



Registered Charity No. 1068137



Gender Identity Research & Education Society

Gender Identity Research & Education Society

Annual Report and Financial

Statements for the Year Ended

31 December 2023

Gender Identity Research & Education Society

Contents

Reference and Administrative Details	1
Trustees' Report	2 - 4
Statement of Trustees' Responsibilities	5
Independent Examiner's Report	6
Statement of Financial Activities	7
Balance Sheet	8
Notes to the Financial Statements	9 - 19

Gender Identity Research & Education Society

Reference and Administrative Details

Trustees

Cat Burton, Chair
Mary Deans, Secretary and Treasurer
Reubs Walsh, Resigned 22nd March 2023
Bernard Reed
Zoe Johannes, Resigned 21st October 2023
Octavian Starr
Shaan Surat Rathgeber Knan, Appointed 11th April 2024

Charity Registration Number

1068137

Principal Office

Ashcombe House
5 The Crescent
Leatherhead
Surrey
KT22 8DY

Independent Examiner

Janice Matthews
Menzies LLP Chartered Accountants
Magna House
18-32 London Road
Staines-Upon-Thames
TW18 4BP

Gender Identity Research & Education Society

Trustees' Report

Objectives and activities

GIRES is a UK wide organisation whose purpose is to improve the lives of trans and gender diverse people of all ages, including those who are non-binary and non-gender.

GIRES is a professionally managed membership charity supported by volunteers that, in collaboration with other groups in its field, hears, helps, empowers and gives a voice to trans and gender diverse individuals, including those who are non-binary and non-gender, as well as their families.

We use evidence from individuals' lived experiences, combined with scientific research into gender identity development, to educate all those who are able to improve trans and gender diverse individuals' wellbeing. We contribute to policy development regarding equality and human rights for individuals, especially in healthcare.

We also deliver training, e-learning and information to public and private sector organisations, including supporting trans and gender diverse employees or students.

Objects and aims

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 at the Annual General Meeting.

Objectives, strategies and activities

During 2023, GIRES continued with our 3 priority themes established in 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.

Gender Identity Research & Education Society

Trustees' Report (continued)

We delivered this through:

- Our on-going training delivery both on-line and in-person.
- Responding to the many requests for information and help that reach us by phone, e-mail or via the website.
- Continuing 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.
- Our Legacy of Kindness (LOK) Project, an archiving project was very successful. The LOK website contains a great deal of valuable material and educational resources.
- Development of our Being Ready project which has produced a new training program covering end of life experiences, care, and bereavement.
- Maintaining our information services via the website and the TransWiki directory of national and local trans support organisations.

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

Fundraising disclosures

The total income in 2023 was significantly higher than in 2022. This was due to funding for the Being Ready project in the year along with greater income from training delivery.

Public benefit

The trustees confirm that they have complied with the requirements of section 17 of the Charities Act 2011 to have due regard to the public benefit guidance published by the Charity Commission for England and Wales.

Financial review

Policy on reserves

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 31st December 2023 the balance of £55,450 (2022: £46,129) is less than the required minimum of £63,844 (2022: 82,084). This is, however an improvement over the last 12 months, and it is expected to improve further by the end of 2024.

Gender Identity Research & Education Society

Trustees' Report (continued)

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 £901.26 (£754.90).

Structure, governance and management

Nature of governing document

GIREs is an unincorporated association governed by a Constitution adopted on 29th October 1997 and revised in October 2021.

The annual report was approved by the trustees of the charity on 19 September 2024 and signed on its behalf by:



.....
Mary Deans
Trustee

Gender Identity Research & Education Society

Statement of Trustees' Responsibilities

The trustees are responsible for preparing the trustees' report and the financial statements in accordance with the United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) and applicable law and regulations.

The law applicable to charities requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources of the charity for that period. In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable 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 trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Charities Act 2011, the Charities (Accounts and Reports) Regulations 2008, and the provisions of the constitution. The trustees are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Approved by the trustees of the charity on 19 September 2024 and signed on its behalf by:



.....
Mary Deans
Trustee

Gender Identity Research & Education Society

Independent Examiner's Report to the trustees of Gender Identity Research & Education Society

I report to the trustees on my examination of the accounts of Gender Identity Research & Education Society for the year ended 31 December 2023.

