

**GENDER AND DEVELOPMENT NETWORK
TRUSTEES REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2015**

The Trustees, who are also Directors of the charitable company, present their report and the financial statements for Gender and Development Network for year ended 31 March 2015.

COMPANY INFORMATION

Registration	Company Number: 6975360 Charity Number: 1140272
Board of Trustees	The following persons have served as members of the Board during the year and up to the date of this report: Rachel Carter (resigned 1 st November 2014) Kanwal Ahluwalia Samantha French Anne Quesney Catherine Klirodotakou Beverly Duckworth Antonella Mancini Hawah Bunduka Daphne Jayasinghe (appointed 1 st November 2014)
Company Secretary	Francesca Rhodes
Registered Office	c/o ActionAid 33-39 Bowling Green Lane London EC1R 0BJ
Bankers	Co-operative Bank PO Box 250 Skelmersdale WN8 6WT

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OBJECTIVES AND GOVERNING STATEMENTS

The charitable company brings together expert non-governmental organisations (NGOs), consultants, academics and individuals committed to working on gender, development and women's rights issues.

Objects

The objects of the charity, as set out in its governing document, are to relieve poverty among women and girls and to promote and protect their health (whether mental, physical, sexual or emotional) by any means the trustees in their absolute discretion choose.

Vision and Mission

Our vision is of a world where social justice and gender equality prevail and where all women and girls are able to realise their rights, free from discrimination. Our mission is to relieve poverty and promote well being by ensuring that international development policy and practice promotes gender equality and women and girls' rights. Our role is to improve the impact that UK development and donor organisations have on the lives of women and girls in developing countries by ensuring that their international development work promotes gender equality and women and girls' rights.

Strategic aims

The strategic aims (each of equal importance) of the charity are:

1. To create and maintain a strong, effective and inclusive network.
2. To promote alternatives and solutions to current agendas and problems in women's rights and gender equality and development.
3. To increase the capacity of members to deliver gender equality and women's rights.
4. To strengthen the Government's commitment, policy and practice on women's rights and gender equality in its international work.
5. To generate, collate and disseminate a strong evidence-based knowledge base on women's rights and gender equality and development.

Activity planning and public benefit

GADN's activities, which are described below, have been designed to deliver benefits in accordance with these strategic aims.

Our activities have been reviewed through the year, referring to the Charity Commission's guidance on public benefit so as to ensure that our work complies with these requirements.

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ACTIVITIES, ACHIEVEMENTS AND PERFORMANCE

The GADN is unique in the way it brings together large and small NGOs with individuals and consultants and over the past 30 years, GADN has become a hub that catalyses its members' efforts on gender and development. In 2014-15, GADN was comprised of 57 NGOs ranging from small women's rights lobby groups to large international development organisations, as well as individual consultants, students and academics. By drawing on our diverse and knowledgeable membership as well as receiving benefits in kind from a variety of donors, GADN is able to achieve a lot on modest resources.

Since its foundation in 1985, GADN has grown exponentially both in size and in influence. An important part of this growth has been the sustained core funding given to us by member organisations such as ActionAid UK, Christian Aid, Oxfam GB and Plan UK. In 2014-2015 we also received a core funding grant from the GW Cadbury Trust. Thanks to these contributions, in 2014-15 we were able to implement a great range of activities.

Highlights of 2014-2015 for GADN included:

- **Setting an agenda for the future:** In February we released the report 'Turning Promises into Progress: Gender equality and rights for women and girls - lessons learnt and actions needed'. Two major anniversaries this year with Beijing+20 and the fifteenth anniversary of UNSCR 1325 on Women, Peace and Security allowed an opportunity for reflection, while the conclusion of post-2015 negotiations provided an opportunity for action. The report therefore aims to identify lessons learnt, and recommendations for the future. For the first time we worked jointly with Gender Action for Peace and Security (GAPS UK), the UK SRHR network and all our GADN working groups. This exciting collaboration enabled us to explore eight different subject areas in detail, and then bring together overall conclusions.

A Parliamentary launch event was hosted by the UN All Party Parliamentary Group in March ahead of International Women's Day (IWD), and the report was profiled in IWD campaigns and communications from Bond, The World Bank, Oxfam and Action/2015.

- **Influencing the post-2015 framework:** As the post-2015 process has moved forward this year, GADN has continued to play an active and effective role in promoting the need for gender equality and women's rights to be central to the new framework through engagement with the UK Department for International Development (DFID), the UN and other donors, as well as the wider sector.

