



Irise International

**Annual Report and Financial Statements
For the Year ending 31st December 2017**



Registered charity number: 1157722

Contents

Legal and Administrative Information	3
Summary.....	4
Irise Objectives	5
Summary of Achievements in 2017 by Objective.....	5
Objective 1: Developing and delivering high quality menstrual health education	5
Objective 2: Delivering affordable menstrual hygiene products in East Africa	10
Objective 3: Generating an evidence base to inform the development of Menstrual Hygiene Management Programmes	12
Objective 4: Raising awareness nationally and internationally about MHM in the broader context of Women’s rights and empowerment	12
Fundraising	13
Staff	14
2018: Plans and Targets	15
Financial Performance and Policies	16
Incoming Resources	16
Resources Expended	16
Financial Policies	16
Structure, Governance and Management.....	17
Board of Trustees	17
Trustees’ Responsibilities	17
Risk Management	17
Equal Opportunities	17
Liability of Members	18
Public Benefit	18
Financial Reports	19

Legal and Administrative Information

Trustees

Elizabeth Gadd (The Chair)

Catherine Sullivan (The Treasurer)

Hannah Hyde

Executive

Emily Wilson (Director)

Calum Smith (Head of Operations)

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Summary

In 2017 Irise focused on responding to learning from our research by developing approaches to community engagement in our projects to dismantle menstrual stigma and ensure sustainable change for girls. We piloted adapting our work to the UK context in recognition that girls in the UK also face neglected menstrual related challenges and that cross-cultural learning and transition of knowledge will enable the development of better solutions for everyone. Alongside this we successfully secured our first grant from the UK's Department for International Development (DFID) to develop and test a menstruation friendly school package in Uganda. We also expanded our work with students and recent graduates in the UK in order to grow our fundraising and enable us to respond flexibly to the needs of women and girls.

Irise Objectives

Objective 1: Developing and delivering high quality menstrual health education

Objective 2: Delivering affordable menstrual hygiene products in East Africa

Objective 3: Generating an evidence base to inform the development of Menstrual Hygiene Management (MHM) Programmes

Objective 4: Raising awareness nationally and internationally about MHM in the broader context of women's rights and empowerment

Summary of Achievements in 2017 by Objective

This section of the report summarises progress made in 2017 around our 4 strategic objectives.

Objective 1: Developing and delivering high quality menstrual health education

In Uganda...

In 2017, Irise continued support girls and their communities in Eastern Uganda via education and training about menstrual health, reaching 1,251 girls directly and an estimated 83,462 girls indirectly via cascade training. Following an evaluation of the different types of partner we engaged in training in 2016, we focused almost entirely on teacher training in partnership with the District Education Offices as this was found to be by far the most effective means of sustainably reaching young people.

Table 1: Number of girls reached per year with education and training

Uganda	2015	2016	2017
Number of girls reached directly	10,941	3,000	1,251
Number of girls reached indirectly	NA	70,000	83,462*

*Figures based on reports received from a sample of teachers and community members trained.

Table 2: Number of partners, community members, teachers and boys reached per year with education and training

Uganda	2016	2017
Number of partners trained	10	12*
Number of community members reached directly	500	8,312
Number of teachers reached directly	120	177
Number of community members reached indirectly	137	NA
Number of teachers reached indirectly	178	324**
Number of boys reached directly	1,000	763
Number of boys reached indirectly	13,800	18,332**

*including community-based organisations and district education offices engaged in delivering district level teacher training

** Figures based on reports received from a sample of teachers and community members trained.

In response to research and evaluation findings, Irise focused on working more intensively in partnership with communities and schools to better understand the sociocultural context surrounding menstruation. Irise's research has suggested that menstrual taboos are a key barrier to community support for girls' needs during menstruation. The process of exploring and adapting behaviour change approaches focused on empowering community activists to lead the process of addressing menstrual stigma will continue into 2018.

Meanwhile, our Menstrual Health Education and Training resources were finalised and copies shared with 11 partners alongside plans to promote and continue to share in 2018.

