



**Irise International**

**Annual Report and Financial Statements**

**For the Year ending 31<sup>st</sup> December 2015**



*Schoolgirls in Jinja pose after taking part in an Irise education session and feedback interview. November 2015.*

Registered charity number: 1157722

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## Legal and Administrative Information

### **Trustees**

Kirsten Thompson (The Chair)

Elisabeth Bates

Catherine Sullivan

Sally Wrench

Beatriz Martinez

### **Executive**

Emily Wilson (Director)

Calum Smith (Head of Operations)

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## Introduction

Irise International is a girls' rights charity established to support the education and empowerment of girls and young women in East Africa through listening and responding to their voices and needs. We are currently working in Uganda to develop a sustainable, evidence based solution to inadequate provision for girls needs during menstruation.

In 2015 we successfully reached over 10,000 with education about menstrual and reproductive health and supported over 4,000 girls to access affordable sanitary products, helping them stay in school all month long. Through the delivery of our programmes we created income generating opportunities for 41 local women, mostly from poor or marginalised backgrounds.

We also generated important learning with far reaching benefits for the whole sector. We successfully developed training resources and a model for establishing sustainable access to sanitary products which other stakeholders will be able to adopt. We also completed data collection for the first fully powered randomised control trial looking at the effect of a simple menstrual hygiene intervention on girls' school absenteeism. Finally, we were able to share our work conceptualising menstrual hygiene as a girls' rights issue and neglected driver of poor reproductive health and gender inequality at two global conferences.

Overall, we have made impressive progress and delivered tangible achievements with a small budget on a poorly understood and often neglected issue affecting millions of girls in East Africa and beyond.

## Meet Jane

We currently work to support girls like Jane. Jane is ambitious and has big plans for her future. She knows that education is the key to escaping the poverty that has kept her mother illiterate and marginalised. Not only that, Jane wants her society to be better for all women and girls.

One day, Jane finds blood on her skirt. She is scared and doesn't understand what is happening her. Menstruation is taboo and Jane feels too shy to ask her parents or teachers for advice or help getting sanitary pads. Instead she uses bits of rags or pieces of mattress. Some of her friends are even using leaves, cow dung or corn husks. Over 70% of the girls we work with are using alternative materials like Jane and her friends.

Jane finds it hard to attend school during her period and even when she is in class she finds it difficult to concentrate. Over half of the girls we work with report missing some school during their periods.

Her experience is undignified and often compounded by taboos and myths that lead to her being stigmatized during her periods by peers and teachers. When she accidentally stains her skirt in class the boys tease her and chase her away from school. Jane decides it is better to stay at home than risk that happening again. Plus, now that her community have noticed she is growing up she is under pressure to drop out and become a wife and mother. Her lack of knowledge about her own body means she is poorly equipped to make decisions about relationships and sex but her increasing absences from school mean she is likely to have little alternative to an early marriage and the subsequent health risks.

Irise enables girls like Jane to access affordable sanitary products and information about their own bodies. Jane is able to stay in school all month long and concentrate better when she's in school. She's more confident and able to realise her full potential. She also has more knowledge about how her body works and is better able to make good decisions about issues like sex and family planning later in life. Ultimately, this simple intervention helps to empower girls, improve their reproductive health and create a more gender equal society.

*"It helped because I no longer fear when I am in class, because I know it's normal for every girl."* School girl using Easy Pad and receiving menstrual health education, 09.2015

*"It helped because I used to fear to come to school but now that you gave us pads I no longer fear."*

School girl using Easy Pad and receiving menstrual health education, 09.2015

## Summary of Five Year Strategy

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

Irise International conceptualises its work towards its first 3 objectives in 3 phases.

### *Phase 1: Developing and piloting a model solution (2014-2017)*

This phase focuses on developing an in-depth understanding of the issue we wish to address. Irise develops a model intervention and then conducts research to test its effect on girls' outcomes. We refine our model based on observations and feedback from the women and girls we serve.

### *Phase 2: Rolling out a model solution (2017-2019)*

Irise offers its model intervention in a wider range of contexts and conducts research to ensure the positive effects are maintained. We also refine our process of delivery and develop an understanding of how the model can be adapted to different populations and contexts.

### *Phase 3: Disseminating our model and approach (2019-2020)*

Irise disseminates its model, training and evidence. It works with key stakeholders to integrate learning into global strategies to support girls' rights. We share our methods and use our approach to identify and address other neglected girls' rights issues.