Responsibilities and basis of report

As the charity trustees of Gender Identity Research & Education Society you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ('the Act').

I report in respect of my examination of the Gender Identity Research & Education Society'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 Act.

Independent examiner's statement

I have completed my examination. I confirm that no material 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 Gender Identity Research & Education Society as required by section 130 of the Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting 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.

DocuSigned by:

.....634F24DE92A4471.....

Janice Matthews
Menzies LLP Chartered Accountants
ICAEW

Magna House
18-32 London Road
Staines-Upon-Thames
TW18 4BP

20-Sep-2024
Date:.....

Gender Identity Research & Education Society

Statement of Financial Activities for the Year Ended 31 December 2023

	Note	Unrestricted funds £	Restricted funds £	Total 2023 £	Total 2022 £
Income and Endowments from:					
Donations and legacies	2	36,230	55,159	91,389	67,238
Charitable activities	3	50,072	-	50,072	25,420
Other trading activities	4	7	-	7	151
Investment income	5	175	-	175	705
Total income		<u>86,484</u>	<u>55,159</u>	<u>141,643</u>	<u>93,514</u>
Expenditure on:					
Raising funds	6	(161)	-	(161)	(677)
Charitable activities	7	(12,478)	(62,085)	(74,563)	(50,645)
Governance costs	8	(64,524)	-	(64,524)	(82,084)
Total expenditure		<u>(77,163)</u>	<u>(62,085)</u>	<u>(139,248)</u>	<u>(133,406)</u>
Net income/(expenditure)		<u>9,321</u>	<u>(6,926)</u>	<u>2,395</u>	<u>(39,892)</u>
Net movement in funds		9,321	(6,926)	2,395	(39,892)
Reconciliation of funds					
Total funds brought forward		<u>46,129</u>	<u>14,483</u>	<u>60,612</u>	<u>100,504</u>
Total funds carried forward	16	<u><u>55,450</u></u>	<u><u>7,557</u></u>	<u><u>63,007</u></u>	<u><u>60,612</u></u>

All of the charity's activities derive from continuing operations during the above two periods.

Gender Identity Research & Education Society

**(Registration number: 1068137)
Balance Sheet as at 31 December 2023**

	Note	2023 £	2022 £
Fixed assets			
Tangible assets	11	1,038	927
Current assets			
Debtors	12	9,079	-
Cash at bank and in hand	13	<u>62,908</u>	<u>61,858</u>
		71,987	61,858
Creditors: Amounts falling due within one year	14	<u>(10,018)</u>	<u>(2,173)</u>
Net current assets		<u>61,969</u>	<u>59,685</u>
Net assets		<u><u>63,007</u></u>	<u><u>60,612</u></u>
Funds of the charity:			
Restricted income funds			
Restricted funds		7,557	14,483
Unrestricted income funds			
Unrestricted funds		<u>55,450</u>	<u>46,129</u>
Total funds	16	<u><u>63,007</u></u>	<u><u>60,612</u></u>

The financial statements on pages 7 to 19 were approved by the trustees, and authorised for issue on 19 September 2024 and signed on their behalf by:



.....
Mary Deans
Trustee

Gender Identity Research & Education Society

Notes to the Financial Statements for the Year Ended 31 December 2023

1 Accounting policies

Statement of compliance

The financial statements have been prepared in accordance with the second edition of the Charities Statement of Recommended Practice issued in October 2019, the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102) and the Charities Act 2011.

Basis of preparation

Gender Identity Research & Education Society meets the definition of a public benefit entity under FRS 102. The accounts (financial statements) have been prepared under the historical cost convention with items recognised at cost or transaction value unless otherwise stated in the relevant note(s) to these accounts.

Going concern

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

Income and endowments

Voluntary income including donations, gifts, legacies and grants that provide core funding or are of a general nature is recognised when the charity has entitlement to the income, it is probable that the income will be received and the amount can be measured with sufficient reliability.

