

Engender
(A company limited by guarantee)

Report and financial statements
Year ended 31 March 2025

Charity no. : SC029053
Company no. : SC286639

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Report of the directors

The directors, who are the directors for the purposes of company law and trustees for the purposes of charity law, are pleased to present their annual report together with the financial statements of the charity for the year ending 31 March 2025, which are also prepared to meet the requirements for a directors' report and accounts for Companies Act purposes.

The financial statements comply with the Charities and Trustee Investment (Scotland) Act 2005, the Charities Accounts (Scotland) Regulations 2006 (as amended), the Companies Act 2006, the Memorandum and Articles of Association, and 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 January 2019).

The directors serving during the year and since the year end are detailed on page 20.

OUR OBJECTIVES AND ACTIVITIES

About Engender

Engender has been Scotland's leading feminist membership organisation for over 30 years, working to advance equality between women and men. We envision a Scotland where women and men have equal opportunities in life, equal access to resources and power, and equal safety and security from harm. However, women remain significantly underrepresented in decision-making, participation, and power structures, holding far fewer positions of influence in Scotland than men. Too often, public policy and service provision is designed and run in ways that fail to reflect the specific, gendered experiences of women or to meet their needs. This compounds systemic bias and creates barriers to women's equal access to socio-economic power and resources.

We work to address this inequality within the current social, political, and economic context by producing research and analysis, engaging decision-makers on feminist public policy, and empowering women to campaign for change.

Our Mission

We work together to advance women's equality in Scotland. We aim to increase women's power and influence and make the impact of structural inequality on women and on Scotland's social, economic, and political development, more visible. Our work seeks to increase the focus on the specific intersecting pressures faced by minoritised or marginalised women. We support individuals, organisations, and government to make equality a reality, while empowering women to campaign for change and engage in policy-making processes.

Our Approach

To achieve these aims, Engender works to build a comprehensive picture of women's lives through research, participatory engagement, and analysis of existing data. We regularly call upon public bodies and other organisations to improve the quality of their data collection to ensure different gendered experiences are recorded and recognised. This work is essential for improving outcomes across all policy and practice in Scotland.

Strategic Focus

Achieving women's equality requires wide-ranging and progressive societal change over the long term. Since Engender cannot actively pursue every policy area affecting women's lives, we use our resources strategically for maximum impact. We make deliberate decisions about where to focus our efforts to secure change and develop effective partnerships to empower others to work with us towards gender equality. We also remain responsive to emerging issues such as the ongoing cost-of-living crisis, adjusting our approach when necessary.

Report of the directors

OUR OBJECTIVES AND ACTIVITIES (continued)

All of our work aims to achieve the objectives of Engender as set out in our Articles of Association, specifically:

- To advance the education of the 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

To achieve these objectives, our five key areas of activity in 2024-2025 were:

1. Gathering and publishing evidence that makes the case for action on women's equality and rights.
2. Engaging with specific groups of women to inform and shape our policy, advocacy, and communications work.
3. Making the case to Ministers, Scottish Government officials, and other decision-makers to ensure gender equality is mainstreamed as a critical outcome across public policy.
4. Holding a programme of engagement, including conferences and online events, disseminating our work and improving competence and awareness of gender equality.
5. Sharing our work and communicating our key messages through our weekly newsletter, website and microsites, blogs, and social and traditional media engagement.

With £617,193 of funding from The Scottish Government, and £10,036 of earned income and membership fees, work in each of these areas was delivered by a small but highly effective team of eleven staff, governed by a board of ten Directors, through the following funded streams:

- **Equality and Human Rights**
- **Equal Media and Culture**
- **Equal Representation in Politics**
- **Delivering Equally Safe: Tools of Change**

We evaluate our progress and successes by monitoring:

- Our external audience engagement through our social media channels, website, newsletter, and traditional media requests and coverage.
- Levels of engagement with our online and in person events and through participant feedback.
- How our publications and research are utilised through downloads, citations in Parliament, use by officials, and general feedback.
- Major equality/gender gaps in public policy and tracking strategic and legislative changes and improvements.
- The quality of our partnership working and the extent to which other civil society organisations collaborate with us to inform their work.

Report of the directors

OUR PERFORMANCE AND ACHIEVEMENTS IN 2024-2025

Equality and Human Rights

We received £359,806.50 in funding from the Equality and Human Rights (EHR) Fund which provides for our primary workstream underpinning our overall approach. This funding enables us to build on our successful advocacy record for women's equality and rights, gathering and disseminating research on intersectional gender equality, and advocating for specific legal and policy changes to meet women's needs.

Through this work, we engage with diverse groups of women to inform our approaches and develop public discourse on women's equality. We provide leadership and monitoring on women's human rights, including tracking the UK and Scottish governments' progress on meeting standards set out in the Convention on the Elimination of Discrimination Against Women (CEDAW), and other major treaties.

Six members of Engender staff worked directly on this workstream.

The overall objectives of the EHR fund aim to ensure that:

- People have greater information about their human rights and how to access them.
- People with protected characteristics have increased access to remedy where their rights have not been upheld.
- People with protected characteristics have increased participation in public life.
- People with protected characteristics have increased influence in decisions that affect them.
- The Scottish Government has better access to data and depth of information about the experiences of people with protected characteristics.
- Actors in civil society increasingly use Scotland's domestic and international equality and human rights framework to influence and effect change.
- The experience of people with protected characteristics is increasingly used to inform the policy and practice of public bodies.
- Public services increasingly embed equality and human rights in their strategic planning and day-to-day functions.

How we worked towards these objectives:

We undertook a wide range of initiatives that aimed to help achieve the EHR Fund's objectives. Examples from across our five key areas of activity include:

Gathering and publishing evidence:

- We published a report examining and setting out the case for modernised abortion law in Scotland. This report examined the shortcomings of the current legal framework and outlined pathways to decriminalisation and legal reform. It also explored what a modernised, health and human rights based regulatory framework for abortion could look like.
- We coordinated and collated an updated shadow report to the UN's Committee on Economic, Social and Cultural Rights' 7th periodic review of the UK Government. We were joined by 32 organisations from across Scotland, to highlight how entrenched inequalities systematically breach women's economic, social, and cultural rights, particularly for women experiencing intersecting forms of marginalisation.
- In partnership with Shelter Scotland, we published a joint report, 'Gender and the Housing Emergency', which shines a light on the disproportionate impact of the housing emergency on women, and the additional barriers they face in accessing safe, secure, affordable housing.

Report of the directors

OUR PERFORMANCE AND ACHIEVEMENTS IN 2024-2025 (continued)

Engaging with specific groups of women:

- We developed detailed briefings on women's poverty and financial inequality, focusing on marginalised women. Our aim was to promote and increase awareness of the impact of the cost-of-living crisis on women and unpaid carers. To inform this work, we held focus groups with a range of unpaid women carers who told us about their experiences.

Making the case to decision-makers:

- Engender continued its feminist policy work, advocating for gender-sensitive legislation, policy, and programmes, and making the case for application of intersectional analysis across government. We addressed a wide range of policy areas and consistently pushed for improved use of gender mainstreaming, specifically: enhanced gender competence, greater focus on women's issues in policy design and implementation, and better outcomes for Scotland's women. During 2024-2025 we advocated on issues including housing, mainstreaming of equality and human rights, the budget, the National Performance Framework, women's health, abortion rights, social security, and the Public Sector Equality Duty.

