

Engender
(A company limited by guarantee)

Report and financial statements
Year ended 31 March 2018

Charity no. : SC029053
Company no. : SC286639

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Engender
Financial statements for the year ended 31 March 2018

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Report of the directors

The directors present their report together with the financial statements for the year ended 31 March 2018.

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 8.

OBJECTIVES AND ACTIVITIES

Mission

Engender is Scotland's feminist organisation. We have a vision for a Scotland in which women and men have equal opportunities in life, equal access to resources and power, and are equally safe and secure from harm.

We have worked in Scotland for 25 years to advance equality between women and men, producing research, lobbying decision makers and empowering women to campaign for change.

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.

Aims and objectives of the organisation

- 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.

ACHIEVEMENTS AND PERFORMANCE 2017-2018

With funding from the Scottish Government

Gender Matters

Our Gender Matters Roadmap was launched at our Scotland's Feminist Future Conference at the beginning of September 2017, and welcomed in a statement by the Cabinet Minister for Communities, Social Security and Equalities, Angela Constance at the conference. The launch of the roadmap was widely covered in the press, and has been shared with politicians, policymakers, and stakeholder organisations across Scotland.

Report of the directors

ACHIEVEMENTS AND PERFORMANCE 2017-2018 (continued)

Gender Matters Locally

This International Women's Day saw the return of our Making Work Visible campaign, in which we encouraged women across Scotland to join us in live-tweeting their day to highlight all the unpaid and invisible labour done by women. This year, we commissioned ten women to document their day in photographs for our Making Work Visible site.

2018 marks Engender's 25th anniversary, and we will be celebrating throughout the year with a number of special events, including a parliamentary reception in June.

Since the launch of On the Engender, Scotland's feminist policy podcast, we have now released ten episodes of the podcast, including an episode on unpaid care and invisible work to coincide with our Making Work Visible 2018 campaign.

Gender Matters Nationally

A great deal of Engender's work is at a national level, producing policy briefings and influencing and engaging with the Scottish Government and other public bodies to ensure that women's equality remains high on the political agenda.

Engender has produced accessible analysis of gender-related policies, programmes and bills. These have been widely disseminated to Engender members and other stakeholders, including policymakers, elected representatives and intermediary and advocacy organisations. Through this work Engender has identified clear policy asks that would increase women's equality.

Engender has provided responses to a wide variety of consultations undertaken by Scottish Government, Scottish Parliament committees, Scottish public bodies, UK public bodies and UN processes.

Engender is a member of a coalition of equality organisations and this group successfully secured funding from the Scottish Government to improve equal representation in political parties. The outcome of this was the production of an online tool to allow political parties, local branches and community groups to audit barriers to participation and create a bespoke action plan. Engender acts as secretariat for the Equal Representation Group and sits on the 'Representation in Public Life' cluster which is a grouping of organisations working on representation issues funded by VAF.

Engender is represented on the steering group of 'Building Equality', a joint initiative with Scottish Women's Aid and Close the Gap. The project is developing gendered employability practices and a gender assessment tool.

Report of the directors

ACHIEVEMENTS AND PERFORMANCE 2017-2018 (continued)

Gender Matters Internationally

Engender is an active participant of the Scottish National Action Plan on Human Rights, and is participating in discussions around its future development.

Engender is Scotland's representative on the UK Joint Committee on Women, which is the national co-ordination of the UK within the European Women's Lobby. Engender is the UK's representative on the EWL feminist economics working group.

PLANS FOR FUTURE PERIODS

- With funding from the Equality and Human Rights Commission, Engender will undertake consultations with women from across Scotland to gain an understanding of their views on the Convention to Eliminate All forms of Discrimination Against Women (CEDAW) in order to inform a shadow report for the UK's examination by the UN CEDAW Committee. Engender will be co-ordinating a process for all four nations to create a UK shadow report, as well as a Scotland shadow report process.
- With funding from the Tampon Tax Fund, Engender will be launching and disseminating a report on disabled women's experiences of reproductive and parenting services.
- Engender will be celebrating its 25th anniversary with a number of events throughout 2018, including a parliamentary reception in June.
- With funding from the National Lottery Heritage Fund, we will be producing a resource charting and contextualizing Engender's history.
- Continue to develop our work on abortion in Scotland.

FINANCIAL REVIEW

The charity had a surplus for the year of £17,347 (2017: surplus of £38,994). The charity's accumulated surplus stands at £113,037 (2017: surplus of £95,690) at the balance sheet date.