Key findings from evaluation of teaching and training in 2017 were:

- 40% and 32% mean improvement in knowledge scores following education for girls and boys respectively (target 15%)
- 47% of girls experienced improved confidence and self-esteem following teaching
- Before training all teachers scored <85% on the knowledge test and after training all teachers scored >85%.
- All teachers were more confident teaching about menstruation and puberty after training.



"I liked the lesson as it taught me how to help my sister during menstruation."

Ugandan school boy, Mike



"I learnt that menstruation is one's pride and not an embarrassment."

Ugandan school girl, Josephine



"Irise taught me a lot of things today, so many things I did not know"

Headteacher, Isaac



“Let’s do things together for the development of the country and the world”

Community activists

In the UK...

In recognition that girls in the UK are experiencing menstrual related barriers to realising their full potential, Irise developed a pilot project to explore their experiences, adapt our resources and approach to the UK context and assess the short-term impact.

The project was based in Sandwell and other deprived parts of Birmingham recorded to be some of the worst parts of the UK to be a girl. Sessions were delivered in 3 schools serving predominantly ethnic minority communities by 6 student volunteers trained by Irise International. The project supported 345 girls and 345 boys via participatory sessions about menstruation and puberty, encouraging them to explore their attitudes towards menstruation as well as addressing knowledge gaps.

Table 3: Young people and volunteers reached through Young People in Control pilot project.

UK	2017
Number of young people reached directly	690
Number of student volunteers	6

Baseline data revealed a significant need for more support around menstruation and puberty with the mean score on a simple baseline knowledge test only 24%. Participants submitted 189 anonymous questions on the following themes; menstruation (21.7%), anatomy (16.3%), relationships, virginity and sex (18.5%), puberty (13%), pregnancy and contraception (10.9%), erections (10.9%), masturbation, orgasms, wet dreams and sexting (5.4%) and LGBTQ experiences (3.3%).

“I developed really early and you know how things go, I told one person who told more people and I was teased at school because I was the first”

“My mum refers to it as a curse.”

“I went on the internet to learn more about my period when I was 9 because I didn’t know what it was, I used Childline to find out and they were rubbish!”

Comments from teenage girls in early pilot sessions Sandwell.

Short term evaluation of the impact of the project was positive:

- 92% of young people demonstrated a more than 5% improvement in knowledge scores.
- 48% of girls demonstrated a >5% improvement in confidence.
- 52% demonstrated a >5% improvement on the period specific component of score

“We could say anything and we wouldn’t get in trouble for talking about it and we could share our opinions.”

Feedback from a young person taking part in the program

However, student volunteers highlighted the need for more time with students and wished for a reliable source of support they could refer young people to after the session. Young people and volunteers also debated whether girls and boys should take part in the session together or separately.



“The education we deliver is honest and upfront, it also feels personal to me as I get to deliver these sessions in my local area, making a difference in my own community. I learnt so much...about my own body that I didn't know before joining Irise. When you can see that you have really helped a young person, if they have come to you to ask a question and walked away feeling more knowledgeable, confident and reassured, thanking you for your advice, you know you've made a valued difference.”

Young People in Control volunteer, Bianca

Objective 2: Delivering affordable menstrual hygiene products in East Africa

Irise continued to build on work in 2016 to develop a sustainable, local market for sanitary products, enabling girls to choose from a range of products with support from their care givers. This year an increasing number of sales were to or through locally based individuals or organisations. Our entrepreneur network also continued to grow, with 120 people receiving training and selling and promoting menstrual health in their communities.

Table 4: Products sold and people supported via Irise’s work to deliver affordable menstrual hygiene products

	2015	2016	2017
Women and girls accessing sanitary products	4,720	6,500	13,200
Local people engaged in income generating opportunities	41	80	120
Products sold	27,000	20,000	44,000
Income of Easy Pad (£)	15,000	11,500	12,500

Initial evaluation found that the majority of entrepreneurs are earning >20,000UGX (£5)/month by Month 2 of their involvement in the scheme; representing a 20-50% increase in median baseline earnings.



“I want to be a business lady and help needy girls.”

Tabitha



“Being an Irise entrepreneur helps me provide for the orphans I care for.”

“Granny” Prossy



“Before joining Irise I was poor in business, not knowing how to make business calls, to save money or to calculate losses but now I can conduct my business...being an Irise Entrepreneur taught me how to handle life.”