Engagement:

- We facilitated seven workshops with diverse groups of women to gain insight into their priorities for women's equality in Scotland. The findings will be used in part to inform our future shadow report to the UN Convention on the Elimination of All Forms of Discrimination against Women (CEDAW). These workshops gathered a wealth of insight, forged strong connections with partner organisations and between attendees, and boosted membership and newsletter subscribers.
- We hosted webinars on women's debt in the context of the cost-of-living crisis, the impact of the housing emergency on women, and co-hosted one with the Human Rights Consortium Scotland on the incorporation of CEDAW into Scottish law. At our AGM we facilitated a discussion on the need to modernise abortion law in Scotland. We facilitated strategy and planning days with partners for our decriminalising abortion campaign, in collaboration with the Centre for Reproductive Rights. We delivered a guest talk and Q&A session with LGBT Health and Wellbeing at an International Women's Day film screening. We also participated in an event with the Women of the World Foundation and British Council on leading Change for Gender Equality.
- As part of a suite of activity to boost membership, within our five-year communications strategy, we saw record numbers of new member sign-ups in the 2024 calendar year. We also boosted newsletter subscriber numbers, whom we hope to convert to new members.

Sharing and communicating our messages:

- We sent our weekly Friday Feminist Five newsletter to Engender members and supporters. The newsletter receives regular requests from organisations to include their events and initiatives. We provided daily insights on our work, events, and feminist news on social media. We released recordings of our online events on our YouTube channel. Across the year, we shared custom social media videos and graphics to promote our work. We also engaged traditional media, promoting our work to news outlets and providing information to journalists. We developed our brand and design style across this period, working with new designers to modernise our work and increase accessibility. We regularly published blog posts covering various issues relating to our policy and advocacy work.
- As part of our newly launched five-year communications strategy, we launched regular Key Performance Indicator tracking. We met or surpassed all social media targets during this time period: and grew our following across all platforms.

Report of the directors

OUR PERFORMANCE AND ACHIEVEMENTS IN 2024-2025 (continued)

Key Impact Areas:

- We developed a briefing on 8 steps towards women's equality in Scotland in advance of the publication of the Programme for Government (PfG) which was referenced by MSPs in parliamentary debates. The final PfG retained a relatively strong focus on equality, and the impact of gender inequality on women was recognised at several points. The PfG reflected and echoed our messaging on women's poverty as being inextricably linked to children's poverty. Our request on PSED reform was also committed to.
- As a result of our advocacy work, in partnership with Health and Social Care Alliance Scotland, on access to maternity and reproductive services during the COVID-19 pandemic, Let's Be Heard, the Scottish COVID-19 Inquiry's listening project, engaged directly with women who accessed—or wanted to access—abortion services in Scotland during this time, to better understand the unequal impacts of the pandemic. We also submitted overarching, detailed written evidence to the Inquiry and undertook advocacy alongside a group of Scottish Women's Rights Organisations. Through this work we were able to convince the Inquiry to establish a series of dedicated equality and human rights sessions, where they will examine impacts in these areas in depth.
- Following the publication of our report on the need to modernise abortion legislation, we saw increased support politically for decriminalisation of abortion. SNP members voted to enshrine the right to abortion in the constitution of a future independent Scotland at their party conference. We also secured support from MSPs across three of the main Scottish political parties. Our call for an expert working group to support the development of abortion decriminalisation proposals was accepted by the Scottish Government and established as the 'Abortion Law Review Expert Group'. We worked closely with Scottish Government officials as this was developed, including creating an Advisory Group of women's and abortion rights organisations that will feed into the Expert Group.

More broadly, we continued to raise awareness of intersectional gender equality in Scotland by:

- Ensuring our membership, along with the wider public, have access to regular and up to date information about the policy issues that impact women's lives, including promoting opportunities for women to contribute their perspectives get involved.
- Disseminating learning about women's experiences through published research and analysis, consultation responses, parliamentary briefings, blogs, webinars and events, social media activity, and engagement with traditional media. Presenting our findings in key spaces on influence, including national conferences and gatherings.
- Collaborating widely with other organisations working with women and marginalised groups on rights-based issues to ensure we reach as wide an audience as possible and communicate with a diverse range of communities.
- Meeting with Ministers, MSPs and officials Participating and contributing to the work of parliamentary committees and a wide range of advisory groups on government policy, legislation, service provision and social support. This includes participating in the First Ministers National Advisory Council for Women and Girls. We share our learning and expertise in these spaces to ensure the impacts of structural gender equality are considered and addressed.

Report of the directors

OUR PERFORMANCE AND ACHIEVEMENTS IN 2024-2025 (continued)

- Following our evidence on the National Performance Framework, the Scottish Parliament Equality, Human Rights and Civil Justice Committee wrote to the Cabinet Secretary for Finance and Local Government and the Minister for Equalities. The letter cited our concerns about the proposed National Outcomes and echoed our recommendation for a specific National Outcome on gender equality to be added to the National Performance Framework. The Cabinet Secretary responded that the Scottish Government would ensure the extended definitions of key National Outcomes would be strengthened to address specific gendered inequalities.
- In line with our other recommendations on the National Outcomes, the Scottish Parliament's Finance and Public Administration Committee also called on the Scottish Government to ensure better alignment with the UN Sustainable Development Goals.
- We reported these achievements and the wider progress of the work to our funders.

Key Challenges:

The political, social, and cultural climate in Scotland has become more contested and volatile. Anti-feminist narratives are gaining ground and greater exposure. Organised misogyny, disinformation, and far-right populism are increasingly impacting public discourse, while austerity, poverty, and inequality deepen the pressures facing women, especially those who are most marginalised.

Far too many women in Scotland report that their lives are increasingly impacted by financial insecurity, that the disproportionate burden of caring responsibilities they carry continues to go unrecognised and be undervalued, and that their fundamental rights increasingly feel threatened. The fallout of over a decade of increased funding pressures within public services, the debilitating legacy of the pandemic, and years of a continuing cost-of-living crisis are compounding and deepening existing inequalities for the most marginalised women in our communities. By 2027, the most economically marginalised women in the UK are projected to have endured a 21% reduction in living standards since 2010, with single mothers, Black and Asian, and disabled women most severely impacted.

The sharp decline in living standards for many women is occurring against a backdrop of worsening polarisation, challenges to equality, diversity, and inclusion measures, and attacks on gender justice and women's rights globally. Gender and intersecting inequalities are the root cause of poverty. If we lose hard-won gains on equality in the years to come, it will not only harm individuals, but will also damage social cohesion, worsening financial insecurity and our economic outlook.

Securing meaningful progress towards gender equality, particularly for the most marginalised women, in the context of intense downward pressure on public spending and crises in services, is highly challenging. The situation is worsened by the consistently poor design of public policy and services that routinely fail to integrate women's perspectives or aim to meet their specific needs. Issues including funding cuts, annual budget cycles, vacuums or turnover in political leadership on gender equality, and lack of gender competence across the public sector mean that long-term, systemic change is often difficult to secure.

The Scottish Government has introduced some welcome measures that recognise women's equality as central to delivering national improvement outcomes. Scotland's National Strategy for preventing and eradicating violence against women and girls, 'Equally Safe', is world-leading in how it recognises the interconnections between gender inequality and violence. The National Advisory Council on Women and Girls has undertaken a range of innovative actions to increase the breadth of policymaking that works for women and to identify ways to improve delivery. The Women's Health Plan has also broken new ground in how it has increased the profile of gendered health inequalities in Scotland.

