

**Engender**  
**(A company limited by guarantee)**

**Report and financial statements**  
**Year ended 31 March 2019**

**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 2019.

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 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 separate data on men and women's experiences.

#### 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; and
- To generate better understanding of, and response to, poverty among women and their families and of men's violence against women.

### ACHIEVEMENTS AND PERFORMANCE 2018-2019

#### With funding from the Scottish Government

##### Gender Matters

We continue to work for 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. The roadmap sets out a series of measures that, with political will, can be taken by Scottish Government and other bodies to progress women's equality in Scotland.

## Report of the directors

### **ACHIEVEMENTS AND PERFORMANCE 2018-2019 (continued)**

#### **Gender Matters Locally**

We have produced further episodes of our 'One 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 constraints, caring responsibilities, etc.

#### **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 tasks 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 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.

#### **With funding from the Equality and Human Rights Commission**

We undertook 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 co-ordinated a process for all four nations to create a UK shadow report, as well as a Scotland shadow report process.

#### **With funding from the Vote Centenary fund**

We received money from the Scottish Government to produce three podcast episodes, with accompanying blogs exploring the Representation of the People Act 1918. These focused on a different aspect of the legacy of the Act and allowed people across Scotland to learn more about the Representation of the People Act 1918 and its legacy for women in Scotland.

While it is important to celebrate the Act and all it achieved for many women, this project encouraged people to think critically about the limitations of the Act, and the disenfranchisement of many women which still exists in Scotland today, and located its relevance in ongoing work to advance women's participation in politics and public life.

## Report of the directors

### **ACHIEVEMENTS AND PERFORMANCE 2018-2019 (continued)**

#### **With Funding from Rosa's 'Voices from the Front Line'**

This funding allowed us to create a commissioning pot of money to pay a fee and to provide travel costs, mentoring and editorial support to women facing multiple discrimination to create content for our blog and podcast. We wanted 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.

The funding also allowed us to commission women to produce video diaries of their days for International Women's Day 2019, highlighting the invisible and undervalued work that women do every day. These women included unpaid carers, students, migrant women, women with mental health conditions, and survivors of violence against women.

#### **With funding from the Heritage Lottery Fund**

In 2018 Engender, Scotland's feminist membership organisation, celebrated 25 years of advocating for women's equality and rights in Scotland. We received funding to chart the history of the women's movement in Scotland over the last 25 years and the role that Engender has played in advocating for women's social and cultural, economic, and political equality.

We produced a documentary podcast describing the process of uncovering Engender's archives and history and a podcast which includes interviews with the founders of Engender and the women activists who have been part of the changing face of feminism in Scotland over the past 25 years.

To accompany and compliment the podcast, we produced an exhibition comprising of a series of portrait photographs of the women we interviewed. We also created a small exhibit using archive materials and reproductions of archives.

### **PLANS FOR FUTURE PERIODS**

We will extend the domains of our policy work to include transport, planning, care, and housing. We will work on a project to explore how strategic litigation could enable us to deliver Engender's aims in Scotland.

### **FINANCIAL REVIEW**

The charity had a surplus for the year of £73,209 (2018: surplus of £17,347). The charity's accumulated surplus stands at £186,246 (2018: surplus of £113,037) at the balance sheet date.

The Charity holds restricted funds of £30,296 (2018: £33,751) (for more detailed information see Note 12), designated funds of £509 (2018: £509) in relation to Sue Innes Memorial Fund, and general funds of £155,441 (2018: £78,777).

#### **Principal funding sources**

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

## Report of the directors

### **FINANCIAL REVIEW (continued)**

#### **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 (£65k) and six months (£130k). Engender has free reserves of £150,456. As the current level of free reserves is in excess of the target level, the Trustees will give suitable consideration to the application of these funds.

## 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.

## 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 Maria Pakpahan (resigned 10 November 2018) Talat Yaqoob Carla Malseed Suzanne McLaughlin Susan Rae (resigned 28 April 2019) Lucy Katrin Mulvagh (appointed 10 November 2018)
Secretary	Dr Jennifer Bloomfield
Key management personnel	Emma Ritch (Executive Director)
Independent Examiner	Anne Dobson FCA Chartered Accountant Greenbank Accountants 6c Canaan Lane EDINBURGH EH10 4SY



## Report of the directors

### TRUSTEES' RESPONSIBILITIES FOR THE FINANCIAL STATEMENTS

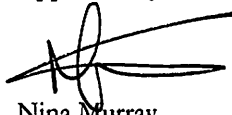
Company law requires the trustees to prepare financial statements for each financial year which give a true and fair view of financial activities of the charitable company during the year and of the financial position at the end of the year. In preparing those financial statements, the trustees are required 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 19.10.2019 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 2019 which are set out on pages 11 to 22.