The Charity holds restricted funds of £33,751 (2017: £nil) (for more detailed information see Note 12), designated funds of £509 (2017: £509) in relation to Sue Innes Memorial Fund, and general funds of £78,777 (2017: £95,181).

Principal funding sources

The main funding source for the period was the Scottish Government grant. Other grant income was received from EHRC, Big Lottery, SCVO and ROSA. Income was also received from consultancy work undertaken and donations and memberships.

Report of the directors

ACHIEVEMENTS AND PERFORMANCE 2017-2018 (continued)

Reserves policy

The charity has free reserves of £72,426 at 31 March 2018. These are held at a level to provide sufficient funds to cover management, administration and operating costs (unrestricted charitable activity expenditure) for between three and six months which equates to £65,910 - £131,819. The level of free reserves is consistent with this policy.

Report of the directors

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 Management at an Annual General Meeting shall lodge with Engender a written, signed notice of their willingness to be elected (in such form as the Board of Management set out in Standing Orders).

The Board of Management may at any time co-opt any member, who is willing to so act, as a member of the Board of Management. This may be to fill a vacancy created by any member of the Board of Management vacating office or as an additional member of the Board of Management. Any member so appointed shall retain office only until the next Annual General Meeting, but 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 five full meetings each year. There is also an annual strategic review away-day to review organizational direction.

Risk management

The main risks facing the charity are as follows:

- i) The continued public sector funding cuts will impact on the voluntary sector's access to government funding.
- ii) Funding for gender equality work is not generally a priority for non-governmental funding bodies and so alternative forms of funding can be difficult to access.

Systems in place to manage the identified risks:

- i) Engender has established itself as an organisation that can represent the views and experiences of women's lived experiences and comment effectively on policy and practice from a gendered perspective.
- ii) Engender's profile is steadily increasing and the organisation's contributions are often acknowledged at senior levels.
- iii) Engender works in partnership with other organisations to identify jointly-funded projects.
- iv) Engender will expand on its consultancy work in order to diversify its funding base.
- v) Engender will continue to expand its membership.

Enigender
Financial statements for the year ended 31 March 2018

Report of the directors

REFERENCE AND ADMINISTRATIVE DETAILS

Company registration number	SC286639
Charity registration number	SC029053
Registered and Principal office address	10 Old Tolbooth Wynd EDINBURGH EH8 8EQ
Directors	Nina Murray, Convener Emily Thomson, Vice-Convener Dr Jennifer Bloomfield, Treasurer Pam Duncan-Glancy (Appointed 11 November 2017) Zara Kitson (Appointed 11 November 2017) Lynn Williams (Appointed 11 November 2017) Emma Hutton Maria Pakpahan Lesley Sutherland (Resigned 11 November 2017) Kirstein Rummery (Resigned 11 November 2017) Juliet Swann (Resigned 11 November 2017) Talat Yaqoob Catla McCormack Malseed Suzanne McLaughlin Susan Rae
Secretary	Dr Jennifer Bloomfield
Key management personnel	Emma Ritch (Executive Director)
Independent Examiner	Anne Dobson Chartered Accountant Greenbank Accountants 6c Canaan Lane EDINBURGH EH10 4SY

Report of the directors

TRUSTEES' RESPONSIBILITIES FOR THE FINANCIAL STATEMENTS

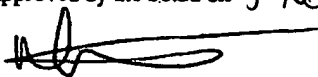
Company law requires the trustees to prepare financial statements for each financial year which give a true and fair view of financial activities of the charitable company during the year and of the financial position at the end of the year. In preparing those financial statements, the trustees are required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

This report has been prepared in accordance with the 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) and in accordance with the special provisions relating to small companies within Part 15 of the Companies Act 2006.

Approved by the board on 5 Nov 2018 and signed on its behalf by:



Nina Murray
Director

INDEPENDENT EXAMINER'S REPORT ON THE UNAUDITED ACCOUNTS OF ENGENDER

I report on the accounts of the charity for the year ended 31 March 2018 which are set out on pages 11 to 21.