## Summary of reach in 2015

	Number reached
Girls receiving education	10,941
Women and girls accessing sanitary products	4,720
Women engaged in income generating opportunities	41

## Key achievements in 2015

- Developed training materials and resources for the educator level of the Irise training cascade, reaching 10,941 girls with education.
- Launched a sales and distribution model based around recruiting and training local entrepreneurs. Reached 4,720 women and girls with products, engaged 20 women in the production of reusable pads and trained 21 local entrepreneurs selling affordable reusable products.
- Developed and piloted girl positive behaviour change materials focused on a school girl superhero.
- Completed data collection from 1,200 girls in 40 schools for a randomised control trial investigating the impact of a menstrual hygiene program on girls' school attendance.
- Delivered national level training and capacity building in Uganda for Menstrual Hygiene Day 2015, engaging 11 organisations who went on to immediately reach 4060 people and organise 2 district level awareness events.
- Worked with the Ministry of Education, Plan Uganda and UNICEF to start the process of creating a national Menstrual Health and Hygiene Manual for Uganda.
- Launched a successful campaign on Menstrual Hygiene Day that was shared by many national and international stakeholders.
- Shared work at two global menstrual hygiene conferences.

## 2015 Achievements by Objective

This section of the report summarises progress made in 2015 around our 4 strategic objectives.

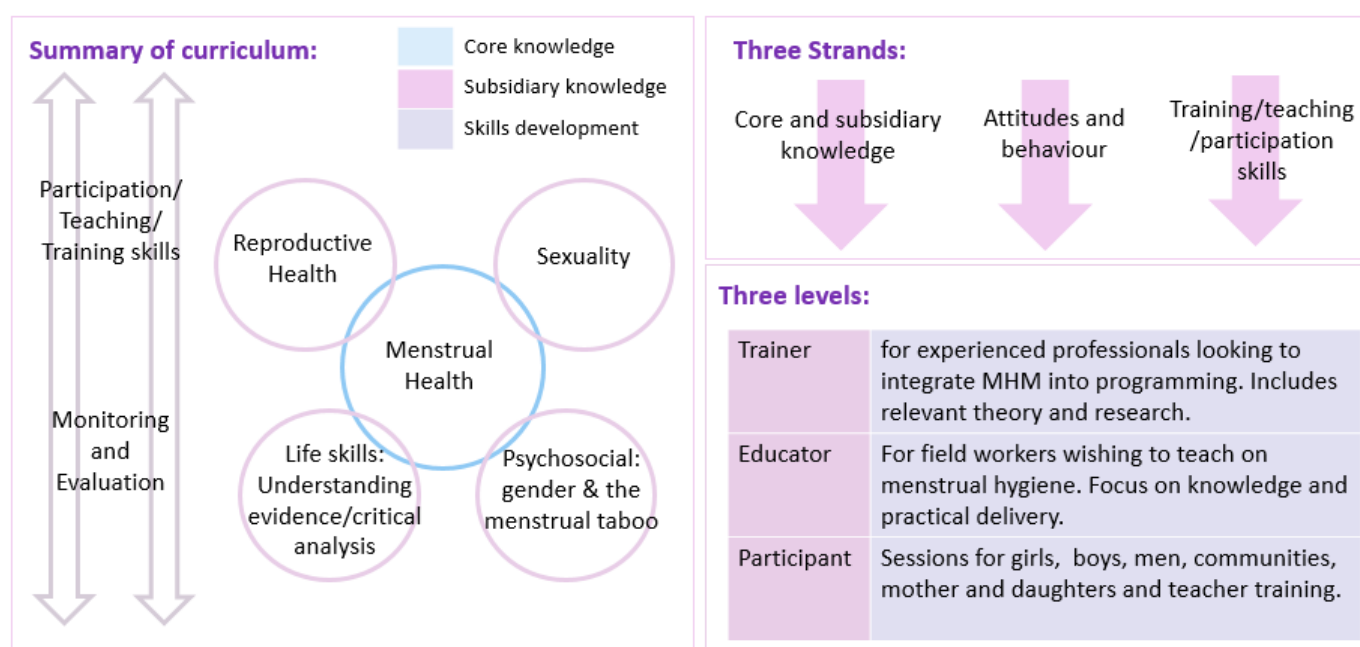
### Objective 1: Developing and delivering high quality menstrual health education

*"I love Irise because it teaches us what we do not know. They teach us well."*

16-year old student, 09.2015, Bushenyi District

Irise works to develop replicable teaching and training resources with the aim of helping other organisations to integrate menstrual health education into their work.

Irise is developing a training cascade with three tiers. The approach is summarized in the diagram below:



At each level of the training cascade we evaluate the trainees or participants' immediate reaction and learning and their short to medium term behavior and attitude change.