Doreen

In the second half of the year, Irise piloted “The Purple Matatu”, a sustainable approach to sanitary product distribution and behaviour change promotion. An Irise branded vehicle travelled from community to community, stopping at markets and meeting places to talk to the community about menstrual health and the resources and support Irise Uganda could offer. The 26 day pilot covered 12 communities and during this time enrolled 37 new entrepreneurs and engaged 22 shops in stocking more affordable sanitary products. Half of entrepreneurs and shops had restocked at least once by the end of the pilot. This initiative will be scaled in 2018.

Objective 3: Generating an evidence base to inform the development of Menstrual Hygiene Management Programmes

Irise worked with our partners at the University of Sheffield and other academics working to develop menstrual health interventions in East Africa to establish an East Africa Menstrual Hygiene Management Research group. This group will work together to form new innovative, multi-disciplinary collaborations to build our understanding of menstrual health projects and their impact on girls' reproductive health and engagement in education.

We also continued to collaborate with academics at the University of Sheffield, alongside building new relationships with experts in participatory research and behaviour change techniques to address key gaps highlighted in our recent research. Priorities for future work include:

- 1) Developing tried and tested measures of menstrual hygiene management and its impact on girls
- 2) Understanding menstrual taboos and social norms and how they can be addressed
- 3) Investigating the effect of projects on girls' sexual and reproductive health and engagement in school including self-esteem and concentration.

These collaborations will continue into 2018.

Objective 4: Raising awareness nationally and internationally about MHM in the broader context of Women's rights and empowerment

Irise shared the findings of research completed in 2016 at the Global MHM Virtual Conference and at the first East Africa Research Group meeting, promoting the need for menstrual health interventions that directly address menstrual taboos and stigma.

We were founding members of the East and Southern African MHM Research Network which provides a platform for researchers and learning focused practitioners to come together to build collaborations, develop research priorities and influence policy.

Fundraising

From a receipts and payments basis, Irise International raised £53,585 in 2017. This represented a fall on previous years, due mostly to a large grant for 2017 being received towards the end of 2016. Spending rose by 75% over the past year to £89,087, better reflecting the charities increased resources. We were proud to secure our first grant from the UK's Department for International Development (DFID) which will start in 2018. We also participated in the Christmas Big Give, the UK's largest matched funding campaign, for the third year running, raising £8,703.

We exceeded our unrestricted fundraising target for the year (£16,750) by 63%, raising a total of £27,284.

Over half of the increased fundraising in the second half of 2017 is directly attributable to the Agents of Change Program. This Program engaged students and recent graduates in training and mentorship designed to develop key skills necessary for a career in the third sector, alongside running their own fundraising and awareness campaign for Irise. All Agents of Change reported the program had improved their skills and confidence. Irise also continued to provide training and support to the student network, Friends of Irise, which had active branches at the University of Sheffield, the University of Leeds and the University of Birmingham in 2017.



"I feel I have developed as a person, after my interview with my current job, they thought I had really good critical thinking skills, that I developed here with Irise. It's given me a leg up to getting into the third sector."

Hannah, Irise Agent of Change



"When I've been doing job applications I now put 'I've learned this from Irise, this from Irise and this from Irise' – I think it's given me a lot of skills I will take onto my future career."

Chloe, Irise Agent of Change



"It's intimate and friendly and unique– you feel like you're really at the forefront creating change."

Romany, Irise Agent of Change

Staff

The total staff count for Irise internationally at the end of 2017 was 3 part time staff in the UK and 10 full time staff in Uganda. The Ugandan team was made up entirely of Ugandan nationals.



“I really love what Irise is doing because girls are empowered. I hope that my country will change and a girl child will be looked at the same as a boy child”

Cathy, Irise Uganda Community Educator



“Before joining Irise I couldn’t teach because I was shy but now I can speak to girls, boys and teachers”

George, Irise Uganda Community Educator

2018: Plans and Targets

In 2018 Irise International will develop a new five year strategy to guide the organisation's next phase of growth and development.