Respective responsibilities of trustees and examiner

The charity's trustees (who are also the directors of the company for the purposes of company law) 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 2006 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 2006 Accounts Regulations. 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 view given by 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 Regulationshave 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

28 November 2018

Engender
Financial statements for the year ended 31 March 2018

Statement of financial activities (incorporating income and expenditure account)

		Unrestricted funds		Restricted funds	2018	2017
	Note	General funds	Designated funds			
		£	£	£	£	£
Income from:						
Donations and legacies	2	247,097	-	88,259	335,356	221,676
Charitable activities	3	6,784	-	-	6,784	24,506
Investments		-	-	-	-	125
Total Income		253,881	-	88,259	342,140	246,307
Expenditure on:						
Raising funds	4	6,647	-	-	6,647	6,040
Charitable activities	5	263,638	-	54,508	318,146	201,273
Total Expenditure		270,285	-	54,508	324,793	207,313
Net income/(expenditure) for the year		(16,404)	-	33,751	17,347	38,994
Transfers between funds		-	-	-	-	-
Total funds at 1 April 2017		95,181	509	-	95,690	56,696
Total funds at 31 March 2018	12,13	78,777	509	33,751	113,037	95,690

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

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

Engender
Financial statements for the year ended 31 March 2018

Balance Sheet

		Note	2018 £	2017 £
Fixed assets				
Tangible assets	9		6,351	4,623
Current assets				
Debtors	10	24,048	3,600	
Cash at bank and in hand		95,749	93,551	
		<u>119,797</u>	<u>97,151</u>	
Creditors: amounts falling due within one year	11	13,111	6,084	
Net current assets		<u>106,686</u>		<u>91,067</u>
Net assets		<u>113,037</u>		<u>95,690</u>
Funds				
Unrestricted funds				
General funds	12	78,777	95,181	
Designated funds	12	509	509	
Restricted funds	12	33,751	-	
		<u>113,037</u>	<u>95,690</u>	

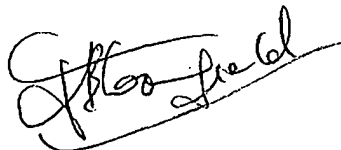
For the financial year ended 31 March 2018 the charitable company was entitled to exemption from audit under section 477 Companies Act 2006 and no notice has been deposited under section 476.

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 applicable in the UK and Republic of Ireland (FRS 102).

Approved by the Board of Directors on 05.11.18 2018 and signed on their behalf by:

Dr Jennifer Bloomfield
Director
Engender
SC286639



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 applicable in the UK and Republic of Ireland (FRS 102), the Companies Act 2006, the Charities and Trustee Investment (Scotland) Act 2005 and the Charities Accounts (Scotland) Regulations 2006 (as amended), and follow the recommendations in the 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 Jan 2015) – Charities SORP (FRS102).

The charity constitutes a public benefit entity as defined by FRS 102.

The presentation currency is pounds Sterling.

The Trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern.

Incoming resources

Income is recognised when the charity has entitlement to the funds, any performance conditions attached to the item(s) of income have been met, it is probable that the income will be received and the amount can be measured reliably. Income from government and other grants, whether "capital" grants or "revenue" grants, is recognised when the charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably and is not deferred. 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 raising funds are those costs incurred in attracting voluntary income.

Notes to the financial statements

1 Accounting policies (continued)

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

Debtors

Trade and other debtors are recognised at the settlement amount due after any discount offered. Prepayments are valued at the amount prepaid net of any discounts due.

Creditors

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any discounts due.

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 process.

Notes to the financial statements

2 Donations and legacies

	Unrestricted funds		Restricted funds	2018	2017
	General funds	Designated funds		£	£
	£	£	£	£	£
Donations & Membership income	6,747	-	-	6,747	5,683
Scottish Government Grant	225,350	-	75,450	300,800	208,449
EHRC Grant	15,000	-	-	15,000	-
SCVO Grant	-	-	4,919	4,919	7,544
ROSA Grant	-	-	2,000	2,000	-
Big Lottery Grant	-	-	5,890	5,890	-
	<u>247,097</u>	<u>-</u>	<u>88,259</u>	<u>335,356</u>	<u>221,676</u>

Income from donations and legacies was £335,356 (2017: 221,676) of which £247,097 (2017: £214,132) was unrestricted and £88,259 (2017: £7,544) was restricted.

3 Income from charitable activities

	Unrestricted funds		Restricted funds	2018	2017
	General funds	Designated funds		£	£
	£	£	£	£	£
Consultancy	6,784	-	-	6,784	24,506
	<u>6,784</u>	<u>-</u>	<u>-</u>	<u>6,784</u>	<u>24,506</u>

Income from charitable activities was £6,784 (2017: £24,506) of which £6,784 (2017: £24,506) was unrestricted. No amounts were restricted in the current or prior year.