Donations and legacies

Donations and legacies are recognised on a receivable basis when receipt is probable and the amount can be reliably measured.

Grants receivable

Grants are recognised when the charity has an entitlement to the funds and any conditions linked to the grants have been met. Where performance conditions are attached to the grant and are yet to be met, the income is recognised as a liability and included on the balance sheet as deferred income to be released.

Investment income

Investment income is recognised once it becomes payable to the Charity.

Expenditure

All expenditure is recognised once there is a legal or constructive obligation to that expenditure, it is probable settlement is required and the amount can be measured reliably. All costs are allocated to the applicable expenditure heading that aggregate similar costs to that category. Where costs cannot be directly attributed to particular headings they have been allocated on a basis consistent with the use of resources, with central staff costs allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use. Other support costs are allocated based on the spread of staff costs.

Gender Identity Research & Education Society

Notes to the Financial Statements for the Year Ended 31 December 2023 (continued)

Raising funds

These are costs incurred in attracting voluntary income, the management of investments and those incurred in trading activities that raise funds.

Charitable activities

Charitable expenditure comprises those costs incurred by the charity in the 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.

Governance costs

These include the costs attributable to the charity’s compliance with constitutional and statutory requirements, including audit, strategic management and trustees meetings and reimbursed expenses.

Taxation

The charity is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the charity is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

Tangible fixed assets

Individual fixed assets costing £100.00 or more are initially recorded at cost, less any subsequent accumulated depreciation and subsequent accumulated impairment losses.

Depreciation and amortisation

Depreciation is provided on tangible fixed assets so as to write off the cost or valuation, less any estimated residual value, over their expected useful economic life as follows:

Asset class	Depreciation method and rate
Office Equipment	4 years straight line

Trade debtors

Trade debtors are amounts due from customers for merchandise sold or services performed in the ordinary course of business.

Trade debtors are recognised initially at the transaction price. They are subsequently measured at amortised cost using the effective interest method, less provision for impairment. A provision for the impairment of trade debtors is established when there is objective evidence that the charity will not be able to collect all amounts due according to the original terms of the receivables.

Gender Identity Research & Education Society

Notes to the Financial Statements for the Year Ended 31 December 2023 (continued)

Cash and cash equivalents

Cash and cash equivalents comprise cash on hand and call deposits, and other short-term highly liquid investments that are readily convertible to a known amount of cash and are subject to an insignificant risk of change in value.

Trade creditors

These are obligations to pay for goods or services that have been acquired in the ordinary course of business from suppliers. Accounts payable are classified as current liabilities if the charity does not have an unconditional right, at the end of the reporting period, to defer settlement of the creditor for at least twelve months after the reporting date. If there is an unconditional right to defer settlement for at least twelve months after the reporting date, they are presented as non-current liabilities.

They are recognised initially at the transaction price and subsequently measured at amortised cost using the effective interest method.

Fund structure

Unrestricted income funds are general funds that are available for use at the trustees' discretion in furtherance of the objectives of the charity.

Restricted income funds are those donated for use in a particular area or for specific purposes, the use of which is restricted to that area or purpose.

Pensions and other post retirement obligations

The charity operates a defined contribution pension scheme which is a pension plan under which fixed contributions are paid into a pension fund and the charity has no legal or constructive obligation to pay further contributions even if the fund does not hold sufficient assets to pay all employees the benefits relating to employee service in the current and prior periods. Contributions to defined contribution plans are recognised in the Statement of Financial Activities when they are due. If contribution payments exceed the contribution due for service, the excess is recognised as a prepayment.