Key priorities for 2018 are to:

1. Consolidate the institutional foundations of Irise and underpin growth by growing the supporter base and strengthening the sense of ownership and commitment to the organisation's values amongst staff, trustees, regular donors and 'Friends of Irise'
2. Ensure financial sustainability and increase the unrestricted funding available to enable greater responsiveness to needs identified by beneficiaries
3. Formalise links with academia in order to create the means of long-term collaboration to develop new evidence & expertise on Menstrual Hygiene in line with the organisation's mission.
4. Increase recognition of Irise within academia and the NGO Sector and the organisation's influence amongst NGOs as expert voice in national and international Menstrual Health Management
5. Build capacity of Irise Uganda to independently develop, implement and share findings on intervention packages within East Africa

Financial Performance and Policies

Incoming Resources

Incoming resources for the year was £53,585. The distribution of the payments received is as follows: £27,284 from public donations and other income sources towards unrestricted funds and £26,302 in grants from trusts and foundations as well as public donations towards restricted funds.

Resources Expended

Total expenditure for the year was £89,087. The deficit is explained by a £40,000 grant to be spent entirely in 2017 being received immediately prior to the end of 2016.

Financial Policies

Reserves Policies

Irise International holds in reserves 3-6 months current running costs from unrestricted and eligible restricted sources provided restrictions allow for funds to be spent in this way.

Grant making Policy

Irise International works with partner organisations that contribute specific expertise to the execution of its programmes. Grants payable to partner organisations are made in line with Irise's strategic objectives. The grants contribute directly towards the development of the charity's programmes by helping local organisations provide sustainable benefits for communities, and they are therefore considered part of furthering Irise International's own objectives. Irise International monitors all grants in accordance with the relevant grant agreement.

Structure, Governance and Management

Board of Trustees

Irise International is a Charitable Incorporated Organisation (CIO) registered with the UK's Charity Commission. It is governed by a constitution. The Board of Trustees comprises 5 people who are responsible for the supervision of the management of all the affairs of Irise International. Board meetings are held four times a year, at the end of every quarter. Trustee recruitment and appointment is done based on the specific skills required, the nomination of an existing trustee and is voted upon. No other organisation or body has the right to appoint trustees to the charity.

Trustees' Responsibilities

The board of trustees is responsible for ensuring that all the activities are within UK law and fall within the agreed charitable objectives. Its work includes setting strategic direction and agreeing the financial plan. The trustees are responsible for maintaining proper accounting records which reveal the financial position of the charity with reasonable accuracy at any given time. They are responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud or any other irregularities.

The board delegates day to day running of the charity to the Executive Directors and acts on advice and information from regular meetings with members of the Executive Team.

Risk Management

The trustees actively review the major risks that the charity faces on a regular basis, together with an annual review of the financial systems. The trustees have taken steps to put in place and regularly review a reserves policy as detailed in the financial statements. The trustees regularly review the risks the organisation faces through an organisational risk management process and have identified those risks which the charity faces and confirm that they have established systems to mitigate significant risks.

Equal Opportunities

Irise International is a charity committed to the promotion of equal opportunity. It takes affirmative action to ensure women and girls have equal access to education and employment. In carrying out this objective Irise treats individuals with respect within the organisation and in the field. Wherever possible we create a broad base for consultation and decision-making. To accomplish the overall objectives as expressed in the Constitution Irise will:

- Comply with all applicable laws and regulations governing employment in the UK and host country which include the Equal Pay Act 1970; Race Relations Act 1976; Sex Discrimination Acts 1975; Disability Discrimination Act 2005; Employment Equality (Religion or Belief) Regulations 2003, Employment Equality (Sexual Orientation) Regulations 2003 and the Employment Equality (Age) Regulations 2006 as amended from time to time;
- Provide equal opportunity to all employees and to all applicants for employment;
- In employment, prohibit unlawful discrimination or harassment because of race, colour, nationality, religion or religious beliefs, ethnic or national origin, age, gender, marital status, civil partnership or gender reassignment, sexual orientation or disability;
- Advise all employees or respective employees of Irise's Equal Opportunities Policy;
- Pay particular attention to recruitment procedures, probationary periods, terms and conditions of employment, dismissal, leave, promotion and deployment patterns;
- Develop mechanisms for resolving grievances about unfair discrimination and harassment;

- Review its Equal Opportunities Policy on a regular basis

Liability of Members

Irise International is a registered Charitable Incorporated Organisation, limited by guarantee. The trustees have guaranteed the liabilities of the charity up to £1 each.