Throughout the year the post-2015 working group has shared strategy and information ensuring our impact is increased. In June, we released a briefing paper 'Unpaid care: A priority for the post-2015 development goals and beyond' which outlined the importance of including a target on unpaid care in the framework. GADN also prepared a briefing on unpaid care for the international Post-2015 Women's Coalition. In September we responded in full to the Open Working Group proposals in the paper 'Gender equality and women's rights at the UN General Assembly post-2015 discussion' and have

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recently released our latest 'Summary of positions on negotiations for the post-2015 framework' which includes recommendations on means of implementation and accountability.

In June, GADN was invited to host a side event at the Global Summit to End Sexual Violence in Conflict on the importance of using the post-2015 framework to eliminate violence against women and girls. The event included a speech by the Rt. Hon. Justine Greening, Secretary of State for International Development.

- **Engaging with DFID:** Throughout the year, GADN has liaised with DFID staff to discuss areas of key priority to members such as the department's strategic framework on girls and women, political participation, violence against women and girls (VAWG), post-2015 and economic empowerment. This dialogue has been convened through meetings between GADN members and DFID.

In June we facilitated a members meeting on the Girl Summit which focused on child, early and forced marriage and female genital mutilation. Members were able to hear from DFID on the plans and aims of the Summit, and to discuss policy responses. We also released a briefing on the Summit to inform members.

- **Inputting into the CSW process:** GADN supported over twenty members who attended the 59th session of the Commission of the Status of Women (CSW) which focused on the 20th anniversary of the Beijing Platform for Action and review. In November, we were delighted to be represented on a panel of speakers looking at global challenges to gender equality at the Government Equalities Office's (GEO) Annual National Consultation with Women meeting. Throughout the year we have facilitated dialogue between members and DFID and the GEO to input into preparations for Beijing+20, and commented on the draft political declaration eventually approved by governments at CSW.
- **Supporting campaigns on gender equality and women's rights:** GADN produced two tools: 'Ten steps towards integrating gender equality into campaigns' and 'Gender and Campaigning Training Pack' to support those who want to improve the effectiveness of their gender equality campaigns or to mainstream gender into existing campaigns.
- **Developing understanding within the sector:** Over the year we also started to develop positions on 'engaging with men and boys' to promote gender equality and on possible alternatives to current development models. Both of these areas of work will be developed over the next year.
- Our quarterly **member's meetings** have been used to discuss key topics related to our member's priorities and provide space for networking and exchange of ideas. Topics this year have included: The Girl Summit; A Theory of Change for Gender Equality and post-2015 and preparing for CSW.

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- The network also coordinated **working groups** around thematic areas to enable our members to share best practice and work on joint activities together. Our working groups in 2014-15 were:
 - Violence against Women and Girls
 - Women's Economic Justice
 - Gender Mainstreaming
 - Girl's Education in International Development
 - Humanitarian
 - Women's Participation and Leadership
 - Gender and Disability
 - Post-2015

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

The Gender and Development Network is a company limited by guarantee, and a registered charity (with effect from 8 February 2011) and is governed by its Memorandum and Articles of Association as amended 4 February 2011.

Recruitment and appointment of new trustees

Following the resignation of Rachel Carter on the 1st November 2014, one new Trustee was appointed on the 1st November 2014; Daphne Jayasinghe.

Volunteers

During the year GADN was fortunate to have the support of two Research and Communications volunteers: Mayeesha Jamil and Rebecca Kelley. As ever, their work has been a vital backbone to the continuation of the network.

Risk management

The Trustees note their duty to identify and review the risks to which the charity is exposed and to ensure appropriate controls are in place to provide reasonable assurance against fraud and error.

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FINANCIAL REVIEW

Result for the year

The Board of Trustees reports an excess of income over expenditure of £617 which will be carried forward for use in 2015-16.

Reserves

The accounts show a total carried forward of £63,267. This includes restricted funds of £9,685, from the GW Cadbury Grant. This will be spent on operating costs in 2015-16, excluding the Director's fees.

£36,968 of the unrestricted reserves has been designated to a contingency reserve. The Trustees have agreed that the balance of the unrestricted funds, £16,614, can be used in 2015-2016 for operating costs. Funds have been allocated for secretariat costs, briefings and reports and to implement our priority research areas.

