. The impact that this has is to reduce the general fund reserve at 1 April 2011 by £33,544 from the balance previously reported.

#### Incoming resources

Income is recognised in the period in which the charity is entitled to receipt and the amount can be measured with reasonable accuracy. Income is deferred only when the charity has to fulfil conditions before becoming entitled to it or where the donor has specified that the income is to be expended in a future period.

#### 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 VAT and accordingly expenditure is shown gross of irrecoverable VAT.

Charitable expenditure comprises those costs incurred by the charity in 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.

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

#### Tangible fixed assets

Tangible fixed assets 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

## Notes to the financial statements

### 1 Accounting policies (continued)

#### Pensions

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

#### Leases

Rentals paid under operating leases are charged to the profit and loss account on a straight line basis over the period of the lease.

#### Fund accounting

Unrestricted funds are donations and other incoming resources received or generated for the objects of the charity without further specified purpose and are available as general funds. If parts of the unrestricted funds are earmarked at the discretion of the trustees for a particular purpose they are designated as a separate fund. Such designation has an administrative purpose only and does not legally restrict the trustees' discretion to apply the fund.

Restricted funds are funds subject to requirements as to their use, but still within the wider objects of the charity. The specific requirements as to use may either be declared by the donor or with the donor's authority, or be created through legal processes.

### 2 Voluntary income

	2012 £	2011 £
Donations	222	884
Scottish Executive	129,648	88,725
Esme Fairbairn grant	-	22,980
EHRC	36,598	47,837
Membership income	2,797	3,480
Other income	221	-
	<u>169,486</u>	<u>163,906</u>

## Notes to the financial statements

### 3 Incoming resources from charitable activities

	2012	2011 Restated
	£	£
Commissioned work	-	556
Interreg IVA	53,147	34,949
	<u>53,147</u>	<u>35,505</u>

### 4 Costs of generating voluntary income

	2012	2011
	£	£
Wages and salaries	3,960	3,749
Employer's NI contributions	449	394
Staff pension costs	258	300
	<u>4,667</u>	<u>4,443</u>

### 5 Charitable activities

	2012	2011
	£	£
Staff costs	92,819	107,849
Premises costs	19,752	16,376
Running costs	79,896	97,228
Motor and travel costs	5,915	4,632
Legal and professional fees	-	638
Interest and finance charges	441	487
Depreciation	10	14
Total	<u>198,833</u>	<u>227,224</u>

## Notes to the financial statements

### 6 Governance costs

	2012 £	2011 £
Accountancy fees	1,350	1,000
Committee expenses	1,198	1,369
	<u>2,548</u>	<u>2,369</u>

### 7 Net outgoing resources

Net outgoing resources are stated after charging:

	2012 £	2011 £
Amounts payable to Independent Examiner/ Reporting Accountant:		
External scrutiny services	750	750
Accountancy services	600	250
Depreciation on owned assets	10	14
	<u>1,360</u>	<u>1,014</u>

### 8 Staff costs

	2012 £	2011 £
Salaries and wages	86,984	98,884
Social security costs	6,952	10,795
Pension costs	3,550	2,613
	<u>97,486</u>	<u>112,292</u>

No staff member earned more than £60,000 (2011: none).

The average number of staff employed during the year was 5 (2011: 4).

The pension costs noted above relate to contributions made by the company in respect of certain employees to a defined contribution scheme.

### 9 Trustees

No remuneration was paid to trustees in their capacity as trustees in the year (2011: £nil).

No trustees were reimbursed expenses in the year to 31 March 2012 (2011: none).

Engender  
Financial statements for the year ended 31 March 2012

## Notes to the financial statements

### 10 Tangible assets

	Fixtures, fittings and equipment £	Computer equipment £	Total £
Cost			
At 1 April 2011 and 31 March 2012	<u>410</u>	<u>13,321</u>	<u>13,731</u>
Depreciation			
At 1 April 2011	369	13,321	13,690
Charge for the year	<u>10</u>	<u>-</u>	<u>10</u>
At 31 March 2012	<u>379</u>	<u>13,321</u>	<u>13,700</u>
Net book value			
At 31 March 2012	<u>31</u>	<u>-</u>	<u>31</u>
At 31 March 2011	<u>41</u>	<u>-</u>	<u>41</u>

### 11 Debtors

	2012 £	2011 Restated £
Trade debtors	35	759
Interreg debtor	7,987	24,617
Other prepayments and accrued income	5,847	8,691
	<u>13,869</u>	<u>34,067</u>

### 12 Creditors: amounts falling due within one year

	2012 £	2011 Restated £
Trade creditors	10,244	26,875
Other taxes and social security costs	2,075	14,036
Accruals and deferred income	31,791	14,244
	<u>44,110</u>	<u>55,155</u>



## Notes to the financial statements

### 13 Movement in funds

	At 1 April 2011 As previously reported £	Prior year adjustment £	At 1 April 2011 Restated £	Incoming resources £	Outgoing resources £	At 31 March 2012 £
<b>Restricted funds</b>						
Scottish Executive Website and Film Grant	-	-	-	9,648	(9,648)	-
Interreg IVA	-	-	-	53,147	(18,089)	35,058
	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>
	-	-	-	62,795	(27,737)	35,058
<b>Unrestricted funds</b>						
Designated funds						
Sue Innes Memorial Fund	1,509	-	1,509	-	-	1,509
General funds	17,507	(33,544)	(16,037)	159,867	(178,311)	(34,481)
	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>
<b>Total funds</b>	<b>19,016</b>	<b>(33,544)</b>	<b>(14,528)</b>	<b>222,662</b>	<b>(206,048)</b>	<b>2,086</b>

#### **Restricted funds**

##### ***Scottish Executive Website and Film Grant***

This funding was received to finance the development of the charity's digital presence and capacity in using social media and marketing and to develop an animated short film around the opportunities in CEDAW.

##### ***Interreg IVA***

The Interreg IVA funding is provided via the SEUPB to the Women into Public Life partnership. The lead partner is Donegal County Council whilst Engender, Second Chance Women's Education Project and Foyle Women's network are the delivery partners. The partnership aims to address the continuing under representation of women in public life in Scotland, Northern Ireland and the Republic of Ireland.

#### **Designated funds**

##### ***Sue Innes Memorial Fund***

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 to fund a section at the Glasgow Women's Library.

Engender  
Financial statements for the year ended 31 March 2012

## Notes to the financial statements

### 14 Analysis of net assets between funds

	General funds	Designated funds	Restricted funds	Total
	£	£	£	£
Tangible fixed assets	31	-	-	31
Current assets	9,598	1,509	35,058	46,165
Current liabilities	(44,110)	-	-	(44,110)
Net assets at 31 March 2012	<u>(34,481)</u>	<u>1,509</u>	<u>35,058</u>	<u>2,086</u>

### 15 Share capital

Engender is a private company limited by guarantee

### 16 Financial commitments

At 31 March 2012 the company had annual commitments under non-cancellable operating leases as follows:

	2012	2011
	£	£
Expiry date:		
In over five years	<u>11,545</u>	<u>11,508</u>