Report of the directors

OUR PERFORMANCE AND ACHIEVEMENTS IN 2024-2025 (continued)

Whilst there have been some key advances, major gaps remain. There is also growing frustration with the "implementation gap"—the disconnect between progressive commitments on paper and the lack of delivery in practice.

Existing mechanisms intended to ensure gender mainstreaming in government, specifically the Public Sector Equality Duty, are often poorly utilised or ignored, leading to disproportionately worse outcomes for women. The goal of improving gender competence across government, therefore, requires significantly more investment, leadership, and prioritisation than it currently receives. We need our parliamentarians and public officials to work together to ensure that policy and public investment translate into real change for the most marginalised in our communities. The evidence is clear that investing in women's equality and improving the lives of marginalised people reaps huge benefits for society.

Moreover, globally, as well as in the UK and Scotland, we are seeing increased challenges to the feminist movement and our messages, as well as rising misogyny in some spaces. An example of this can be seen in the toxicity online directed towards feminist activists and women elected to public office. This impacts the culture we operate in and makes securing our goals more difficult.

Equal Media and Culture Centre

In 2022, with Scottish Government funding, Engender launched the Equal Media and Culture Centre (EMCC) for Scotland—a hub project that aims to generate greater research, monitoring, and advocacy for equality in Scotland's media and culture sectors.

The EMCC received £111,000 of funding from the Scottish Government in 2024-25, providing for two staff members and a range of activities. Our vision is a Scottish society where women's contribution to culture and media is fully realised and recognised, free from gender discrimination. EMCC's work is informed by a theory of change which aims to secure structural change and embeds intersectionality at its heart.

The objectives of EMCC are:

- To promote cultural, social, and economic parity within Scotland's media and cultural landscape through partnerships and evidence-based initiatives on equality and diversity.
- To play 'critical friend' to institutions, holding them accountable for practices and policies which sustain gender inequality and support collaborative campaigns.
- To provide leverage for campaigns, consultations, and opportunities for training and education through data collection and research on Scottish media.
- To provide spaces for innovative dialogues around gender equality in Scottish media through events, consultations, online blogs, and publications.
- This year saw the integration of new staff, multiple pieces of research, advocacy work with policymakers and industry stakeholders, outreach events, and the establishment of new social media profiles. We continued to undertake partnership development work, extending cross-sector links and maximising the impact of our research and monitoring activity.

How we worked towards these objectives:

We undertook a wide range of initiatives that aimed to help achieve the objectives of EMCC. Examples from across our five key areas of activity include:

Report of the directors

OUR PERFORMANCE AND ACHIEVEMENTS IN 2024-2025 (continued)

Gathering and publishing evidence:

- Our report, 'Equality, Diversity and Inclusion: Women in media, creative and cultural sectors in Scotland', written by academics at the University of Edinburgh, surveyed and interviewed women who work in these sectors in Scotland about Equality Diversity and Inclusion (EDI) initiatives and their experiences in working to embed these in their workplaces. We also published a report with partners Pass the Mic and Strathclyde University's Gender Studies department, on the role of women of colour experts and journalists during the General Election media coverage in 2024.

Engaging with specific groups of women:

- We partnered with Culture Counts to co-lead an EDI co-learning network with their core members, which included commissioning six artists to respond to current challenges. We collaborated with Migrant Women's Press on the 16 Days of Activism Against Gender Based Violence campaign by supporting migrant women to tell their stories in journalism and on social media.

Making the case to decision-makers:

- We responded to and participated in consultations, including a response to the Scottish Parliament Constitution, Europe, External Affairs and Culture Committee call for views on its Pre-Budget Scrutiny 2025-26; an open letter to FM John Swinney and MSP Angus Robertson in response to the Scottish Government's handling of £6.6m in budgeted Grant-in-Aid funding to Creative Scotland; and a response to the Labour policy reform consultation. We spoke at events, including at the Glasgow Film Festival Town Hall, attended the Scottish Labour conference, and held our own webinars with expert speakers for published reports.

Engagement:

- We ran a week-long International Women's Day programme which included written and video responses from five women in the culture and media sectors, reflecting on the challenges of gender inequality. We hosted two gender studies Masters students from Strathclyde University to research feminist leadership and media coverage of sexual harassment.

Sharing and communicating our messages:

- We grew EMCC's social media following on Instagram and the audience of a regular newsletter to communicate new research, campaigns, and events. We established a new channel on BlueSky and focused on developing the diversity and quality of our content.

Key Impact Areas:

- We ran a half-page editorial article in the Scotsman newspaper on International Women's Day itself, to promote our report into EDI and women's lived experiences. This reached a circulation of 32,000 in print and achieved 50,000 impressions online.
- We continue to be approached by culture and media organisations to partner on new projects, which indicates our reports, events, and advocacy are registering effectively within the sectors. This has led to new partnerships with Culture Counts, Film Hub Scotland, and We Are Here Scotland.
- We have increased our following and engagement across all social media platforms.
- Our new email newsletter is having an impact with a 54.9% open rate, which indicates a highly engaged audience.

We reported these achievements and the progress of the work to our funders and our board.

Report of the directors

OUR PERFORMANCE AND ACHIEVEMENTS IN 2024-2025 (continued)

Key Challenges:

The EMCC recognises the barriers faced by women in the media and culture sectors, and we work with partners to raise awareness of these barriers that hinder women through evidence-driven research, monitoring, and advocacy. We recognise that these barriers are intersectional, and that women face multiple barriers of inequality, particularly recognising those faced by Black and minority women, disabled women, LGBT+ women, carers, refugee and migrant women, and older and younger women.

Our work both spotlights the current barriers for women in the culture and media sectors and strives to empower organisations and individuals to break down the structural barriers that prohibit women from succeeding in the sectors.

The current political climate, which includes open hostility towards and rollback of EDI initiatives, is also a challenge for our work. The scale of this challenge is significant and requires sustained advocacy and partnership working to address in the years ahead.

Equal Representation in Politics Project

With £82,848 of funding from Scottish Government's Equality Budget, the Equal Representation in Politics Project aims to help create a Scotland where there is sustainable, diverse and equal representation of women in politics, ensuring women's perspectives shape decision-making, reducing gender inequality, and creating better outcomes for women and society.

The project seeks to create change by encouraging all those who hold power to shape the political landscape, including political parties, councils, government, and parliament, to take action to increase the representation of women and improve levels of diversity within women's representation.

A key focus is on political parties' role, including promoting access to the Equal Representation in Politics Toolkit: a set of self-assessment resources that supports political parties to review and enhance practice around equality, diversity, and inclusion. It was created by organisations from across the equalities sector in Scotland via the Equal Representation Coalition.

The objectives of the Equal Representation Project are:

- To provide opportunities for discussion and exploration of inequality in politics and to enhance collective understanding of the barriers that women face throughout their political journey.
- To ensure that decision-makers across political parties, government, parliament, and councils understand their respective roles and responsibilities in achieving equal representation and advocate for action.
- To work closely with the Equal Representation Coalition to support the realisation of shared goals to increase diversity in political representation.
- To expand and consolidate awareness of the Equal Representation Toolkit at all political party levels and to build the capacity of parties to understand and effectively address inequality internally.

In 2024/25 we focused energy on the UK General Election and published our theory of change for women's representation in Scotland. We initiated work on two major research projects, one exploring women's experience of accessing candidacy in political parties and another examining the violence against women in local councils. In addition, we carried out a wide range of advocacy work in other priority areas.

