



Gender Identity Research & Education Society

## Annual Accounts Report Year Ending 2021

*Through quality research, education and support, GIRES works to improve the lives of all trans and gender diverse people wherever they are*

## GIRES Annual Accounts Year Ending 2021

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## GIRES Annual Accounts Year Ending 2021

### Reference and administration details for GIRES

Charity Registered Number: 1068137

Registered Office Address: Ashcombe House, 5 The Crescent, Leatherhead, Surrey KT22 8DY

### Trustees who served during 2021

Cat Burton - Chair

Mary Deans – Secretary

Reubs Walsh Treasurer

Bernard Reed

Shaan Surat Rathgeber Knan

Zoe Johannes

Octavian Starr

GIRES is an unincorporated association governed by a Constitution adopted 29 October 1997, amended 29 January 1998, 15 July 2001, 11 October 2009, 03 September 2019, 27 October 2019 and October 2022.

The Charity's objects are to advance education into gender identity and variations in sex characteristics, and in particular:

- i. To initiate, promote and support research particularly to address the needs of those whose gender identity does not correspond with assumptions made at birth;
- ii. To publish the outcome of such research and other relevant information in order to inform interested parties and the general public; and
- iii. To achieve a wider understanding of these issues and thereby enable equal participation within society of those who experience them.

GIRES Trustees are elected annually at the Annual General Meeting.

### Financial Review of 2021

After the pandemic year in 2020, income has returned to more normal levels at £77,545 (£30,092). The total expenditure amounted to £70,699 (£60,568) which included an increase in our wage costs to £48,865 (£29,249) due in the main to the increase in the number of our paid employees from one to three. We also had the added expense of office space from January to July and storage costs as we needed to move operations away from Bernard and Terry's home. The charity recorded net income of £6,847 (-£30,476).

Total income from individuals through membership, donations, companies and payroll giving amounted to £29,443 (£14,192) which was higher than the previous year. Charitable income from training and consultancy services also increased from 2020, our new e-learning training amounted to £3,190 online and in person training £22,950, consultancy £21,596 and other charitable activities amounted to a total increase to £48,102 (£15,900).

The amount received from HMRC in respect of gift aid recoveries on subscriptions and donations has remained steady for the last three years £1,842 (£1,870). The Charity continues to take positive steps to collect debts when due in order to expand the Charity's work.

## **GIRES Annual Accounts Year Ending 2021**

The Charity holds £3,859 in restricted funds. These funds are to be expended on a joint research project with Mermaids, which has been funded by Awards for All. the Trustees will be seeking advice as to how to utilise these funds in 2022.

At year-end, the Charity's balance was £100,504 (£93,657) including the restricted funds and savings account. The charity's monies placed with Barclays Bank, current account and Shawbrook, savings account are protected by the Financial Services Compensation Scheme.

### **Reserves Policy**

The Charity's policy is to hold a sufficient minimum balance of unrestricted funds to cover one year's expenditure on the cash costs of running the Charity. At 31<sup>st</sup> December 2021 the balance of £96,645 (£89,798) is still greater than the required minimum of £59,478 (£39,252).

### **Insurance**

Major grant-awarding organisations require that the Charity has adequate insurance. In any case, the trustees' view is that the scale of the charity's operations have now expanded sufficiently to warrant such protection. Accordingly, GIRES has arranged cover for professional indemnity (£500,000), public liability (£2,000,000) and employer's liability (£10,000,000), which includes cover for volunteers. The charity has also arranged Trustees' indemnity insurance (£100,000). The total annual insurance premium amounts to £767.64 (£988.98) which included cover for the move of our main office to Sutton, in Surrey.

### **Accounting Procedures Update**

In 2021, to simplify and reduce the cost of its accounting, the charity had intended to move from an accruals method to a cash-based system, however on the advice of our accountants we have remained with the accrual method of accounting. The Charity also instructed Menzies accountants to review the accounts due to the need for our consultant accountant no longer being available to continue with this work.

## **Fulfilling GIRES' Objectives in 2021 and beyond**

GIRES ended 2021 in a strong financial position, despite the continuing limitations imposed by the pandemic. However, with restrictions easing, it has been possible to resume our income-generating activities, including both in-person and online training services.

At the start of the year the Trustees agreed the following three priority themes for GIRES work during 2021:

- To equip healthcare and caring professions with an up to date understanding of how best to deliver care that is inclusive and appropriate to trans and gender diverse people.
- To combat discrimination and exclusion of trans and gender diverse adults in workplaces, professional and community settings.
- To advocate for the needs and priorities of older trans and gender diverse people, including but not limited to: social isolation / loneliness; community building; later life and end of life care; and funeral planning.

## GIRES Annual Accounts Year Ending 2021

We recruited a fundraising and individual giving officer, however due to health issues the person appointed was unable to continue working for the charity. Consequently, the Board took the decision to recruit a general manager, who would also take responsibility for fundraising and grant applications. Dr Harriet Hutchinson was appointed to the role in June 2022.