Gender Identity Research & Education Society

Notes to the Financial Statements for the Year Ended 31 December 2023 (continued)

2 Income from donations and legacies

	Unrestricted funds General £	Restricted funds £	Total funds £
Donations and legacies;			
Donations from companies, trusts and similar proceeds	1,906	40,232	42,138
Donations from individuals	20,054	-	20,054
Legacies	235	-	235
Gift aid reclaimed	1,585	-	1,585
Grants, including capital grants;			
Grants from other charities	12,450	14,927	27,377
Total for 2023	<u>36,230</u>	<u>55,159</u>	<u>91,389</u>
Total for 2022	<u>20,965</u>	<u>46,273</u>	<u>67,238</u>

3 Income from charitable activities

	Unrestricted funds General £	Total funds £
Consultancy	11,247	11,247
Training Fees - eLearning for Individuals	984	984
Training Fees - eLearning for Companies	2,151	2,151
Training Fees - in person delivery	35,690	35,690
Total for 2023	<u>50,072</u>	<u>50,072</u>
Total for 2022	<u>25,420</u>	<u>25,420</u>

Gender Identity Research & Education Society

Notes to the Financial Statements for the Year Ended 31 December 2023 (continued)

4 Income from other trading activities

	Unrestricted funds General £	Total funds £
Trading income;		
Sales of goods and services	7	7
Total for 2023	7	7
Total for 2022	151	151

5 Investment income

	Unrestricted funds General £	Total funds £
Interest receivable and similar income;		
Interest receivable on bank deposits	175	175
Total for 2023	175	175
Total for 2022	705	705

6 Expenditure on raising funds

	Direct costs £	Total 2023 £
Costs of trading activities	161	161
	161	161

Gender Identity Research & Education Society

Notes to the Financial Statements for the Year Ended 31 December 2023 (continued)

7 Expenditure on charitable activities

	Unrestricted funds General £	Restricted funds £	Total funds £
External training and education	7,157	-	7,157
Delivery of external events and conferences	2,137	-	2,137
External Consulting	3,184	-	3,184
Delivery of Legacy of Kindness Project	-	52,444	52,444
Delivery of Being Ready Project	-	9,641	9,641
Total for 2023	<u>12,478</u>	<u>62,085</u>	<u>74,563</u>
Total for 2022	<u>14,996</u>	<u>35,649</u>	<u>50,645</u>

8 Analysis of governance and support costs

Governance costs

	Unrestricted funds General £	Total 2023 £	Total 2022 £
Staff costs			
Wages and salaries	45,608	45,608	64,575
Social security costs	2,292	2,292	3,581
Pension costs	1,495	1,495	2,008
Independent examiner fees			
Examination of the financial statements	1,500	1,500	1,140
Legal, Accounting and Other Professional Fees	2,797	2,797	1,559
Marketing and publicity	864	864	358
Depreciation, amortisation and other similar costs	452	452	204
Other governance costs	9,516	9,516	8,659
	<u>64,524</u>	<u>64,524</u>	<u>82,084</u>

Gender Identity Research & Education Society

Notes to the Financial Statements for the Year Ended 31 December 2023 (continued)

	2023	2022
Other Governance Costs Break-down	£	£
Office Rental & Storage	1,358	2,362
Insurance	901	755
Phone, Broadband & Utilities	1,053	1,072
Software Costs and Subscriptions	3,835	2,964
Printing, postage and stationery	1,973	896
Dues and subscriptions	396	610
	<u>9,516</u>	<u>8,659</u>

9 Trustees remuneration and expenses

No trustees, nor any persons connected with them, have received any remuneration from the charity during the year.

10 Staff costs

The aggregate payroll costs were as follows:

	2023	2022
Staff costs during the year were:	£	£
Wages and salaries	71,804	85,825
Social security costs	2,292	3,581
Pension costs	1,495	2,008
	<u>75,591</u>	<u>91,414</u>

Staff costs cover those required for Governance and for delivery of the Legacy of Kindness project. The Legacy of Kindness project is funded through restricted donations. The charity receives the employment allowance to cover up to £5,000 of national insurance contributions. These are applied to the Legacy of Kindness project first and then to governance.

The monthly average number of persons (including senior management / leadership team) employed by the charity during the year expressed as full time equivalents was as follows:

	2023	2022
	No	No
Employees	<u>3</u>	<u>2</u>

No employee received emoluments of more than £60,000 during the year

Gender Identity Research & Education Society

Notes to the Financial Statements for the Year Ended 31 December 2023 (continued)

11 Tangible fixed assets

	Office Equipment £	Total £
Cost		
At 1 January 2023	1,244	1,244
Additions	563	563
	1,807	1,807
At 31 December 2023	1,807	1,807
Depreciation		
At 1 January 2023	317	317
Charge for the year	452	452
	769	769
At 31 December 2023	769	769
Net book value		
At 31 December 2023	1,038	1,038
At 31 December 2022	927	927

12 Debtors

	2023 £
Trade debtors	1,280
Accrued income	7,799
	9,079

Debtors represent amounts due at the end of the period for training services delivered and invoiced but not paid. Accrued income represents funding for the Legacy of Kindness project that was invoiced in 2024 but should be recognised in 2023.