During the first half of 2015 Irise finished piloting and evaluating the educator level of the training cascade in Jinja District Uganda. The pilot engaged 5,200 girls in 130 schools. During the second half of 2015 work began towards developing the trainer level of the cascade, creating resources for wider audiences and refining the educator training and programme in response to the evaluation. The Education Team also began to work more closely with the Enterprise Programme to help mobilise communities to support girls.



## Evaluating the Educator Programme...

Teaching was generally well received by girls and improved their knowledge across key areas. The message that menstruation is normal was well sustained at 6 months following the teaching whereas messages around sex and fertility were less well sustained.

*"They should come again because they taught us good things about our health that we needed most and I came to know what I did not know."*

14-year old student, 09.2015, Bushenyi District

Although teachers were initially skeptical of the added value of the programme could bring over 90% gave positive feedback and wanted to receive training at the end of the initiative.

*"I have talked to them twice since Irise came. They used to think it was very weird, didn't know anything. They are now responsible."*

Teacher, 06.2015, Jinja District

The Educators were mostly local young women working for Irise around other academic commitments. They all had positive attitudes to the programme and reported their involvement made them feel "confident", "happy" and "proud." Their compliance with Irise's ethos and approach across 5 key areas was also assessed on impromptu visits. The team achieved a mean score of 4.2/5, signifying good compliance with the key values and practices covered during their training.

*"I feel I am an advocate and an ambassador for menstrual hygiene and get to go to my fellow girls with the facts. They learn a lot and can relate as we are a similar age."*

Irise Educator, 06.2015, Jinja District

## Developing Trainer Resources...

As part of Menstrual Hygiene Day 2015 Irise ran a national training course to equip a range of individuals and stakeholders with the knowledge and resources needed to advocate and raise awareness around the day. The team used the opportunity to pilot some new trainer level content and to collect together useful training resources from other organisations. 27 trainees from 8 universities and 11 organisations in Uganda and Kenya took part and 15 trainers from 6 organisations delivered content. At the end of the week over 90% of participants said the training met their needs and felt confident to deliver teaching to others. They went on to reach 4060 people including students, school children, teachers, community members and prisoners on and around Menstrual Hygiene Day.

*"I learnt a lot and being a woman I want to take awareness and empowerment to all the women."*

Female Training Participant, 06.2015

*"It is high time to get males to participate in appreciating menstruation and it'll help in achieving gender equality and reduce stigmatisation in Africa."*

Male Training Participant, 06.2015

A review of the materials being used across Uganda revealed significant discrepancies in the quality and content of the resources. Through Uganda's Menstrual Hygiene Steering Committee hosted by the Ministry of Education Irise chaired a working group to develop a national manual on menstrual health and hygiene education. In December, with support from Plan Uganda and UNICEF the initiative was approved by the Ministry of Education and a consultant recruited to develop a national manual in close collaboration with the members of the working group.

#### **Creating resources for a wider audience....**

In response to feedback from girls' that boys teasing was a significant problem for them during menstruation the team started to develop a session for boys. The session was piloted with 850 boys and initial feedback was positive.

*"I liked it, it was so good because it helps me to know more about the girls."*

School boy, 11.2015, Jinja District

Plans were made to develop a comprehensive strategy for engaging men and boys in 2016 and the need to develop specific resources to aid mothers and fathers was also identified.

We continued to develop our materials for girls. One of the key recommendations from the evaluation was that girls wanted to be able to refer back to the information they received during training and valued having a local source of knowledge. In response to this Irise developed booklets for girls and teachers and posters for schools. As part of this work Irise developed the school girl character "Mariam the Superhero" to help inspire girls and to use education about menstruation and puberty as a way to boost girls' confidence.

#### **Refining the Educator Training and Programme....**

In response to teachers' desire for training, girls' wishes to have a local source of knowledge and for boys to be better informed a more comprehensive school package was created. The Educators were trained to teach girls and boys in the same school while teachers received training and the school was left with a set of resources, including posters for the classroom walls. A further 2500 girls and 34 teachers were engaged during this process.

The Educators were enrolled into further long term training to develop their skills and build their capacity to become trainers. The initial syllabus included training on gender construction, reproductive health, facilitation skills and adapting content to different audiences.

#### **Supporting the Enterprise Team...**

Education and behaviour change form an important part of work to enable girls to choose to access sanitary products and to use them safely. The education team began to explore ways to support the enterprise programme through engaging in community awareness events and activities. Three community events were held before the end of 2015

reaching 55 people and members of the team participated in one local radio show where they took questions about menstrual health live on air from listeners. These strategies will be continued into 2016.

