

Engender
(A company limited by guarantee)

Report and financial statements
Year ended 31 March 2020

Charity no. : SC029053
Company no. : SC286639

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Report of the directors

The directors present their report together with the financial statements for the year ended 31 March 2020.

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 7.

OBJECTIVES AND ACTIVITIES

Mission

Engender is Scotland's feminist membership 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 over 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.

Engender works to build a clear picture of women's lives. We do this through research, including participatory research and engagement; and by advocating for public bodies and other organisations to gather and analyse data on men and women's different experiences.

Aims and objectives of the organisation

- To advance the education of the general public about matters relating to the relative position of men and women in Scottish society
- To promote the equality of women with men
- To relieve poverty among women
- To promote, encourage and facilitate the activities of charities and charitable activities and work with women in Scotland and elsewhere.

ACHIEVEMENTS AND PERFORMANCE 2019-2020

With funding from the Scottish Government

Gender Matters

We continue to work for and enable women's equality across all the areas detailed in our Gender Matters Roadmap; care, education and training, employment and labour market, health, media, arts and sport, politics and public life, public space, social security, violence against women and women's rights and fair economy.

In 2019-20 Engender's proactive policy work was focused on hate crime, transport, planning, care, and housing. We also began work on a project to explore how strategic litigation could enable us to deliver Engender's aims in Scotland.

Report of the directors

ACHIEVEMENTS AND PERFORMANCE 2019-2020 (continued)

Gender Matters Locally

We have produced further episodes of our ‘On the Engender’ podcast relating to issues of key importance to women in Scotland today. We also continue to write and host blogs on a variety of feminist issues. Our podcasts and blogs enable us to engage with a wide audience of women on a diverse range of subjects. They enable us to engage with women who are not able to participate in person due to geographical distance caring roles, and other constraints.

We held our second ‘Scotland’s Feminist Future’ conference which welcomed people across Scotland for two days of workshops, discussions, and the launch of Sex and Power 2020.

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.

Gender Matters Internationally

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 and is a member of the expert group on gender budget analysis.

Engender is an active member of the development group for the second Scottish National Action Plan on Human Rights and the Civil Society Reference Group of the National Taskforce on Human Rights Leadership.

PLANS FOR FUTURE WORK

We will be reviewing and adapting the way in which we deliver our work to take account of the restrictions imposed as a result of the Covid-19 pandemic. We will be analysing the impact that the emergence from lockdown has had on women’s lives and will be advocating for approaches that avoid a rollback of women’s equality and rights.

We will continue to deliver a broad programme of feminist policy advocacy and will also work on specifically funded projects on women and media and other topics relevant to our core work.

We will be recruiting new members of staff to cover maternity leave in our Policy team, to deliver a new project funded by Scottish Government and in partnership with Gender Equal Media Scotland and to add capacity in our Communications and Engagement team.

Report of the directors

FINANCIAL REVIEW

The charity had a surplus for the year of £52,903 (2019: surplus of £73,209). The charity's accumulated surplus stands at £239,149 (2019: surplus of £186,246) at the balance sheet date.

The Charity holds restricted funds of £69,943 (2019: £30,296) (for more detailed information see Note 12), designated funds of £509 (2019: £509) in relation to Sue Innes Memorial Fund, and general funds of £168,697 (2019: £155,441).

Principal funding sources

The main funding sources for the period have been the Scottish Government, payment for consultancy work undertaken, and unrestricted membership and donation income.

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 operating costs for between three (82k) and six months (£163k). Engender has free reserves of £165,886, which aligns with this policy.

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 Articles of Association.

Appointment of Directors

Any Full member who wishes to be considered for election as a member of the Board of Directors at an Annual General Meeting shall nominate themselves according to the procedure set out in the Governance Handbook.

The Board of Directors may at any time co-opt any Full member, who is willing to so act, as a member of the Board of Directors. 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. Engender works with other national women's organisations to deliver annual external training to new trustees and trustees who require a refresher on feminist governance.

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.

The board of directors will hold at least four meetings each year. There is also an annual strategic review away-day to review organisational direction.

Report of the directors

STRUCTURE, GOVERNANCE AND MANAGEMENT (continued)

Risk management

The main risks facing the charity are as follows:

- i) Possible public sector funding cuts may impact on the voluntary sector and women's sector access to government funding.
- ii) Funding for policy advocacy on women's equality and rights is not generally a priority for non-governmental funding bodies and so alternative forms of funding can be difficult to access.
- iii) The challenges created by the COVID19 pandemic and consequentials that are not yet known.