13 Cash and cash equivalents

	2023 £	2022 £
Barclays Current Account	37,908	36,858
Shawbrook Saving Account	25,000	25,000
	62,908	61,858

Interest from the Shawbrook savings account is paid directly to the Barclays current account.

Gender Identity Research & Education Society

Notes to the Financial Statements for the Year Ended 31 December 2023 (continued)

14 Creditors: amounts falling due within one year

	2023	2022
	£	£
Other taxation and social security	2,271	-
Other creditors	265	183
Accruals	<u>7,482</u>	<u>1,990</u>
	<u><u>10,018</u></u>	<u><u>2,173</u></u>

	2023	2022
	£	£
Accrual Break-down		
Accruals - External Examiner	1,500	1,140
Accruals - Accountant	650	850
Accruals - Legacy of Kindness Costs	<u>5,332</u>	<u>-</u>
	<u><u>7,482</u></u>	<u><u>1,990</u></u>

15 Pension and other schemes

Defined contribution pension scheme

The charity operates a defined contribution pension scheme. The pension cost charge for the year represents contributions payable by the charity to the scheme and amounted to £1,495 (2022 - £2,008).

Gender Identity Research & Education Society

Notes to the Financial Statements for the Year Ended 31 December 2023 (continued)

16 Funds

	Balance at 1 January 2023 £	Incoming resources £	Resources expended £	Transfers £	Balance at 31 December 2023 £
Unrestricted funds					
<i>General</i>					
Unrestricted funds	46,129	86,484	(77,163)	-	55,450
Restricted funds					
Book Publishing	1,137	-	-	(1,137)	-
Awards for All	2,722	-	-	(2,722)	-
Legacy of Kindness	8,636	39,949	(52,444)	3,859	-
Being Ready	1,988	15,210	(9,641)	-	7,557
Total restricted funds	<u>14,483</u>	<u>55,159</u>	<u>(62,085)</u>	<u>-</u>	<u>7,557</u>
Total funds	<u>60,612</u>	<u>141,643</u>	<u>(139,248)</u>	<u>-</u>	<u>63,007</u>

	Balance at 1 January 2022 £	Incoming resources £	Resources expended £	Balance at 31 December 2022 £
Unrestricted funds				
General	96,645	47,241	(97,757)	46,129
Restricted funds	<u>3,859</u>	<u>46,273</u>	<u>(35,649)</u>	<u>14,483</u>
Total funds	<u>100,504</u>	<u>93,514</u>	<u>(133,406)</u>	<u>60,612</u>

With the permission of the donors for Awards for All and Book Publishing, the balance on these funds have been applied to the Legacy of Kindness work.

Gender Identity Research & Education Society

Notes to the Financial Statements for the Year Ended 31 December 2023 (continued)

17 Analysis of net assets between funds

	Unrestricted funds General £	Restricted funds £	Total funds at 31 December 2023 £
Tangible fixed assets	1,038	-	1,038
Current assets	59,098	12,889	71,987
Current liabilities	<u>(4,686)</u>	<u>(5,332)</u>	<u>(10,018)</u>
Total net assets	<u>55,450</u>	<u>7,557</u>	<u>63,007</u>
	Unrestricted funds General £	Restricted funds £	Total funds at 31 December 2022 £
Tangible fixed assets	927	-	927
Current assets	47,375	14,483	61,858
Current liabilities	<u>(2,173)</u>	<u>-</u>	<u>(2,173)</u>
Total net assets	<u>46,129</u>	<u>14,483</u>	<u>60,612</u>

18 Related party transactions

There were no related party transactions in the year.