Cat Burton, as Chair, Mary Deans, as Secretary, and Reubs Walsh as Treasurer continue to lend their commendable skills to advise and guide the charity. Photographs of the trustees and their biographical information may be viewed at: <https://www.gires.org.uk/about-us/gires-trustees/>

We are maintaining our information services via the website and the TranzWiki directory of national and local trans support organisations. We respond to the many requests for information and help that reach us by phone, e-mail or via the website.

GIRES continues to collaborate with other organisations via virtual meetings: Gendered Intelligence, TransActual, Mermaids, the LGBT Consortium (which encompasses the Trans Organisations Network), Stonewall, and many others. We have also contributed to several projects seeking to improve trans and gender diverse people's access to and experiences of healthcare, including numerous research projects, which have produced resources including empirical evidence and formal guidance for clinical best-practices with trans and gender diverse patients, published in respected medical journals.

In summary, GIREs continues to function well and undertake important projects that will improve the lives of gender diverse people.

Signed by Trustee



Reubs Walsh, Treasurer

Date: 23<sup>rd</sup> September 2022

## Statement of Trustees' Responsibilities

Charity law requires the trustees to prepare financial statements for each financial year, which show a true and fair view of the state of affairs of the charity and its financial activities for that period.

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 departures disclosed and explained in the financial statements; and
- prepare the financial statements on a going concern basis unless it is inappropriate to presume that the charity will continue in operational existence.

The trustees are responsible for keeping proper accounting records, which disclose with reasonable accuracy at any time, the financial position of the Charity and to enable them to ensure that the financial statements comply with the Charities Act 1993 and any amendments of the Charities Act 2006. They are also responsible for safeguarding assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

## GIRES Annual Accounts Year Ending 2021

### Independent Examiner's Report to the Trustees of GIRES

I report to the trustees on my examination on the accounts of the Charity for the year ended 31st December 2021.

#### Responsibilities and basis of report

As the Trustees of the Charity you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ('the 2011 Act').

I report in respect of my examination of the Charity's accounts carried out under section 145 of the 2011 Act and in carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

#### Independent examiner's statement

I have completed my examination. I can confirm that no matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

- 1) accounting records were not kept in respect of the Charity as required by section 130 of the 2011 Act; or
- 2) the accounts do not accord with those records; or
- 3) the accounts do not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a 'true and fair' view which is not a matter considered as part of an independent examination.

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

This report is made solely to the Charity's Trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. My work has been undertaken so that I might state to the charity's trustees those matters I am required to state to them in an independent examiner's report and for no other purpose. To the fullest extent permitted by law, I do not accept or assume responsibility to anyone other than the Charity and the charity's Trustees as a body, for my work or for this report.

#### **Charity Independent Examiner**

DocuSigned by:  
  
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10-Oct-2022

Janice Matthews FCA  
Menzies LLP Chartered Accountants  
Centrum House  
36 Station Road  
Egham  
Surrey  
TW20 9LF

## GIRES Accounts for Year ending 31<sup>st</sup> December 2021

### Statement of Financial Activities

GIRES accounts have been reviewed to provide a more detailed account of our income and expenditure which removes the need for additional notes. We have been able to cross reference the old codes to ensure continuity in the reporting, however this has also required some of the 2020 accounting figures to be recategorized on the accounts. The totals reported remain the same as reported to the Charity Commission and this has no impact on our net resources.

### Charity Income

		2021	2020
<b>Charity Not for Profit Income</b>			
Individual Donations & Legacy	Donations with Gift Aid	10,187	7,271
	Donations Non-Gift Aid	6,590	3,161
	Legacy Payments	2,371	(2,500)
	Other Donations	-	858
Company and Payroll Donations	Payroll Donations	7,440	4,885
	PayPal Giving Fund	1,013	
	Amazon Smile		
	Other Company Donations		500
HMRC	Gift Aid	1,842	17
<b>Total Not for Profit Income</b>		<b>29,443</b>	<b>14,192</b>
<b>Charity Sales of Product Income</b>			
Training	GIRES Training Delivered	22,950	12,595
	GIRES e-Learning for Individuals	725	-
	GIRES e-Learning for Companies	2,465	-
	Consultancy	21,596	3,082
Website Sales	GIRES Shop & Literature	204	16
Bank Credits	Interest & Credits	162	207
<b>Total Sales of Product Income</b>		<b>48,102</b>	<b>15,900</b>
<b>Total Charity Income</b>		<b>77,545</b>	<b>30,092</b>

## GIRES Annual Accounts Year Ending 2021

## Charity Resources Expended

		2021	2020
<b>Cost of Sales</b>			
Consultancy	Fees	3,183	7,886
Training	Facilitators Fees	5,083	4,028
	Other fees	-	3,645
	Travel	369	354
	Hotels & Accommodation	240	134
	Food / Meals	89	159
	Postage	-	-
	Events, Meetings & Conferences	Travel & Accommodation	-
Conference Costs		1,297	4,089
Food/ Meals		926	223
GIRES Website Sales & Training	Printing	33	798
<b>Total Cost of Sales</b>		<b>11,220</b>	<b>21,316</b>