### **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 FCA  
CHARTERED ACCOUNTANT  
GREENBANK ACCOUNTANTS  
EDINBURGH

15 November

2019

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

	Note	Unrestricted funds		Restricted funds	2019 £	2018 £
		General funds £	Designated funds £	£		
<b>Income from:</b>						
Donations and legacies	2	304,874	-	18,857	323,731	335,356
Charitable activities	3	31,093	-	-	31,093	6,784
<b>Total Income</b>		<b>335,967</b>	<b>-</b>	<b>18,857</b>	<b>354,824</b>	<b>342,140</b>
<b>Expenditure on:</b>						
Raising funds	4	3,614	-	-	3,614	6,647
Charitable activities	5	255,689	-	22,312	278,001	318,146
<b>Total Expenditure</b>		<b>259,303</b>	<b>-</b>	<b>22,312</b>	<b>281,615</b>	<b>324,793</b>
<b>Net income/(expenditure) for the year</b>		<b>76,664</b>	<b>-</b>	<b>(3,455)</b>	<b>73,209</b>	<b>17,347</b>
<b>Transfers between funds</b>		<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>Total funds at 1 April 2018</b>		<b>78,777</b>	<b>509</b>	<b>33,751</b>	<b>113,037</b>	<b>95,690</b>
<b>Total funds at 31 March 2019</b>	12,13	<b>155,441</b>	<b>509</b>	<b>30,296</b>	<b>186,246</b>	<b>113,037</b>

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 2019

## Balance Sheet

	Note	2019 £	2018 £
<b>Fixed assets</b>			
Tangible assets	9	4,985	6,351
<b>Current assets</b>			
Debtors	10	27,255	24,048
Cash at bank and in hand		164,781	95,749
		192,036	119,797
<b>Creditors: amounts falling due within one year</b>	11	10,775	13,111
<b>Net current assets</b>		181,261	106,686
<b>Net assets</b>		186,246	113,037
<b>Funds</b>			
Unrestricted funds			
General funds	12	155,441	78,777
Designated funds	12	509	509
Restricted funds	12	30,296	33,751
		186,246	113,037

For the financial year ended 31 March 2019 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 19.10.2019 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 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, other debtors. Financial liabilities comprise trade creditors, other creditors and accruals.

## Notes to the financial statements

### 2 Donations and legacies

	Unrestricted funds		Restricted funds	2019	2018
	General funds	Designated funds			
	£	£	£	£	£
Donations & Membership income	7,562	-	-	7,562	6,747
Scottish Government Grant	275,608	-	-	275,608	300,800
Scottish Ministers Grant	-	-	5,000	5,000	-
EHRC Grant	5,000	-	-	5,000	15,000
SCVO Grant	-	-	-	-	4,919
ROSA Grant	-	-	772	772	2,000
Big Lottery Grant	-	-	-	-	5,890
Heritage Lottery Grant	-	-	9,800	9,800	-
Legacy	16,704	-	-	16,704	-
Inclusion Scotland Support Grant	-	-	3,285	3,285	-
	<b>304,874</b>	<b>-</b>	<b>18,857</b>	<b>323,731</b>	<b>335,356</b>

Income from donations and legacies was £323,731 (2018: £335,356) of which £304,874 (2018: £247,097) was unrestricted and £18,857 (2018: £88,259) was restricted.

### 3 Income from charitable activities

	Unrestricted funds		Restricted funds	2019	2018
	General funds	Designated funds			
	£	£	£	£	£
Consultancy	31,093	-	-	31,093	6,784
	<b>31,093</b>	<b>-</b>	<b>-</b>	<b>31,093</b>	<b>6,784</b>

Income from charitable activities was £31,093 (2018: £6,784) of which £31,093 (2018: £6,784) was unrestricted. No amounts were restricted in the current or prior year.



## Notes to the financial statements

### 4 Raising funds

	Unrestricted funds		Restricted funds	2019	2018
	General funds	Designated funds			
	£	£	£	£	£
Wages and salaries	3,100	-	-	3,100	4,394
Employer's NI contributions	266	-	-	266	901
Staff pension costs	248	-	-	248	1,352
	<b>3,614</b>	<b>-</b>	<b>-</b>	<b>3,614</b>	<b>6,647</b>

Expenditure on raising funds was £3,614 (2018: £6,647) of which £3,614 (2018: £6,647) was unrestricted general. No amounts were restricted in the current or prior year.