Report of the directors

OUR PERFORMANCE AND ACHIEVEMENTS IN 2024-2025 (continued)

How we worked towards these objectives:

Gathering and publishing evidence:

- We began work on two research projects. One examining the role of political parties in shaping diversity of elected representatives through control of candidate selection processes and one, in partnership with our Delivering Equally Safe Project, examining women's experiences of sexism, misogyny, and violence against women in Scottish Councils. These research projects will be published later in 2025, and advocacy work will be rolled out focussed on key recommendations for change.

Engaging with specific groups of women:

- We coordinated Equal Representation Coalition meetings, facilitating collaboration between organisations working on political representation for underrepresented groups. Key developments during this period include the development of a new video guide to the Equal Rep website.

Making the case to decision-makers:

- We continued to advocate for measures to tackle barriers to participation in local government faced by women.

Engagement:

- We spoke as part of a panel discussion on barriers to candidacy at an event in Edinburgh City Chambers organised by the Electoral Commission. We took part in a webinar hosted by Social Enterprise Scotland about women on boards.
- We attended the Scottish Labour Conference. We spoke to delegates and elected representatives about the Equal Representation Toolkit and our recommendations for how the party can ensure high levels of women's representation at the 2026 Holyrood election.
- We delivered a workshop on violence against women in politics at our Delivering Equally Safe Conference.

Sharing and communicating our messages:

- Key developments during this period include the development of a new video guide to the Equal Rep website.

Key Impact Areas:

- We successfully advocated for increased councillor salaries after writing to the Cabinet Secretary for Finance and Local Government, addressing a key barrier to women's participation in local government.
- We secured confirmation from the UK Minister for Women and Equalities that the government intends to enact Section 106 of the Equality Act, improving diversity data collection on elected representation.
- Our briefing on the Elections (Representation and Reform) Bill was cited by multiple MSPs during parliamentary debates and included in the Stage 1 report of the Scottish Parliament's Standards, Procedures and Public Appointments Committee.
- We received a request from partner organisation WEN Wales to adapt the Equal Representation Toolkit for a Welsh audience. This Welsh version of the Toolkit will launch in April 2025, extending the toolkit's reach beyond Scotland.

We reported these achievements and the progress of the work to our funders and our board.

Report of the directors

OUR PERFORMANCE AND ACHIEVEMENTS IN 2024-2025 (continued)

Key Challenges:

Despite women making up 51% of the population, men remain significantly overrepresented in public life and are overrepresented in all of Scotland's democratic bodies. Multiple barriers to entering public life remain for women—particularly women of colour, disabled women, and LGBTI+ women. Whilst 45% of Members of the Scottish Parliament are women—an increase of 10% between 2016 and 2021—women still comprise only 35% of local councillors.

Weaknesses in collecting data on the protected characteristics of our elected representatives make it difficult to track and ensure accountability for changes and progress. The internal processes of political parties have a huge bearing on who eventually is elected. A lack of legal levers to mandate change within parties, vacuums in political leadership and accountability, and turnover of internal champions mean that progress within parties is often slow and nonlinear.

Increasing online toxicity, abuse, and threats faced by elected representatives and candidates is a major barrier to attracting and retaining more women in politics, particularly those from minority communities.

Delivering Equally Safe: Tools of Change

Engender received £63,538.42 of funding from the Delivering Equally Safe Scottish Government fund, providing for one member of Engender staff and a variety of activities. The project works to map and develop the evidence base on primary prevention of violence against women and girls (VAWG). We use this evidence to develop primary prevention from being an idea and ambition into a meaningful, recognised priority integrated across all relevant areas of Scottish Government policy.

The objectives of the Tools for Change project are:

- To ensure that policy and law in Scotland prevent men's violence against women rather than enabling it.
- To ensure that policymakers and lawmakers understand how policy formulation and legislation can integrate the prevention of different forms of men's violence.
- To increase people's understanding of all forms of VAWG (causes, consequences and appropriate responses).

How we worked towards these objectives:

We undertook a wide range of initiatives that aimed to help achieve the objectives of the Tools for Change project. Examples from across our five key areas of activity include:

Gathering and publishing evidence:

- We commissioned research into local approaches to primary prevention of violence across Scotland. Our aim was to better understand the Equally Safe Strategy is being delivered and whether primary prevention is being embedded into local policy and decision-making. We also published policy briefings on Transport and Housing to highlight the importance of integrating primary prevention into key areas of public infrastructure where gender equality is often overlooked.

Report of the directors

OUR PERFORMANCE AND ACHIEVEMENTS IN 2024-2025 (continued)

Engaging with specific groups of women:

- We launched research into women councillors' experiences of gender-based violence in local councils. This work was informed by a cross-party advisory group of women councillors. Working with researchers from the University of Edinburgh, we launched a survey and conducted interviews with current and former women councillors about their experiences of this violence. This research also covered the impact of these experiences on women councillors' influence on the policy process and the extent to which a primary prevention approach can be achieved.

Making the case to decision-makers:

- We responded to the Scottish Parliament's Finance and Public Administration Committee's call for evidence on the Scottish Government's proposed National Outcomes. We were invited to give oral evidence on this topic to the Scottish Parliament's Equalities, Human Rights and Civil Justice Committee as part of their pre-budget scrutiny. We responded to the Scottish Government's consultation on their proposed Equality and Human Rights Mainstreaming Strategy. We also submitted a parliamentary briefing ahead of the Scottish Parliament's debate on the 16 Days of Activism Against Gender-Based Violence. We delivered a presentation to the Scottish Government's Transport Equality Group on the importance of embedding primary prevention into public transport policy.

Engagement:

- We hosted our second conference on primary prevention and policymaking, this time focusing on local approaches. This event brought together a range of policymakers from across different sectors to explore the importance of embedding primary prevention into local policymaking and share the research we commissioned on this subject. We participated in media interviews with BBC Radio Scotland on ensuring women's experiences and safety concerns are addressed in planning and transport policy to prevent VAWG. We hosted a fringe event at the Scottish Greens Party Conference on feminist city planning and preventing VAWG. We delivered a presentation to the Scottish Parliament's Cross-Party Group on Men's Violence to raise awareness about primary prevention and the need to operationalise the concept in public policy. During the 16 Days of Activism campaign, we participated in a panel event by the Improvement Service focused on women's representation and highlighted the need for equal representation to be part of a primary prevention approach to policymaking. We are members of the Scottish Government's primary prevention sub-group, informing the government's action on this area.

Sharing and communicating our messages:

- We published short 'reels' on social media to accompany our policy briefings on primary prevention to highlight our top three recommendations for embedding primary prevention into housing and transport policy. We shared two reels from our policy conference, which highlighted the need for integrating primary prevention into all areas of public policy and working collaboratively across sectors to achieve this. These were viewed over 1,000 times.
- We met with the United Nations Special Rapporteur on Violence against Women to outline the current context on primary prevention in Scotland as a means to influence UN scrutiny and reporting mechanisms and create greater pressure for change in Scotland.

Report of the directors

OUR PERFORMANCE AND ACHIEVEMENTS IN 2024-2025 (continued)

Key Impact Areas:

During the Scottish Parliament's debate on 16 Days of Activism Against Gender-Based Violence, our work and the need for a primary prevention approach was cited by 6 MSPs. One MSP directly referenced our briefing on Primary Prevention and Public Transport.