Reserves policy

The charity's reserves policy is as follows:

GADN is a small organisation dependent on few sources of income; the Trustees therefore decided to set a high level of core reserves. Finances are carefully managed through budgeting and monitoring processes, and setting a reserve policy is part of our financial management strategy. The Board monitors the level of reserves held throughout the year and will review this policy and the basis for the level of reserves needed annually.

GADN's reserves policy has the following aims:

- To cover falls in expected income
- To cover unexpected core operating costs, and costs in the event of closure
- To provide a cushion for cashflow management

The Board has committed to maintaining a contingency reserve enough to cover six months core running costs. That translates into £36,968, and the existing designated funds were topped up to meet that target in this financial year.

GADN will strive to balance the needs for current expenditure with the need for a reserve. Reserves will only be expended in pursuit of the above aims and as a result of a decision by the Board.

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Statement of Trustee responsibilities

Company law requires the Trustees (who are also the directors of GADN for the purposes of company law) to prepare the financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and of the surplus or deficit of the charitable company for that period.

In preparing those financial statements. The directors are required to:

- select suitable accounting policies and apply them consistently;
- make judgements and estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in operation

The directors are responsible for keeping proper accounting records which disclose 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. They are also responsible for safeguarding the assets of the charitable company and hence for taking responsible steps for the prevention and detection of fraud and other irregularities.

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

Signed:  _____

Date: 16.7.15

Catherine Klirodotakou
On behalf of the Board

Independent Examiner's Report to the Members of the GAD Network

Report to the members of GAD Network on the accounts for the year ended 31 March 2015 set out on pages 9 to 13.

Respective responsibilities of the trustees and examiner

The charity's trustees (who are also the directors of the company for the purposes of company law) are responsible for the preparation of the accounts. The trustees consider that an audit is not required for this year (under section 144 (2) of the Charities Act 2011 (the 2011 Act)) and that an independent examination is needed.

Having satisfied myself that the charity is not subject to audit under company law and is eligible for an independent examination. It is my responsibility to:

- examine the accounts (under section 145 of the 2011 Act),
- to follow the procedures laid down in the General Directions given by the Charity Commission (under section 145(5)(b) of the Act),
- and to state whether particular matters have come to my attention.

Basis of independent examiner's statement

My work was conducted in accordance with the General Directions given by the Charity Commissioners. My procedures consisted of comparing the accounts with the accounting records kept by the charitable company, and making such limited enquiries of the officers of the charitable company as I considered necessary for the purposes of this report. The procedures undertaken do not provide all the evidence that would be required in an audit, and consequently no opinion is given as to whether the accounts present a 'true and fair view' and the report is limited to those matters set out in the statement below.

Independent Examiner's statement

In the course of my examination, no matter has come to my attention

- 1 which gives me reasonable cause to believe that in any material respect, the requirements
to keep accounting records in accordance with section 386 of the Companies Act 2006;
to prepare accounts which accord with the accounting records, comply with the accounting requirements of section 396 of the Companies Act 2006 and with the methods and principles of the Statement of Recommended Practice: Accounting and Reporting by Charities.
have not been met; or
- 2 to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.

Debbie Mace
23 Forgebank Walk
Halton
LA2 6FD

Debbie Mace

Independent Examiner

20-Jul-15

**GENDER AND DEVELOPMENT NETWORK
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**Registered Charity and Company Limited by Guarantee - Reg no 6975360
Balance Sheet as at 31 March 2015**

		2015		2014	
Notes	£	£	£	£	£
CURRENT ASSETS					
Debtors		2,908		0	
Bank balance		74,587		88,564	
			77,496		88,564
CURRENT LIABILITIES					
Deferred income	9	11,960		22,860	
Creditors	10	2,269		3,054	
			14,229		25,914
NET CURRENT ASSETS			63,267		62,650
TOTAL ASSETS LESS TOTAL LIABILITIES			63,267		62,650
 REPRESENTED BY:					
Restricted funds	15		9,685		4,269
<u>Unrestricted funds</u>					
Designated fund – contingency fund		36,968		20,640	
General unrestricted funds		16,614		37,741	
			53,582		58,381
			63,267		62,650

For the financial year ended 31 March 2015 the directors are satisfied that the charitable company was entitled to exemption from audit under Section 477 of the Companies Act 2006 and no notice has been deposited under Section 476. The accounts have been examined by an Independent Examiner, in accordance with section 145 of the Charities Act 2011. Her report appears on page 8.