### 5 Expenditure on charitable activities

	Unrestricted funds		Restricted funds	2019	2018
	General funds	Designated funds			
	£	£	£	£	£
Staff costs	171,882	-	7,094	178,976	191,007
Premises costs	24,819	-	-	24,819	24,431
Running costs	36,565	-	9,588	46,153	69,597
Motor and travel costs	7,064	-	313	7,377	5,876
Legal and professional fees	11,809	-	5,317	17,126	24,219
Interest and finance charges	1,295	-	-	1,295	1,305
Depreciation	2,255	-	-	2,255	1,711
	<b>255,689</b>	<b>-</b>	<b>22,312</b>	<b>278,001</b>	<b>318,146</b>

Expenditure on charitable activities was £278,001 (2018: £318,146) of which £255,689 (2018: £263,638) was unrestricted general, £nil (2018: £nil) was designated and £22,312 (2018: £54,508) 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:

	2019	2018
	£	£
Amounts payable to Independent Examiner:		
External scrutiny services	834	792
Other accountancy services	4,260	4,518
Depreciation on owned assets	2,255	1,711
Other operating lease rentals	15,644	8,010
	<u>15,644</u>	<u>8,010</u>

### 7 Staff costs

	2019	2018
	£	£
Salaries and wages	157,991	175,120
Social security costs	11,350	9,017
Pension costs	13,249	13,516
	<u>182,590</u>	<u>197,653</u>

No staff member earned more than £60,000 (2018: none).

The average number of staff employed during the year was 7 (2018: 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 (2018: £nil).

No travel expenses were reimbursed to trustees in the year to 31 March 2019 (2018: £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 2018	5,564	20,392	25,956
Additions	-	889	889
31 March 2019	<u>5,564</u>	<u>21,281</u>	<u>26,845</u>
Depreciation			
At 1 April 2018	2,241	17,364	19,605
Charge for the year	831	1,424	2,255
At 31 March 2019	<u>3,072</u>	<u>18,788</u>	<u>21,860</u>
Net book value			
At 31 March 2019	<u>2,492</u>	<u>2,493</u>	<u>4,985</u>
At 31 March 2018	<u>3,323</u>	<u>3,028</u>	<u>6,351</u>

### 10 Debtors

	2019 £	2018 £
Trade debtors	471	15,000
Prepayments and accrued income	26,442	8,939
Other debtors	342	109
	<u>27,255</u>	<u>24,048</u>

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

	2019 £	2018 £
Trade creditors	5,693	3,915
Other taxes and social security costs	3,177	3,914
Accruals and deferred income	1,467	3,970
Other creditors	438	1,312
	<u>10,775</u>	<u>13,111</u>

## Notes to the financial statements

### 12 Movement in funds

	At 1 April 2018	Incoming resources	Outgoing resources	Transfers between funds	At 31 March 2019
	£	£	£	£	£
<b>Restricted funds</b>					
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>30,296</u>
<b>Unrestricted funds</b>					
Designated funds					
Sue Innes Memorial Fund	509	-	-	-	509
General funds	78,777	335,967	259,303	-	155,441
<b>Total funds</b>	<u>113,037</u>	<u>354,824</u>	<u>281,615</u>	-	<u>186,246</u>

	At 1 April 2017	Incoming resources	Outgoing resources	Transfers between funds	At 31 March 2018
	£	£	£	£	£
<b>Restricted funds</b>					
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>88,259</u>	<u>54,508</u>	-	<u>33,751</u>
<b>Unrestricted funds</b>					
Designated funds					
Sue Innes Memorial Fund	509	-	-	-	509
General funds	95,181	253,881	270,285	-	78,777
<b>Total funds</b>	<u>95,690</u>	<u>342,140</u>	<u>324,793</u>	-	<u>113,037</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.

#### 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.

## Notes to the financial statements

### 13 Analysis of net assets between funds

	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>

	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>

### 14 Share capital

Engender is a private company limited by guarantee.

### 15 Financial commitments

At 31<sup>st</sup> March 2019 the company's future minimum operating lease payments are as follows:

	2019 £	2018 £
Within one year	15,645	15,645
Between one and five years	9,536	25,181
Over five years	<u>-</u>	<u>-</u>

### 16 Related parties

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