A full evaluation report, including the data summarised in this section, will be published in 2016 alongside the launch of a final version of Irise's training courses and materials.



A poster for schools featuring Mariam, the superhero. May 2015.

## Objective 2: Delivering affordable menstrual hygiene products in East Africa

*“Now I no longer get worried; because of the pads I got I can be able to do everything, even playing, jumping and sitting in class.”*

16-year-old student, 09.2015, Bushenyi District

Irise works to establish local access to a range of more affordable sanitary products. Feedback from women and girls suggests that there is no one-size-fits-all solution and that women and girls prefer to choose from a range of products and sizes, sometimes using a combination of different products. Irise believes that establishing local access is more sustainable than distribution. It is also more empowering as women and girls know where they can get products when they need them and the wider community is engaged in supporting girls.

Between mid-2014 to 2015 Irise established the local production of a washable, reusable sanitary pad with promising results. Easy Pad is currently the most affordable reusable sanitary pad on the market in East Africa, approximately 30% cheaper than other options.

In 2015 Irise also developed relationships with other manufacturers in order to offer entrepreneurs and customers a wider range of products and to collect much needed market research into product preferences and usage in Uganda. From 2016 Irise will offer menstrual cups and a more affordable range of disposables, Nia Pads, imported from Zana Africa in Kenya.

In the second half of 2015 Irise launched a distribution strategy focused on making products locally available through recruiting and training local entrepreneurs and access points to sell products. We successfully recruited and trained an Enterprise Team who went onto recruit and train 21 entrepreneurs from the central region of Uganda and establish 2 local access points.

This initial work enabled Irise to develop a model for establishing local access to sanitary products and to recruit a portfolio of partners to roll out this model with in 2016.

Irise’s model is based on the core public health principle that access to new products and services with social benefits must be accompanied by work to generate demand. The application of this approach to provision of sanitary products to marginalized girls is summarized in the table below.

The first phase establishes local access to sanitary products through recruiting and training individuals (entrepreneurs) and access points (organisations) who wish to sell products. The next phase addresses women’s concerns about menstruation and the different products through delivering education. This is through training local partners and stakeholders to integrate education into their work and through distributing education resources and materials. At the end of this phase women and girls desire the products and know how to use them safely. The final phase translates women and girls’ desire for products into actual purchases through engaging the wider community. Often the person

controlling the household resources is a man and sensitizing male figures in the community about the importance of supporting women and girls during menstruation mobilizes the resources needed to purchase pads and other basic necessities. Not only does this ensure girls have what they need during their periods it also prompts the community to recognize girls' rights to education and a degree of control over their own bodies. It is an important step towards recognizing girls' broader rights to control and autonomy over their reproductive and sexual health. This final phase includes awareness events in the community, radio shows, and materials targeting men and boys.

<b>Phase</b>	<i>Access:</i> making affordable sanitary products locally available	<i>Desire:</i> educating and informing women and girls about menstruation and addressing concerns about the different products so that women and girls are happy to use them	<i>Demand:</i> ensuring that desire translates into a purchase through targeting the wider community, particularly those who control resources and sway attitudes
<b>Activities</b>	Recruiting and training local entrepreneurs and access points Engaging shops and supermarkets	Delivering education to women and girls via local stakeholders	Behaviour change campaigns targeting the wider community

In 2015 Irise reached 4,720 women and girls with more affordable sanitary products. Provisional evaluation and qualitative research concluded that although each girl had a very individual experience of menstruation with a wide range of preferences and concerns in relation to menstrual products, the majority felt that reusable products were a good option for them because they were more cost effective. Quantitative feedback from 1,200 girls in Western Uganda will be published in 2016 and Irise will continue to conduct focus groups with product users every 3-6 months, in order to ensure we continue to meet women and girls' needs.

*"It [Easy Pad] was very good, put them in shops for other people to buy and use them."*  
Student from Bushenyi District talking about Easy Pads, 2015



*A member of the Irise Uganda Ltd Board poses with the product*

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

Irise uses research to prove our interventions are having the desired outcomes and evaluation to improve our programmes. Our current research focuses on exploring the proposed links between menstruation, education and health.