Engender has a risk management system that includes six-monthly Board review of the risk register and ongoing risk management discussions at each Board meeting. The organisation has mitigated all of the identified risks within its funding strategy, has sound finances and financial controls, and has an experienced and effective Board.

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 Zara Kitson Lynn Williams Emma Hutton Talat Yaqoob (resigned 16 November 2019) Carla Malseed (resigned 16 November 2019) Suzanne McLaughlin (resigned 16 November 2019) Susan Rae (resigned 28 April 2019) Lucy Mulvagh Louise Brodie (appointed 16 November 2019) Jacquelyn O'Brien (appointed 16 November 2019) Dr Nighet Riaz (appointed 16 November 2019) Leanne Wilson (appointed 16 November 2019)
Secretary	Dr Jennifer Bloomfield
Key management personnel	Emma Ritch (Executive Director)
Independent Examiner	Anne Campbell FCA Chartered Accountant Stripe Accountants Ltd 3a Montgomery Street Lane Edinburgh EH7 5JT

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 24 October 2020 and signed on its behalf by:

Nina Murray
Director


Nina Murray (Nov 4, 2020 16:53 GMT)

INDEPENDENT EXAMINER'S REPORT ON THE UNAUDITED ACCOUNTS OF ENGENDER

I report on the accounts of the charity for the year ended 31 March 2020 which are set out on pages 10 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 (as amended).

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 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 CAMPBELL FCA
CHARTERED ACCOUNTANT
STRIPE ACCOUNTANTS LTD
EDINBURGH

5 November 2020

Statement of financial activities (incorporating income and expenditure account)

	Note	Unrestricted funds		Restricted funds	2020 £	2019 £
		General funds £	Designated funds £	£		
Income from:						
Donations and legacies	2	300,589	-	69,943	370,532	323,731
Charitable activities	3	11,004	-	-	11,004	31,093
Total Income		311,593	-	69,943	381,536	354,824
Expenditure on:						
Raising funds	4	3,805	-	-	3,805	3,614
Charitable activities	5	322,944	-	1,884	324,828	278,001
Total Expenditure		326,749	-	1,884	328,633	281,615
Net (expenditure)/ income for the year		(15,156)	-	68,059	52,903	73,209
Transfers between funds		28,412	-	(28,412)	-	-
Total funds at 1 April 2019		155,441	509	30,296	186,246	113,037
Total funds at 31 March 2020	12,13	168,697	509	69,943	239,149	186,246

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.

Balance Sheet

	Note	2020 £	2019 £
Fixed assets			
Tangible assets	9	2,811	4,985
Current assets			
Debtors	10	9,739	27,255
Cash at bank and in hand		238,200	164,781
		247,939	192,036
Creditors: amounts falling due within one year	11	11,601	10,775
Net current assets		236,338	181,261
Net assets		239,149	186,246
Funds			
Unrestricted funds			
General funds	12	168,697	155,441
Designated funds	12	509	509
Restricted funds	12	69,943	30,296
		239,149	186,246


For the financial year ended 31 March 2020 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 2020 and signed on their behalf by:
24th October

Dr Jennifer Bloomfield
Director
Engender
SC286639



Jennifer Bloomfield (Nov 4, 2020 17:32 GMT)

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) as amended in March 2018 (effective 1 January 2019) – 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 and include 1% of the Executive Director's salary and 10% of the Development Manager's salary.

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

1 Accounting policies (continued)

Financial instruments

Financial instruments comprise financial assets and financial liabilities which are recognised when the charity becomes a party to the contractual provisions of the instrument. Financial instruments are classified as "basic" in accordance with FRS102 and are accounted for at amortised cost using the effective interest method. The effective interest rate is the rate that exactly discounts estimated future cash flows over the life of the financial assets or liability to the net carrying amount on initial recognition. Discounting is not applied to short-term receivables and payables, where the effect is immaterial. Financial assets comprise cash, trade debtors, accrued income and other debtors. Financial liabilities comprise trade creditors, other creditors and accruals.