In a post-event evaluation, 74% of respondents who attended our primary prevention conference indicated the event had improved their understanding of primary prevention, and 83% said the same about their understanding of opportunities to prevent VAWG before it occurs. The remaining respondents indicated they already had a strong understanding of these issues.

Our reel on primary prevention and transport policy was viewed on Instagram over 5,000 times, while our reel on primary prevention and housing policy was viewed almost 1,000 times. These were shared and liked by members of the general public, MSPs, MPs and local councillors.

We reported these achievements and the progress of the work to our funders and our board.

Key Challenges:

Violence against women continues to occur at endemic levels in Scotland with 63,867 incidents of domestic abuse and 14,484 sexual crimes recorded by Police Scotland in 2023-24. Technology-facilitated gender-based violence is also an emerging area for concern; 17% of women in Scotland have experienced online violence and over a third (35%) have witnessed it.

The root causes of VAWG are not well understood; only 47% of Scottish adults recognise unequal power dynamics between men and women as a key cause of VAWG, while just 51% can say the same about harmful gender norms and stereotypes. This is concerning in the context of increasingly mixed or hostile attitudes towards women's rights and gender equality, including among young people. About 60% of men and 40% of women in Generation Z are reported to believe that women's equality discriminates against men, while a recent survey of Scottish secondary students found that a third of boys agree that a girl wearing revealing clothing is "asking for trouble".

To address an issue of this scale that is ever evolving and deeply ingrained in our culture, we need all the levers of government and parliament to work together to address it. There remains too little focus and investment in preventing VAWG through all areas of public policy. We continue to call for investment in systemic and cultural change across these areas to build a sustainable and holistic approach to preventing VAWG before it gets the chance to occur.

Report of the directors

SUMMARY OF ACTIVITY AND PERFORMANCE

Throughout 2024-25, Engender worked to achieve our overarching objectives through our five key areas of activity and we are proud to have evidenced examples of critical progress in the report above.

1. **Gather and publish evidence that makes the case for action on women's equality and rights.** We published two detailed pieces of national research.
2. **Engage with specific groups of women to inform and shape our policy, advocacy and communications work.** We delivered seven workshops and facilitated four focus groups.
3. **Work with Ministers, Scottish Government officials, and other stakeholders, to ensure public policy in Scotland is responding to women's lives and needs, and that women's equality and rights is integrated into all salient legislation by advocating for better gender mainstreaming.** We engaged in eight primary areas of national policy. We undertook 6 dedicated meetings with MSPs and Ministers and gave evidence on 4 occasions to Scottish Parliament committees. We also contributed to 13 advisory and working groups on key policy developments.
4. **Hold a programme of engagement including conferences and online events, to disseminate our work and increase gender competence and awareness.** We spoke at 15 events and hosted five webinars.
5. **Share our work through our weekly newsletter, podcast, website and microsites, blog, and social media.** We shared our work through 53 newsletter editions to Engender members and supporters; created multiple daily social media posts; released 4 recordings of our online events on our YouTube channel; published 16 blog posts; and promoted our work to media contacts.

We monitored our external engagement, the wider application of our work, our influence on public policy, and the quality of our partnerships. Based on our assessment of impact, and feedback from funders, partners, and our members, we are confident that Engender is continuing to work effectively towards our goals.

In the past year, all of our work took place in the context of significant and ongoing economic, political, social, and cultural challenges in Scotland, which continue to impact women disproportionately.

Despite these wider challenges, Engender continued to work with focus and commitment towards our long-term vision of 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.

PLANS FOR FUTURE PERIODS

In the coming year, we will publish and implement our new five-year strategic plan, developed through a comprehensive strategic review of our current work and impact, and engagement with key stakeholders and our members. This strategy will enable us to build on our established strengths while expanding our reach and effectiveness in advancing women's equality across Scotland.

Developing and strengthening our campaigning and communications work will be central to our new strategy, ensuring our evidence-based advocacy reaches wider audiences and drives greater policy impact. We are committed to creating more meaningful opportunities for grassroots organisations, groups and women and girls to engage directly in our work, recognising that sustainable change requires true collaboration with communities across Scotland.

Report of the directors

PLANS FOR FUTURE PERIODS (continued)

We will continue working strategically to diversify our funding base, with the goal of reaching £600,000 in annual income by 2029. This growth will enable us to sustain our core work while strategically adding expertise in policy areas where we can drive the greatest impact for women's equality.

Our policy work operates within a dynamic landscape, of polarising public debate, emerging opportunities for change, and the evolving policy and legislative agendas of the Scottish Government and Parliament. In 2025/26, we will use the insights gained from our strategic review to refine our focus and implement our strategic plan with clear direction and impact.

We will continue our work across our established priority areas, each critical to advancing women's equality in Scotland. This will include gender and equality mainstreaming, equal representation of women in public life, and strengthening policy development mechanisms, including the public sector equality duty. We remain committed to advancing economic justice through our work on financial inequality and social security reform. Additionally, we will maintain a focus on women's health, equal representation of women in public life, arts, media and culture, and women's human rights.

We will continue to develop our engagement programme bringing groups of women closer to decision-makers, creating opportunities to share insights and drive meaningful change. This approach recognises that effective policymaking needs to be informed by a diversity of women's voices and experiences.

We will continue to develop the robust evidence base on women's equality and rights that underpins our advocacy for structural change. This work includes strengthening the mechanisms used in policy development to ensure that equality considerations are embedded throughout government decision-making processes. Our research and evidence work will maintain its focus on identifying and addressing systemic barriers to women's equality while building the case for transformative policy solutions.

Engender will continue to create vital space for women's rights, human rights, and other equality organisations to participate meaningfully in UN reporting processes. This work ensures that Scotland's progress on women's equality is subject to international scrutiny and accountability.

We will maintain our commitment to engaging with diverse groups of women to inform our shadow report on the CEDAW and our broader work. This engagement ensures that our international advocacy reflects the experiences and priorities of women across Scotland, particularly those whose voices are often marginalised in policy processes.

FINANCIAL REVIEW

The charity's deficit for the year was £(13,506) (2024: deficit £(29,921)). At the balance sheet date, its accumulated surplus stood at £229,277 (2024: 242,783).

The Charity holds restricted funds of £29,367 (2024: £46,776) (for more detailed information see Note 12), designated funds of £2,850 (2024: £3,897) (for more detailed information see Note 12), and general funds of £197,060 (2024: £192,110).

Report of the directors

FINANCIAL REVIEW (continued)

Principal funding sources

Our primary funding during this period came from Scottish Government grants through the Equality and Human Rights Fund, the Delivering Equally Safe Fund, and specific project funding for the Equal Media and Culture Centre and Equal Representation work. While these arrangements provide some organisational stability, current pressures on public finances mean these income sources face increasing constraints and cannot keep pace with rising operational costs. We maintain regular dialogue with the Scottish Government about long-term funding sustainability for our work.

We also generated income through consultancy work, unrestricted memberships, and donations.

As part of our strategic review, we are developing an income generation strategy to diversify our funding sources over the coming years, ensuring we can grow and sustain our work long-term. We aim to build more philanthropic partnerships, explore alternative income streams and invest in legacy and membership growth.