The directors acknowledge their responsibilities for:

- (a) ensuring that the company keeps accounting records which comply with Section 386 of the Companies Act 2006, and
- (b) preparing financial statements which give a true and fair view of the state of affairs of the company as at the end of the financial year and of its profit or loss (surplus or deficit) for each financial year in accordance with the requirements of Section 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the company.

These financial statements have been prepared in accordance with the provisions in Part 15 of the Companies Act 2006 applicable to companies subject to the small companies regime and in accordance with the Financial Reporting Standard for Smaller Entities (effective April 2008).

ON BEHALF OF THE BOARD OF TRUSTEES

Signed:  _____

Approved by the Board of Trustees 16.7.15
on:

Name: Catherine Klirodotaku

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**Statement of Financial Activities
For year ended 31 March 2015**

		2015	2015	2015	2014
		<u>Unrestricted</u>	<u>Restricted</u>	<u>TOTAL</u>	<u>TOTAL</u>
		funds	funds	FUNDS	FUNDS
	NOTES	£	£	£	£
INCOMING RESOURCES					
Incoming resources from generated funds					
Grants receivable	2	11,000	39,808	50,808	52,010
Subscriptions		14,555	0	14,555	13,955
Interest received	3	195	0	195	130
		<u>25,750</u>	<u>39,808</u>	<u>65,558</u>	<u>66,095</u>
RESOURCES EXPENDED					
Charitable activities					
Support costs	4	24,600	28,117	52,717	38,764
Publications, learning events and website		2,625	3,654	6,279	315
Members Meetings		0	576	576	110
VAWG working group		1,750	0	1,750	3,828
Campaigners working group		88	0	88	2,650
Post-2015 & Alternatives project (direct costs)		0	0	0	3,358
CSW costs		1,486	111	1,597	1,994
Gender mainstreaming		0	169	169	0
Evaluation costs		0	0	0	2,000
Governance Costs	5	0	1,765	1,765	965
		<u>30,549</u>	<u>34,392</u>	<u>64,941</u>	<u>53,983</u>
NET INCOME/(EXPENDITURE) FOR THE YEAR	6	(4,799)	5,416	617	12,112
Transfers between funds		0	0	0	0
RECONCILIATION OF FUNDS					
Total funds brought forward		58,381	4,269	62,650	50,538
TOTAL FUNDS CARRIED FORWARD		<u>53,582</u>	<u>9,685</u>	<u>63,267</u>	<u>62,650</u>

TOTAL RECOGNISED GAINS AND LOSSES

There were no recognised gains or losses other than the result for the above financial periods. All amounts relate to continuing activities.

The notes on pages 11 to 14 form part of these financial statements.

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Notes to the accounts

1. ACCOUNTING POLICIES

The financial statements have been prepared in accordance with all applicable accounting standards, as modified by the SORP. The accounts have been drawn up in accordance with the provisions of the Charities (Accounts and Reports) Regulations 2008 and the Companies Acts, and include the results of the charity's operations which are described in the Trustee's Report, all of which are continuing.

Advantage has been taken of Section 396(5) of The Companies Act 2006 to allow the format of the financial statements to be adapted to reflect the special nature of the charity's operation and in order to comply with the SORP.

The company has taken advantage of the exemption under FRS1 from preparing a cashflow statement, on the grounds that the company qualifies as a small undertaking.

Incoming Resources are the amounts derived from the provision of services, the receipt of gifts, subscriptions and grants falling within the company's ordinary activities and are shown net of VAT where applicable.

Restricted Funds are to be used for specified purposes as laid down by the funder. Direct expenditure which meets these criteria is identified to the fund together with a fair allocation of other costs.

Unrestricted Funds are funds received which have no restrictions placed on their use and are available as general funds.

Voluntary income received by way of donations and gifts is included in full when received.