Notes to the financial statements

2 Donations and legacies

	Unrestricted funds		Restricted funds	2020 £	2019 £
	General funds £	Designated funds £	£		
Donations & Membership income	8,228	-	-	8,228	7,562
Scottish Government Grant	292,361	-	69,943	362,304	280,608
EHRC Grant	-	-	-	-	5,000
ROSA Grant	-	-	-	-	772
Heritage Lottery Grant	-	-	-	-	9,800
Legacy	-	-	-	-	16,704
Inclusion Scotland Support Grant	-	-	-	-	3,285
	300,589	-	69,943	370,532	323,731

Income from donations and legacies was £370,532 (2019: £323,731) of which £300,589 (2019: £304,874) was unrestricted and £69,943 (2019: £18,857) was restricted.

3 Income from charitable activities

	Unrestricted funds		Restricted funds	2020 £	2019 £
	General funds £	Designated funds £	£		
Consultancy	10,826	-	-	10,826	31,093
Other income	178	-	-	178	-
	11,004	-	-	11,004	31,093

Income from charitable activities was £11,004 (2019: £31,093) of which £11,004 (2019: £31,093) was unrestricted. No amounts were restricted in the current or prior year.

Notes to the financial statements

4 Raising funds

	Unrestricted funds		Restricted funds	2020	2019
	General funds	Designated funds			
	£	£	£	£	£
Wages and salaries	3,231	-	-	3,231	3,100
Employer's NI contributions	315	-	-	315	266
Staff pension costs	259	-	-	259	248
	3,805	-	-	3,805	3,614

Expenditure on raising funds was £3,805 (2019: £3,614) of which £3,805 (2019: £3,614) was unrestricted general. No amounts were restricted in the current or prior year.

5 Expenditure on charitable activities

	Unrestricted funds		Restricted funds	2020	2019
	General funds	Designated funds			
	£	£	£	£	£
Staff costs	189,223	-	576	189,799	178,976
Premises costs	27,627	-	-	27,627	24,819
Running costs	60,906	-	1,270	62,176	46,153
Motor and travel costs	7,013	-	38	7,051	7,377
Legal and professional fees	34,786	-	-	34,786	17,126
Interest and finance charges	1,215	-	-	1,215	1,295
Depreciation	2,174	-	-	2,174	2,255
	322,944	-	1,884	324,828	278,001

Expenditure on charitable activities was £324,828 (2019: £278,001) of which £322,944 (2019: £255,689) was unrestricted general, £nil (2019: £nil) was designated and £1,884 (2019: £22,312) 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.

Notes to the financial statements

6 Net outgoing resources

Net outgoing resources are stated after charging:

	2020	2019
	£	£
Amounts payable to Independent Examiner:		
External scrutiny services	864	834
Other accountancy services	3,378	4,260
Depreciation on owned assets	2,174	2,255
Other operating lease rentals	15,645	15,644
	15,645	15,644

7 Staff costs

	2020	2019
	£	£
Salaries and wages	168,374	157,991
Social security costs	11,755	11,350
Pension costs	13,475	13,249
	193,604	182,590

No staff member earned more than £60,000 (2019: none).

The Charity considers its key management personnel comprise the Executive Director. The total employment benefits (including employer pension contributions) of the key management personnel were £54,196 (2019: £52,976)

The average number of staff employed during the year was 7 (2019: 7).

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 (2019: £nil).

During the year, £218 (2019: £nil) of travel expenses were reimbursed to the following trustees: Nina Murray £13 (2019: £nil), Louise Brodie £192 (2019: £nil), Emma Hutton £13 (2019: £nil).

There were no other related party transactions in the year.

Notes to the financial statements

9 Tangible assets

	Fixtures, fittings and equipment £	Computer equipment £	Total £
Cost			
At 1 April 2019	5,564	21,281	26,845
Additions	-	-	-
	5,564	21,281	26,845
At 31 March 2020	5,564	21,281	26,845
Depreciation			
At 1 April 2019	3,072	18,788	21,860
Charge for the year	623	1,551	2,174
	3,695	20,339	24,034
At 31 March 2020	3,695	20,339	24,034
Net book value			
At 31 March 2020	1,869	942	2,811
At 31 March 2019	2,492	2,493	4,985

10 Debtors

	2020	2019
	£	£
Trade debtors	-	471
Prepayments and accrued income	9,631	26,442
Other debtors	108	342
	9,739	27,255
	9,739	27,255

11 Creditors: amounts falling due within one year

	2020	2019
	£	£
Trade creditors	5,765	5,693
Other taxes and social security costs	4,281	3,177
Accruals and deferred income	1,381	1,467
Other creditors	174	438
	11,601	10,775
	11,601	10,775