Reserves policy

It is the charity's policy to maintain unrestricted funds, which are its free reserves, at a level sufficient to cover management, administration, and operating costs for between three (£160k) and six months (£320k). Engender currently has free reserves of £195,163, being the general fund less the amount tied up in tangible fixed assets, which are in line with our 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 Engender member is eligible to nominate themselves for election as a candidate to fill a vacancy on the board. Appointments to the board are determined via the selection process set out in our Governance Handbook, culminating in a member ballot, held securely online.

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 appointed through co-option is only eligible to retain office only until the next Annual General Meeting but can then be eligible for election.

Directors' induction and training

New Directors receive a comprehensive information pack and participate in induction sessions covering governance and financial responsibilities. They have access to appropriate training for charity Directors and Engender collaborates with other national women's organisations to provide external training on feminist governance for new trustees and those requiring refresher sessions.

Report of the directors

STRUCTURE, GOVERNANCE AND MANAGEMENT (continued)

Board Oversight The Board of Directors provides strategic leadership and oversight for the organisation, supported by regular reporting from the Executive Director on performance against operational and improvement plans. The Executive Director and Head of Development also provide regular updates on the organisation's financial position to ensure informed decision-making.

Executive Management The Executive Director is responsible for the day-to-day running and operation of the charity, including managing Engender's budget and resources as delegated by the board.

Remuneration and Benefits The board determines pay and benefits packages for all Engender staff and considers cost-of-living awards annually based on available financial resources. Senior staff pay is reviewed annually to ensure competitive and fair remuneration within the organisation's capacity.

All Directors volunteer their time freely, with no director receiving remuneration during the year.

Board Operations The Board of Directors meets at least four times annually, supplemented by an annual strategic away day to review organisational direction and an Annual General Meeting.

Risk management

The main risks facing the charity are as follows:

Financial Sustainability

Like the majority of charities in Scotland, Engender faces financial challenges from increased operational costs alongside static, short-term funding arrangements. The grants landscape has become increasingly competitive, with charity trusts and foundations overwhelmed by applications for financial support.

Scottish Government funding provides a greater degree of relative security compared with other funding mechanisms. However, continuing pressure on government budgets means this funding is potentially less secure than previously. We are working on developing a more sustainable and resilient funding model to spread the risk of potential government cuts.

In parallel with developing our strategic plan in 2025/26, we will create a five-year income generation strategy focused on diversifying and growing income to ensure our vision of a more equal Scotland can be realised.

Capacity and Strategic Focus We continue to experience greater demand for our policy input than our current capacity allows. This requires strategic decisions about which policy areas offer the greatest potential impact. However, funding for policy and advocacy on women's equality and rights is rarely prioritised by non-governmental funders, making alternative funding sources more challenging to access.

Staff Retention and Development We regularly review staff pay and conditions, aiming to offer the best possible terms within our current resources. In the current financial climate, offering competitive remuneration for experienced staff remains challenging, and retention may become an issue if we cannot keep pace with voluntary sector pay standards.

Risk Management Framework

Engender maintains a comprehensive risk management system including board review of the risk register at least twice yearly and ongoing risk discussions at each board meeting. The organisation works continuously to mitigate identified risks, maintains sound finances and financial controls, and benefits from an experienced and effective board.

Report of the directors

REFERENCE AND ADMINISTRATIVE DETAILS

Charity name	Engender
Company registration number	SC286639
Charity registration number	SC029053
Registered and Principal office address	50 Suite 540-541, 5th Floor, Baltic Chambers 50 Wellington Street Glasgow G2 6HJ
Directors	Lucy Mulvagh, Convener Emily Victoria Yates (was Hutchinson), Vice-Convener (from 1 March 2025) Louise Brodie, Treasurer, Vice-Convener (Vice-Convener to 1 March 2025) Zara Kitson Camila Cavalcante Pereira Iffat Shahnaz Suzanne McLaughlin Rachel Hanna Palma Randle Lucy Anne Miller (resigned 18 January 2025) Samar Ziadat (appointed 18 January 2025) Kristin Hay (appointed 18 January 2025)
Key management personnel	Catherine Murphy (Executive Director)
Bankers	The Co-operative Bank p.l.c. P.O. Box 250 Skelmersdale WN8 6WT
Senior Statutory Auditor	Kevin Cattnach
External auditor	Whitelaw Wells Statutory Auditor 9 Ainslie Place Edinburgh EH3 6AT

Report of the directors

Auditor

It is the Directors assessment that all necessary steps have been taken to ensure that the auditor has been made aware of all relevant audit information and as such there is no relevant audit information which the auditor has not been made aware of.

Small Companies Provisions

This report has been prepared in accordance with the provisions in Part 15 of the Companies Act 2006 applicable to companies subject to the small companies' regime.

Directors' responsibilities

The Directors are responsible for preparing the Report of the Directors and the financial statements in accordance with applicable law and regulations.

Company law and charity law requires the Directors to prepare financial statements for each financial year in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law). Under company law and charity law the Directors must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources, including the income and expenditure, of the charity for that period.

In preparing these financial statements, the Directors are required to:

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

The Directors are responsible for maintaining proper accounting records, which disclose with reasonable accuracy at any time the financial position of the charitable company, and to enable them to ensure that the financial statements comply with the Companies Act 2006, the Charities & Trustees Investment (Scotland) Act 2005 and the Charities Accounts (Scotland) Regulations 2006 (as amended). The Directors 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.

Approved by the board on 6 December 2025 and signed on its behalf by:


Lucy K. Mulvagh (Dec 10, 2025 09:40:51 GMT)

Lucy Mulvagh
Director

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS AND DIRECTORS OF ENGENDER FOR THE YEAR ENDED 31 MARCH 2025

Opinion

We have audited the financial statements of Engender for the year ended 31 March 2025, which comprise the Statement of Financial Activities (incorporating the Income and Expenditure Account), the Balance Sheet, the Statement of Cash Flows and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, Including FRS102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2025 and of its incoming resources and application of the resources for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006, the Charities and Trustee Investment (Scotland) Act 2005 and regulation 8 of the Charities Accounts (Scotland) Regulations 2006 (as amended).

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs UK) and applicable law. Our responsibilities under those standards are further described in the auditors' responsibilities for the audit of the financial statements section of our report. We are independent of the charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Other information

The other information comprises the information in the annual report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the annual report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the

**INDEPENDENT AUDITORS' REPORT TO THE MEMBERS AND DIRECTORS OF
ENGENDER FOR THE YEAR ENDED 31 MARCH 2025**

financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinions on matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the directors' report, prepared for the purposes of company law and included in the report of the trustees, for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the directors' report, included with the report of the trustees, has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the directors' report, included in the report of the trustees.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006, Charities and Trustees Investment (Scotland) Act 2005 and the Charities Accounts (Scotland) Regulations 2006 (as amended) requires us to report to you if, in our opinion:

- adequate and proper accounting records have not been kept; or
- The financial statements are not in agreement with the accounting records; or
- Certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or

the trustees were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies' exemptions in preparing the directors' report, included within report of the trustees, and from the requirement to prepare a strategic

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement set out on page 21, the trustees are responsible for the preparation of the financial statements which give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charity or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

We have been appointed as auditor under section 44(1)(c) of the Charities and Trustee Investment (Scotland) Act 2005 and report in accordance with the Act and relevant regulations made or having effect thereunder.

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could

**INDEPENDENT AUDITORS' REPORT TO THE MEMBERS AND DIRECTORS OF
ENGENDER FOR THE YEAR ENDED 31 MARCH 2025**

reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

Irregularities that result from fraud are inherently more difficult to detect than irregularities that result from error.