4 Raising funds

	Unrestricted funds		Restricted funds	2018	2017
	General funds	Designated funds		£	£
	£	£	£	£	£
Wages and salaries	4,394	-	-	4,394	4,357
Employer's NI contributions	901	-	-	901	623
Staff pension costs	1,352	-	-	1,352	1,060
	<u>6,647</u>	<u>-</u>	<u>-</u>	<u>6,647</u>	<u>6,040</u>

Expenditure on raising funds was £6,647 (2017: 6,040) of which £6,647 (2017: £6,040) was unrestricted general. No amounts were restricted in the current or prior year.

Notes to the financial statements

5 Expenditure on charitable activities

	Unrestricted funds		Restricted funds	2018	2017
	General funds	Designated funds		£	£
Staff costs	178,660	-	12,347	191,007	144,804
Premises costs	24,431	-	-	24,431	16,413
Running costs	41,166	-	28,431	69,597	29,665
Motor and travel costs	5,876	-	-	5,876	3,966
Legal and professional fees	10,489	-	13,730	24,219	4,264
Interest and finance charges	1,305	-	-	1,305	140
Depreciation	1,711	-	-	1,711	842
	<u>263,638</u>	<u>-</u>	<u>54,508</u>	<u>318,146</u>	<u>201,273</u>

Expenditure on charitable activities was £318,146 (2017: 201,273) of which £263,638 (2017: £189,296) was unrestricted general, £nil (2017: £4,433) was designated and £54,508 (2017: £7,544) was restricted.

Support costs have not been separately identified as the Trustees consider there is only one charitable activity. Therefore, support costs relate wholly to that activity and have not been separately identified.

6 Net outgoing resources

Net outgoing resources are stated after charging:

	2018	2017
	£	£
Amounts payable to Independent Examiner:		
External scrutiny services	792	756
Other accountancy services	4,518	4,564
Depreciation on owned assets	1,711	842
Other operating lease rentals	<u>8,010</u>	<u>11,644</u>

Engender
Financial statements for the year ended 31 March 2018

Notes to the financial statements

7 Staff costs

	2018 £	2017 £
Salaries and wages	175,120	134,012
Social security costs	9,017	6,232
Pension costs	13,516	10,599
	<u>197,653</u>	<u>150,843</u>

No staff member earned more than £60,000 (2017: none).

The average number of staff employed during the year was 7 (2017: 6).

The pension costs noted above relate to contributions made by the company in respect of certain employees to a defined contribution scheme. Pension costs are wholly charged to unrestricted funds.

The charity benefits from the contribution made by volunteers. In accordance with the Charities SORP (FRS 102), the general volunteer time is not recognised.

8 Trustees remuneration and related party transactions

No remuneration was paid to trustees in their capacity as trustees in the year (2017: £nil).

No travel expenses were reimbursed to trustees in the year to 31 March 2018 (2017: £49 (relating to three trustees)).

9 Tangible assets

	Fixtures, fittings and equipment £	Computer equipment £	Total £
Cost			
At 1 April 2017	3,057	19,460	22,517
Additions	2,507	932	3,439
	<u>5,564</u>	<u>20,392</u>	<u>25,956</u>
31 March 2018			
Depreciation			
At 1 April 2017	1,969	15,925	17,894
Charge for the year	272	1,439	1,711
	<u>2,241</u>	<u>17,364</u>	<u>19,605</u>
At 31 March 2018			
Net book value			
At 31 March 2018	<u>3,323</u>	<u>3,028</u>	<u>6,351</u>
At 31 March 2017	<u>1,088</u>	<u>3,535</u>	<u>4,623</u>

Engender
Financial statements for the year ended 31 March 2018

Notes to the financial statements

10 Debtors

	2018	2017
	£	£
Trade debtors	15,000	200
Prepayments and other debtors	9,048	3,400
	<u>24,048</u>	<u>3,600</u>

11 Creditors: amounts falling due within one year

	2018	2017
	£	£
Trade creditors	3,915	1,445
Other taxes and social security costs	3,914	3,062
Accruals and deferred income	3,970	1,143
Other creditors	1,312	434
	<u>13,111</u>	<u>6,084</u>