Notes to the financial statements

12 Movement in funds

	At 1 April 2019	Incoming resources	Outgoing resources	Transfers between funds	At 31 March 2020
	£	£	£	£	£
Restricted funds					
SCVO/Employee fund	591	-	-	(591)	-
ROSA fund	1,697	-	-	(1,697)	-
SGEI fund	14,181	-	72	(14,109)	-
Tampon Tax fund	6,722	-	-	(6,722)	-
Heritage Lottery fund	2,105	-	1,812	(293)	-
Women's Vote Centenary fund	5,000	-	-	(5,000)	-
GEMS	-	69,943	-	-	69,943
	<u>30,296</u>	<u>69,943</u>	<u>1,884</u>	<u>(28,412)</u>	<u>69,943</u>
Unrestricted funds					
Designated funds					
Sue Innes Memorial Fund	509	-	-	-	509
General funds	155,441	311,593	326,749	28,412	168,697
	<u>186,246</u>	<u>381,536</u>	<u>328,633</u>	<u>-</u>	<u>239,149</u>
Total funds	<u>186,246</u>	<u>381,536</u>	<u>328,633</u>	<u>-</u>	<u>239,149</u>

	At 1 April 2018	Incoming resources	Outgoing resources	Transfers between funds	At 31 March 2019
	£	£	£	£	£
Restricted funds					
SCVO/Employee fund	591	-	-	-	591
ROSA fund	2,000	772	1,075	-	1,697
SGEI fund	15,611	-	1,430	-	14,181
Tampon Tax fund	15,549	-	8,827	-	6,722
Heritage Lottery fund	-	9,800	7,695	-	2,105
Women's Vote Centenary fund	-	5,000	-	-	5,000
Inclusion Scotland fund	-	3,285	3,285	-	-
	<u>33,751</u>	<u>18,857</u>	<u>22,312</u>	<u>-</u>	<u>30,296</u>
Unrestricted funds					
Designated funds					
Sue Innes Memorial Fund	509	-	-	-	509
General funds	78,777	335,967	259,303	-	155,441
	<u>113,037</u>	<u>354,824</u>	<u>281,615</u>	<u>-</u>	<u>186,246</u>
Total funds	<u>113,037</u>	<u>354,824</u>	<u>281,615</u>	<u>-</u>	<u>186,246</u>

Notes to the financial statements

12 Movement in funds (continued)

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 development 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.

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.

Heritage Lottery Fund: A project exploring the history of the women's movement in Scotland, including the creation of a photo exhibition and documentary podcast.

Women's Vote Centenary Fund: Production of a podcast mini-series exploring the Representation of the People Act 1918, with each podcast focussing on a different aspect of the legacy of the Act.

Inclusion Scotland Fund: Inclusion Scotland is funded by the Scottish Government to create internship opportunities for disabled people in Scotland. These internships give valuable paid work experience to help disabled people develop their careers. Engender hosted an intern to work on the 'Our Bodies, Our Right' project.

GEMS: The profile of Gender Equal Media Scotland project is raised with key media, equalities and cultural institutions.

The transfers in the current year from the Restricted Funds to the Unrestricted General Fund are in recognition that the obligation in relation to funding received was discharged in prior years with funds fully spent in prior years.

Notes to the financial statements

12 Movement in funds (continued)

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.

13 Analysis of net assets between funds

	General funds £	Designated funds £	Restricted funds £	Total £
Tangible fixed assets	2,811	-	-	2,811
Net current assets	165,886	509	69,943	236,338
Net assets at 31 March 2020	<u>168,697</u>	<u>509</u>	<u>69,943</u>	<u>239,149</u>

	General funds £	Designated funds £	Restricted funds £	Total £
Tangible fixed assets	4,985	-	-	4,985
Net current assets	150,456	509	30,296	181,261
Net assets at 31 March 2019	<u>155,441</u>	<u>509</u>	<u>30,296</u>	<u>186,246</u>

14 Share capital

Engender is a private company limited by guarantee.

15 Financial commitments

At 31st March 2020 the company's future minimum operating lease payments are as follows:

	2020 £	2019 £
Within one year	15,000	15,645
Between one and five years	9,375	9,536
Over five years	<u>-</u>	<u>-</u>

16 Related parties

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