From enquiries of those charged with governance, it was determined that the risk of material misstatement from fraud was low with little scope for fraud to occur. Our audit testing is designed to detect material misstatements from fraud where there is not high level collusion.

Our audit testing was designed to detect material misstatements from other irregularities that result from error where there is not high level concealment of the error. In this regard the following audit work was undertaken: applicable laws and regulations were reviewed and discussed with management; senior management meeting minutes were reviewed; internal controls were reviewed; and journals were reviewed. From this audit testing it was determined that the risk of material misstatement in this regard was low.

We performed income and expenditure testing which was designed to identify any irregularities as a result of mistakes or human error. From this audit testing it was determined that the risk of material misstatement in this regard was low.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

Use of our report

This report is made solely to the charity's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006, and the trustees, as a body, in accordance with section 44(1)(c) of the Charities and Trustee Investment (Scotland) Act 2005, regulation 10 of the Charities Accounts (Scotland) Regulations 2006 (as amended). Our audit work has been undertaken so that we might state to the charity's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charity and the charity's members as a body, for our audit work, for this report, or for the opinions we have formed.

.....
Kevin Cattanach
Senior Statutory Auditor
for and on behalf of Whitelaw Wells, Statutory Auditor
Whitelaw Wells is eligible to act as an auditor in terms of Section 1212 of the Companies Act 2006
9 Ainslie Place
Edinburgh EH3 6AT
6 December 2025

Statement of financial activities (incorporating income and expenditure account)

	Note	Unrestricted funds		Restricted funds	2025	2024
		General funds £	Designated funds £	£	£	£
Income from:						
Donations and legacies	2	9,186	-	-	9,186	8,395
Charitable activities	3	850	-	617,193	618,043	561,061
Total Income		10,036	-	617,193	627,229	569,456
Expenditure on:						
Raising funds	4	-	-	6,237	6,237	6,275
Charitable activities	5	5,086	1,047	628,365	634,498	593,102
Total Expenditure		5,086	1,047	634,602	640,735	599,377
Net income/(expenditure) for the year		4,950	(1,047)	(17,409)	(13,506)	(29,921)
Transfers between funds	12	-	-	-	-	-
Net movement in funds		4,950	(1,047)	(17,409)	(13,506)	(29,921)
Reconciliation of funds:						
Total funds at 1 April 2024		192,110	3,897	46,776	242,783	272,704
Total funds at 31 March 2025	12,13	197,060	2,850	29,367	229,277	242,783

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 in the current and prior year.

Balance Sheet

	Note	2025 £	2024 £
Fixed assets			
Tangible assets	9	1,897	4,257
Current assets			
Debtors	10	6,651	19,584
Cash at bank and in hand		262,940	346,871
		269,591	366,455
Creditors: amounts falling due within one year	11	42,211	127,929
Net current assets		227,380	238,526
Net assets		229,277	242,783
Funds			
Unrestricted funds			
General funds	12	197,060	192,110
Designated funds	12	2,850	3,897
Restricted funds	12	29,367	46,776
		229,277	242,783

The Financial Statements have been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies.

Approved by the Board of Directors on 6 December 2025 and signed on their behalf by:


Louise Brodie (Dec 10, 2025 21:11:09 GMT)
 Louise Brodie
 Director
 Engender
 SC286639

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

Cash Flow Statement

	Note	2025 £	2024 £
Net cash provided by operating activities	(i)	<u>(83,931)</u>	<u>66,123</u>
Cash flows from investing activities			
Purchase of tangible assets		<u>-</u>	<u>(2,624)</u>
Net cash provided by investing activities		-	(2,624)
Net increase in cash and cash equivalents in the year		<u>(83,931)</u>	<u>63,499</u>
Cash and cash equivalents at beginning of year		<u>346,871</u>	<u>283,372</u>
Cash and cash equivalents at end of year		<u><u>262,940</u></u>	<u><u>346,871</u></u>
Cash and cash equivalents			
Cash in hand and in bank		<u><u>262,940</u></u>	<u><u>346,871</u></u>

Notes to the Cash Flow Statement

(i) Reconciliation of net (expenditure) to net cash flow from operating activities

Net movement in funds	(13,506)	(29,921)
Depreciation charges	1,966	2,162
Loss on sale of fixed assets	394	-
Decrease / (increase) in debtors	12,933	(470)
(Decrease) / increase in creditors	<u>(85,718)</u>	<u>94,352</u>
Cash flows from operating activities	<u><u>(83,931)</u></u>	<u><u>66,123</u></u>

Notes to the financial statements

1 Accounting policies

Legal status of the Charity

Engender is a registered charity with the Office of the Scottish Charity Regulator and a private company limited by guarantee incorporated in Scotland under the Companies Act 2006 with company number SC286639. The address of the charity's registered office is detailed on the Reference and Administrative Details page and the nature of the charity's principal activities is set out in the Report of the Directors.

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, and 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) – Charities SORP (FRS102). The financial statements are prepared in sterling, which is the functional currency of the Charity. Monetary amounts in these financial statements are rounded to the nearest £. The charity constitutes a public benefit entity as defined by FRS 102.

The Directors consider that it is appropriate to prepare the accounts on the going concern basis as they believe that there will be sufficient funds available to meet the liabilities of the Charity as they fall due within the next 12 months. The charity is reliant on Scottish Government funding that has been approved to 31 March 2026. The directors have had no indication from the Scottish Government that this funding will not be extended from 31 March 2026 and have therefore prepared the financial statements on a going concern basis.

Judgements and key sources of estimation uncertainty

The preparation of the financial statements requires management to make judgements, estimates and assumptions that affect the amounts reported. These estimates and judgements are continually reviewed and are based on experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

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.

Notes to the financial statements

1 Accounting policies (continued)

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 Head of Development's salary.

Tangible fixed assets

Tangible fixed assets are stated at cost less accumulated depreciation. The costs of minor additions under £2,000 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.

Cash and cash equivalents

Cash and cash equivalents are basic financial assets and include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

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.

Provisions

Provisions are recognised when the charity has a present obligation as a result of a past event, it is probable that a transfer of economic benefit will be required to settle the obligations and a reliable estimate can be made of the amount of the obligation.

2 Donations and legacies

	Unrestricted funds		Restricted funds		
	General funds	Designated funds		2025	2024
	£	£	£	£	£
Donations & Membership income	9,186	-	-	9,186	8,395
	9,186	-	-	9,186	8,395

Income from donations and legacies was £9,186 (2024: £8,395) of which £9,186 (2024: £8,395) was unrestricted general and £nil (2024: £nil) was restricted. No amounts were unrestricted designated in the current or prior year.

3 Income from charitable activities

	Unrestricted funds		Restricted funds		
	General funds	Designated funds		2025	2024
	£	£	£	£	£
Scottish Government Grants	-	-	617,193	617,193	617,142
Scottish Government Grant Clawbacks	-	-	-	-	(60,342)
Consultancy	850	-	-	850	4,261
	850	-	617,193	618,043	561,061

Income from charitable activities was £618,043 (2024: £561,061) of which £850 (2024: £4,261) was unrestricted general and £617,193 (2024: £556,800) was restricted. No amounts were unrestricted designated in the current or prior year.