12 Movement in funds

	At 1 April 2017	Incoming resources	Outgoing resources	Transfers between funds	At 31 March 2018
	£	£	£	£	£
Restricted funds					
SCVO/Employee fund	-	4,919	4,328	-	591
ROSA fund	-	2,000	-	-	2,000
SGEI fund	-	50,000	34,389	-	15,611
Tampon Tax fund	-	25,450	9,901	-	15,549
Big Lottery fund	-	5,890	5,890	-	-
	<u>-</u>	<u>88,259</u>	<u>54,508</u>	<u>-</u>	<u>33,751</u>
Unrestricted funds					
Designated funds					
Sue Innes Memorial Fund	509	-	-	-	509
General funds	95,181	253,881	270,285	-	78,777
	<u>95,690</u>	<u>342,140</u>	<u>324,793</u>	<u>-</u>	<u>113,037</u>
Total funds					
	<u>95,690</u>	<u>342,140</u>	<u>324,793</u>	<u>-</u>	<u>113,037</u>

Notes to the financial statements

12 Movement in funds (continued)

	At 1 April 2016	Incoming resources	Outgoing resources	Transfers between funds	At 31 March 2017
	£	£	£	£	£
Restricted funds					
SCVO/Employee fund	-	7,544	7,544	-	-
	-	7,544	7,544	-	-
Unrestricted funds					
Designated funds					
Sue Innes Memorial Fund	509	-	-	-	509
W1 MEWS fund	4,433	-	4,433	-	-
General funds	51,754	238,763	195,336	-	95,181
Total funds	56,696	246,307	207,313	-	95,690

Restricted funds

SCVO/ Employee fund

The SCVO fund is provided by Community Jobs Scotland that is managed by Scottish Council for Voluntary Organisations. This Scottish Government funding was provided to support an employee to develop the skills required to enable them to enter sustainable employment through providing meaningful paid employment and training opportunities in the third sector.

ROSA - Voices from the Frontline: A grant to create a commissioning pot of money to pay a fee and provide travel costs, mentoring and editorial support to women facing multiple discrimination to create content for our blog and podcast. The aim of the project was to challenge the over-representation of white, middle class and non-disabled women in feminist commentary, and spread the message that women's lived experience is as diverse as women themselves.

Scottish Government Equality Intermediary (SGEI) Fund - Equal representation project -

Funding to facilitate engagement with political parties to develop an online tool and app to enable parties and branches in Scotland to self-assess the extent to which they are enabling diversity within their organisation at all levels, from activists to elected representatives, and to be provided with an individualised action plan to remove barriers. This was a joint project from organisations working across the protected characteristics, in order to ensure that Scotland's elected representatives truly reflect the diversity of the Scottish population – improving democracy, increasing engagement in public life, and enriching political discourse.

Notes to the financial statements

12 Movement in funds (continued)

Tampon Tax Fund: To fund a project to organise a series of events to gather greater detail about the experiences of disabled women in relation to reproductive and parenting services and use this information to identify ways that disabled women's experiences can be improved and how services can respond more appropriately to disabled women's needs.

Big Lottery - Awards for All: A grant to improve accessibility to Engender's conference 'Scotland's Feminist Future'. The grant paid to provide BSL interpreters and electronic note-takers, pay for childcare and travel costs for participants and to make provision for as many women as possible to be able to attend the conference

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.

W1 Minority Ethnic Women in Scotland

The W1 MEWS fund is being held for the steering group of this network of black and minority ethnic women, to which Engender has been providing development support.

13 Analysis of net assets between funds

	General funds £	Designated funds £	Restricted funds £	Total £
Tangible fixed assets	6,351	-	-	6,351
Net current assets	72,426	509	33,751	106,686
Net assets at 31 March 2018	<u>78,777</u>	<u>509</u>	<u>33,751</u>	<u>113,037</u>

	General funds £	Designated funds £	Restricted funds £	Total £
Tangible fixed assets	4,623	-	-	4,623
Net current assets	90,558	509	-	91,067
Net assets at 31 March 2017	<u>95,181</u>	<u>509</u>	<u>-</u>	<u>95,690</u>

Engender
Financial statements for the year ended 31 March 2018

Notes to the financial statements

14 Share capital

Engender is a private company limited by guarantee.

15 Financial commitments

At 31st March 2018 the company's future minimum operating lease payments are as follows:

	2018	2017
	£	£
Within one year	15,645	7,977
Between one and five years	25,181	1,451
Over five years	<u>-</u>	<u>-</u>

16 Related parties

There are no related party transactions in the reporting period that require disclosure.