Public Benefit

The Trustees confirm that they have complied with the duty in Section 17 of the Charities Act 2011 to have due regard to the public benefit guidance published by the Commission in determining the activities undertaken by the Charity.

Signed on behalf of the Trustees,

A handwritten signature in black ink, appearing to read 'Emily Wilson', written in a cursive style.

Dr Emily Wilson
Executive Director Irise International

Financial Reports

INDEPENDENT EXAMINERS REPORT TO THE TRUSTEES OF IRISE INTERNATIONAL CIO

I report on the accounts of the Irise International CIO for the period 5 January until 31 December 2017, which are set out on pages 20-21 under section 145(5)(b) of the 2011 Act

Respective responsibilities of trustees and examiner

The charity's trustees are responsible for the preparation of the accounts. The charity's 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.

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 commission under section 145(5)(b) of the 2011 Act
- to state whether particular matters have come to my attention

Basis of independent examiner's report

My examination was carried out in accordance with the general Directions given by the Charity Commission. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, and seeking explanations from you as trustees concerning any such matters. 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 next statement.

Independent examiner's statement

In connection with 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 130 of the 2011 Act and
- to prepare accounts which accord with the accounting records and comply with the accounting requirements of the 2011 Act

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

Derek R. Tyler

Institute of Chartered Accountants of England and Wales. Membership Number 7409928

Anglo Secretaries, The Great House, 1 St Peter Street, Tiverton, Devon EX16 6NY

23rd October 2018



Financial Statement Jan-Dec 2017

	Restricted	Unrestricted	TOTAL	2016
Receipts				
Donations	5,072	26,603	31,675	10,928
Grants	21,230	1	21,231	78,353
Interest	-	-	-	8
Other Income	-	680	680	-
Total Receipts	26,302	27,284	53,585	89,289
Payments				
Organisational Overheads				
IT	72	18	90	120
Insurance	116	70	186	182
Bank fees	-	-	-	62
Legal/registration	-	-	-	339
Consultancy	-	-	-	2
Rent	200	971	1,171	3,572
Meetings	-	180	180	580
Office Supplies	4	101	105	554
Utilities	-	-	-	1,282
Accommodation	46	34	81	29
Accounting	-	-	-	1,433
Core Staff	-	14,905	14,905	9,972
FOREX	-	-	-	73
Transport	853	224	1,077	24
Repairs and Maintenance	-	-	-	173
Total Organisational Overheads	1,291	16,504	17,795	18,397
Fundraising	0	1,212	1,212	1,298
Project Spending				
Grants	45,367	3,215	48,581	4,104
Training	-	-	-	49
Staff	20,809	-	20,809	13,309
Research	-	-	-	69
Education	400	-	400	4,986
Pad Provision	-	-	-	7,574
Total Project Spending	66,576	3,215	69,790	30,091
Advocacy and Awareness Raising	-	-	-	459
Computer Equipment	246	-	246	563
Other Equipment	-	44	44	460
Total Payments	68,113	20,974	89,087	51,268
Net of Receipts	-41,811	6,310	-35,501	38,021
Cash Funds Last Year End	48,004	1,630	49,634	11,613
Cash Funds This Year End	6,192	7,941	14,133	49,634

*All figures in GBP to the nearest whole pound



Notes:

1. Establishment of Irise Uganda NGO

Since 2017, Irise International no longer has a permanent presence in Uganda, instead organising the majority of project activities via Irise Uganda, a locally registered Non-government organisation. This means that far more project costs are now accounted for as grants out, with far less direct project spending on activities in Uganda.

2. Other Assets & Liabilities

The trustees have established a social enterprise called Irise Uganda Limited for the purposes of manufacturing, distributing, and selling affordable sanitary products. The shares in the company have a nominal value of GBP £1,590 and are held by Emily Wilson on behalf of Irise International.