2. GRANTS RECEIVABLE

	<u>Unrestricted</u>	<u>Restricted</u>	<u>2015</u> <u>TOTAL</u>	<u>2014</u> <u>TOTAL</u>
	£	£	£	£
Plan UK	3,500	0	3,500	3,500
ActionAid UK	2,500	0	2,500	6,150
Oxfam GB	5,000	0	5,000	5,000
Christian Aid	0	6,000	6,000	17,360
GW Cadbury Trust	0	30,500	30,500	20,000
International Rescue Committee	0	400	400	0
Voluntary Service Overseas	0	500	500	0
Rutgers Post 2015 Women's Coalition	0	2,408	2,408	0
	<u>11,000</u>	<u>39,808</u>	<u>50,808</u>	<u>52,010</u>

3. INTEREST RECEIVABLE

Deposit account interest	<u><u>195</u></u>	<u><u>130</u></u>
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Notes to the accounts

	<u>Unrestricted</u>	<u>Restricted</u>	<u>2015</u> <u>TOTAL</u>	<u>2014</u> <u>TOTAL</u>
	£	£	£	£
4. SUPPORT COSTS				
Staff costs (note 8)	24,600	27,297	51,897	37,959
Rent	0	0	0	0
Printing, copying, postage	0	70	70	69
Miscellaneous expenses	0	0	0	231
Volunteer expenses	0	238	238	504
Network membership fees	0	512	512	0
	<u>24,600</u>	<u>28,117</u>	<u>52,717</u>	<u>38,764</u>

	<u>Unrestricted</u>	<u>Restricted</u>	<u>TOTAL</u>	<u>TOTAL</u>
			£	£
5. GOVERNANCE COSTS				
Insurance	0	285	285	285
Board/Advisory Group expenses	0	280	280	139
Independent examiner fees	0	1,200	1200	540
	<u>0</u>	<u>1,765</u>	<u>1,765</u>	<u>965</u>

6. NET OUTGOING RESOURCES	<u>2015</u>	<u>2014</u>
The Operating Surplus is stated after charging :-		
Trustee Emoluments	<u>30,900</u>	<u>20,125</u>

7. TRUSTEE EXPENSES

A total of £44 was refunded to 1 trustee (2014 - nil)

8. STAFF COSTS	<u>2015</u>	<u>2014</u>
Salaries	20,997	16,604
Employer's National Insurance Contributions	0	1,230
Directors' consultancy fees	<u>30,900</u>	<u>20,125</u>
	<u>51,897</u>	<u>37,959</u>

The charity employed one member of staff (part-time) during the year (2014 - one).

Staff costs from restricted funds

The Coordinator salary was paid from the GW Cadbury Trust Grant (£19,990), from Indicators funding (£600), and from Rutgers (£407).

Directors' consultancy fees

These are paid to one director and come from unrestricted funding (£24,600), Christian Aid Beijing+20 funding (£3,000), Indicators funding (£900), Rutgers (£2,000) and from IRC (£400).

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9. DEFERRED INCOME	<u>2015</u>	<u>2014</u>
G W Cadbury Grant	10,500	20,000
Membership subscriptions	1,460	2,860
	<u>11,960</u>	<u>22,860</u>

10. CREDITORS		
Fees payable	600	2,275
H M Revenue & Customs	1,669	779
	<u>2,269</u>	<u>3,054</u>

11. COMPANY STATUS

The charitable company is limited by guarantee and therefore has no share capital.
The member's liability under the guarantee is restricted to a maximum of £10.

12. POST BALANCE SHEET EVENTS

There were no significant post balance sheet events.

13. CONTINGENT LIABILITIES

The charitable company had no material contingent liabilities at 31 March 2015 (2014 none).

14. RELATED PARTIES

There were no disclosable related party transactions during the year (2014 - none).

15. STATEMENT OF FUNDS	Balance at 31 March 2014	Incoming Resources	Resources Expended	Transfers	Balance at 31 March 2015
<u>Restricted funds</u>					
Christian Aid for briefing	0	2,000	2,000	0	0
Funding for Indicators	0	1,500	1,500	0	0
Christian Aid for Beijing+20	0	3,000	3,000	0	0
International Rescue Committee	0	400	400	0	0
Rutgers Post 2015 Women's Coalition	0	2,408	2,408	0	0
G W Cadbury Trust	4,269	30,500	25,084	0	9,685
	<u>4,269</u>	<u>39,808</u>	<u>34,392</u>	<u>0</u>	<u>9,685</u>
<u>Unrestricted funds</u>					
Designated funds	20,640	0	0	16,328	36,968
Free reserves	37,741	25,750	30,549	(16,328)	16,614
TOTAL FUNDS	<u>62,650</u>	<u>65,558</u>	<u>64,941</u>	<u>0</u>	<u>63,267</u>

Funds from the GW Cadbury Trust are for core costs and will be used in the next financial year. A further £10,500 was received this year and deferred into the next financial year.

Designated funds have been set aside by the Trustees to provide for contingencies.