<b>Charity Expenditure</b>			
Office & General Administration	Postage & Stationery	225	448
	Printing	-	1,589
	Office Equipment	433	952
Charity Service Fees	Office Rental & Storage	2,847	1,657
	Insurances	768	989
	Phone, Broadband, & Utilities	988	1,138
	Software Costs & Subscriptions	1,120	646
	Bank Interest Payable	-	-
	Advertising & Promotion	470	-
	Professional Services	Accountancy Fees	2,890
Legal Fees		-	-
Dues & Subscriptions	WPATH	514	531
	Memberships	245	639
Payroll Expenses	Wages & Salaries	48,865	29,249
Other Expenditure	Depreciation of Fixed Assets	113	-
	Sundry Expenses	-	134
<b>Total Charity Expenditure</b>		<b>59,478</b>	<b>39,252</b>

<b>Total Resources Expended</b>	<b>70,699</b>	<b>60,568</b>
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<b>Net incoming (outgoing unrestricted funds)</b>	6,847	(30,476)
<b>Total unrestricted funds brought forward</b>	89,798	120,274
Restricted funds - book publishing	1,137	1,137
Restricted funds - Awards for All	2,722	2,722
<b>Total restricted funds</b>	<b>3,859</b>	<b>3,859</b>

<b>Total funds carried forward</b>	<b>100,504</b>	<b>93,657</b>
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All resources expended were in furtherance of the charity's objectives.

There were no recognised gains and losses other than those reported above.

The notes on page 10 form part of these accounts.

## GIRES Annual Accounts Year Ending 2021

## Balance Sheet

		2021	2020
<b>Fixed Assets</b>			
	Fixtures, fittings and equipment	242	355
<b>Current Assets</b>			
Debtors	Gift Aid	-	1,876
	Training & other debtors	6,970	1,125
	HMRC	-	414
	<b>Total Debtors</b>	<b>6,970</b>	<b>3,414</b>
Cash at Bank	Barclays Current Account	70,328	67,265
	Shawbrook Saving Account	25,000	25,000
	<b>Total Cash at Bank</b>	<b>95,328</b>	<b>92,265</b>
<b>Total Current Assets</b>		<b>102,298</b>	<b>95,679</b>

<b>Liabilities</b>			
	Accruals - External examiner	1,140	780
	Accruals – Accountant	850	500
	Trustee expenses	-	-
	Other creditors	46	1,097
	<b>Total Creditors: Amounts falling due within one year</b>	<b>2,036</b>	<b>2,377</b>
<b>Total assets less current liabilities</b>		<b>100,504</b>	<b>93,657</b>

<b>Charity Funds</b>			
	<b>Unrestricted funds</b>	<b>96,645</b>	<b>89,798</b>
Restricted funds	Awards for All	2,722	2,722
	Publishing	1,137	1,137
	<b>Total Restricted Funds</b>	<b>3,859</b>	<b>3,859</b>

<b>Total charity funds</b>		<b>100,504</b>	<b>93,657</b>
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Signed by Trustee



Reubs Walsh, Treasurer

Date: 23<sup>rd</sup> September 2022

## GIRES Annual Accounts Year Ending 2021

### Notes to the Accounts

#### Basis of accounting

The financial statements have been prepared in accordance with the Charities SORP (FRS 102) – 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 Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Charities Act 2011.

Gender Identity Research & Education Society meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised

#### Resources expended

Resources expended are included in the Statement of Financial Activities on an accrual basis, inclusive of any VAT, which cannot be recovered. Cost of sales represent the resources expended in the delivery of programme and project work directed at the achievement of the charitable aims and objectives. Expenditure costs represent the costs which relate to the general running of the charity i.e. all the activities which allow the charity to operate, generate information required for public accountability and carry out the planning processes which contribute to the future development of the charity. Resources expended, wherever they can be so identified, are allocated to the charity's activities as costs directly attributable or as Support or Governance costs. Costs have been apportioned on a basis the Trustees have considered to be a reasonable estimate for the relevant allocation.

#### Fees for examining the accounts

The external examiner, Menzies, has made a charge of £1,140.00 inc VAT (£780).

#### Paid employees

GIRES had three employed members of staff in 2021:

Full Time: Camilla Thrush, Operations and Finance Manager

Part Time: Sharon Thripp, Admin Officer joined the team in June 2021

Part Time: Cici Carey-Stuart, Grants and Individual Giving Fundraising Officer joined the team in March 2021 and left due to health reasons in August 2021.

Trustee expenses	2021	2020
Number of trustees who were paid out of pocket expenses	0	3
Total amount paid	0	4,507

The Trustee expenses recorded arising from charitable activities and governance on behalf of the Charity. During the year, the charity continued to pay directly many of the costs that the trustees had previously incurred such as travel, hotels and memberships, thus relieving them of having to reclaim.