Notes to the financial statements

4 Raising funds

	Unrestricted funds		Restricted funds		
	General funds	Designated funds		2025	2024
	£	£	£	£	£
Wages and salaries	-	-	5,234	5,234	5,279
Employer's NI contributions	-	-	584	584	590
Staff pension costs	-	-	419	419	406
	-	-	6,237	6,237	6,275

Expenditure on raising funds was £6,237 (2024: £6,275) of which £nil (2024: £nil) was unrestricted general and £6,237 (2024: £6,275) was restricted. No amounts were unrestricted designated in the current or prior year.

5 Expenditure on charitable activities

	Unrestricted funds		Restricted funds		
	General funds	Designated funds		2025	2024
	£	£	£	£	£
Staff costs	-	-	406,296	406,296	379,359
Premises costs	-	-	22,455	22,455	40,456
Running costs	3,413	1,047	79,605	84,065	83,744
Legal and professional fees	16	-	118,235	118,251	85,740
Interest and finance charges	223	-	1,242	1,465	1,641
Depreciation	1,434	-	532	1,966	2,162
	5,086	1,047	628,365	634,498	593,102

Expenditure on charitable activities was £634,498 (2024: £593,102) of which £5,086 (2024: £2,950) was unrestricted general, £1,047 (2024: £1,022) was unrestricted designated and £628,365 (2024: £589,130) 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:

	2025	2024
	£	£
Amounts payable to Auditor		
External scrutiny services	8,400	7,800
Other accountancy services	-	-
Depreciation on owned assets	1,966	2,162
Other operating lease rentals	20,372	22,546
	20,372	22,546

7 Staff costs

	2025	2024
	£	£
Salaries and wages	353,583	331,393
Social security costs	30,675	28,807
Pension costs	28,275	25,434
	412,533	385,634

One staff member earned between £60,000 to £70,000 for the reporting period (2024: one).

The Charity considers its key management personnel in the current and prior year to be the Executive Director. The total employment benefits (including employer pension contributions) of the key management personnel was £71,279 (2024: £71,722)

The average number of staff employed during the year was 11 (2024: 10).

The pension costs noted above relate to contributions made by the company in respect of certain employees to a defined contribution scheme. Pension costs were charged to restricted general funds (2024: restricted 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 (2024: £nil).

During the year there was £nil (2024: £60 – one Trustee) software costs, £409 (2024: £ nil) travel and subsistence costs for two Trustees and £90 (2024: £ nil) training costs for one Trustee paid by the Charity.

Trustees paid donations of £65 (2024: £85).

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 2024	5,564	29,772	35,336
Additions	-	-	-
Disposals	(4,455)	(19,460)	(23,915)
	<u>1,109</u>	<u>10,312</u>	<u>11,421</u>
At 31 March 2025			
Depreciation			
At 1 April 2024	4,974	26,105	31,079
Charge for the year	49	1,917	1,966
Disposals	(4,061)	(19,460)	(23,521)
	<u>962</u>	<u>8,562</u>	<u>9,524</u>
At 31 March 2025			
Net book value			
At 31 March 2025	<u>147</u>	<u>1,750</u>	<u>1,897</u>
At 31 March 2024	<u>590</u>	<u>3,667</u>	<u>4,257</u>

10 Debtors

	2025	2024
	£	£
Prepayments and accrued income	5,811	18,744
Other debtors	840	840
	<u>6,651</u>	<u>19,584</u>

11 Creditors: amounts falling due within one year

	2025	2024
	£	£
Trade creditors	21,520	9,588
Other taxes and social security costs	9,144	8,659
Accruals	9,708	20,700
Other creditors	1,839	88,982
	<u>42,211</u>	<u>127,929</u>

Notes to the financial statements

12 Movement in funds

	At 1 April 2024	Incoming resources	Outgoing resources	Transfers between funds	At 31 March 2025
Restricted funds	£	£	£	£	£
E&HR Fund	12,296	359,807	359,433	-	12,670
Delivering Equally Safe Fund	21,898	63,538	82,411	-	3,025
SGEI Fund	-	82,848	76,421	-	6,427
GEMS / EMCC Fund	12,582	111,000	116,337	-	7,245
	<u>46,776</u>	<u>617,193</u>	<u>634,602</u>	-	<u>29,367</u>
Unrestricted funds					
Designated funds					
Sue Innes Memorial Fund	509	-	-	-	509
Health and Wellbeing Fund	3,388	-	1,047	-	2,341
General funds	192,110	10,036	5,086	-	197,060
Total funds	<u>242,783</u>	<u>627,229</u>	<u>640,735</u>	-	<u>229,277</u>

	At 1 April 2023	Incoming resources	Outgoing resources	Transfers between funds	At 31 March 2024
Restricted funds	£	£	£	£	£
E&HR Fund	25,374	359,806	372,884	-	12,296
Delivering Equally Safe Fund	23,297	63,538	64,937	-	21,898
SGEI Fund	44,073	48,778	70,151	(22,700)	-
GEMS / EMCC Fund	25,337	84,678	87,433	(10,000)	12,582
	<u>118,081</u>	<u>556,800</u>	<u>595,405</u>	<u>(32,700)</u>	<u>46,776</u>
Unrestricted funds					
Designated funds					
Sue Innes Memorial Fund	509	-	-	-	509
Health and Wellbeing Fund	4,410	-	1,022	-	3,388
General funds	149,704	12,656	2,950	32,700	192,110
Total funds	<u>272,704</u>	<u>569,456</u>	<u>599,377</u>	-	<u>242,783</u>

Notes to the financial statements

12 Movement in funds (continued)

Restricted funds

Equality and Human Rights Fund – Funding to build on our record of successful advocacy for women’s equality and rights. The funding will be used to gather intersectional evidence, analyse policy and advocate for specific law and policy to meet women’s needs. We will provide leadership around the incorporation of CEDAW into Scots Law, and around women’s rights more broadly. We will engage with different groups of women around feminist policy, and shape the public conversation on women’s equality.

Delivering Equally Safe – Funding to work with Scottish Women’s Aid and Rape Crisis Scotland to create an evidence-base for translating primary prevention from an ambition into meaningful and specific change in non-justice policy domains including the creation of credible theory of change for how we will take use a primary prevention approach to eradicate men’s violence against women in Scotland.

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.

GEMS / EMCC : The profile of Gender Equal Media Scotland (GEMS) project is raised with key media, equalities and cultural institutions. GEMS has been renamed as “Equal Media and Culture Centre”.

Transfers in the prior year relate to contributions from grant providers towards Engender’s support costs and management of the projects.

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.

Health and Wellbeing Fund

The Health and Wellbeing Fund has been established to provide funding to meet approved applications by staff members for costs associated with addressing the physical and mental stresses resulting from the demands of working from home.

Notes to the financial statements

13 Analysis of net assets between funds

	General funds £	Designated funds £	Restricted funds £	Total £
Tangible fixed assets	1,897	-	-	1,897
Net current assets	195,163	2,850	29,367	227,380
Net assets at 31 March 2025	197,060	2,850	29,367	229,277

	General funds £	Designated funds £	Restricted funds £	Total £
Tangible fixed assets	4,257	-	-	4,257
Net current assets	187,853	3,897	46,776	238,526
Net assets at 31 March 2024	192,110	3,897	46,776	242,783

14 Share capital

Engender is a private company limited by guarantee.

15 Financial commitments

At 31st March 2025 the company's future minimum operating lease payments are as follows:

	2025 £	2024 £
Within one year	2,566	4,440
Between one and five years	329	987
Over five years	-	-

Engender Accounts YE 31-03-25


Final Audit Report


2025-12-10


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