Exploratory work suggests that inadequate provision for schoolgirls during menstruation may be affecting their school attendance and their ability to concentrate while they are in school. In 2015 Irise completed data collection for a 12 month, large scale randomised control trial looking at the impact of pad provision and basic education about menstruation and puberty on girls' school attendance. Data was collected from 1,200 girls in 40 schools in Western Uganda. The qualitative and quantitative components of this study will be submitted to a peer reviewed public health journal and published in 2016

There is also concern about the effect of certain menstrual hygiene practices on the risk of urogenital infections but there is currently very limited research into this possibility. In 2015 Irise designed a pilot study to investigate this important relationship and work towards this will continue in 2016.



*A girl in Bushenyi District completes a questionnaire as part of Irise's research.*

Irise also contributed to national and regional work to develop standards for reusable sanitary products in Uganda and Kenya through sharing the existing evidence and providing a public health perspective to the discussion.

In June 2015, Irise's Director, Dr Emily Wilson presented and took part in a panel debate at the Society of Menstrual Cycle Research's conference on Menstruation and Human Rights. The conference brought together representatives working on the issue from around the world and Irise was delighted to have the opportunity to share work exploring the links between inadequate provision for menstruation and girls' human rights. Emily Wilson also shared Irise's model conceptualising girls' experiences during menarche and puberty as neglected social determinants of reproductive health.

*"OH MY GOODNESS @irise\_int's @emswsmith's presentation was THE CRUX of the [#SMCR2015](#) conf., truly exploring menstrual health & [#humanrights](#)"*

Danielle Keiser, Global Advocacy Alliance Coordinator at WASH United and Coordinator of Global Menstrual Hygiene Day, responds to Emily's presentation.

Irise representatives also worked with Inga Winkler, Legal Advisor to the Special Rapporteur for Water and Sanitation, Amanda Klasing of Human Rights Watch and Hannah Neumeyer from WASH United to prepare a presentation on conceptualising menstruation within a human rights framework for the 4<sup>th</sup> Virtual Global Menstrual Hygiene Management Conference hosted by Columbia University and UNICEF.



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

Irise participated on international Menstrual Hygiene Day 2015 in Uganda and the UK and ran a social media campaign, Periods Change Lives, in order to raise the profile of the issue.



*Ugandan students share a photo on social media as part of Irise's Periods Change Lives Campaign. May 2015.*

In Uganda, activities were led by the National Menstrual Hygiene Steering Committee hosted by the Ministry of Education. Irise led the subcommittee dedicated to building the capacity of local organisations to celebrate the day and hold district level activities. As mentioned earlier, Irise ran a training course for 27 trainees from 8 universities and 11 organisations in Uganda and Kenya who went on to engage 4060 people including students, school children, teachers, community members and prisoners on the day itself. Two District Level Menstrual Hygiene Day celebrations were held in Bushenyi and Kasese Districts following the training and 5 students wrote blogs and poems about their personal experiences of menstruation which Irise shared as part of the international social media campaign. These materials were shared over 253 times on social media and secondary school girl, Chandiru Barbra, was later interviewed by Swedish journalist Anna Dahlqvist, as part of research for her book about menstruation and human rights.

*"Daddy listen to me  
Please listen  
Boys laughed at me  
When they saw blood on my skirt  
What is happening to me?"*

Taken from the poem 'Clueless Dad' written by Maseno University student Yvonne Nyatundo

On the day itself Irise's team took part in the launch of Uganda's Menstrual Hygiene Management Charter in parliament with Director, Emily Wilson, signing up to the charter on behalf of Irise International.



In the UK, Irise trustee Josie Reynolds, spoke at Talk. Period. celebrations in Bristol and student network, Friends of Irise, partnered with The Period Positive Project to organise celebrations in Sheffield.

Irise's social media campaign featured the launch of a short animation 'Periods Change Lives' illustrating the experiences of a typical east African school girl starting her periods. Supporters were encouraged to join the schoolgirl superhero, Mariam, by pledging to break the silence and taboo surrounding menstruation. The animation was viewed over 10,000 times during the launch period and related materials were shared over 4,000 times on social media during the same time frame. Many notable organisations and people shared the campaign including UNICEF Uganda, New Vision Uganda, The Girl Effect, Professor Linda Scott, Lunette, Caitlin Perez, Guardian Development Pros, SNV World, J&J Global Health, PEAS, The Lancet, Marie Stopes UK, African Woman Mag, Tearfund, Plan Uganda, Plan Pakistan and Plan UK.

*"Menstrual hygiene is about much more than inadequate sanitation, it is an opportunity for the global community to say to disadvantaged girls and young women, 'You Matter. Period.'"*

Irise Director, Emily Wilson, writes for The Independent's Voices about Menstrual Hygiene Day 2015.

## Fundraising

Irise International achieved an income of £41,743, representing a growth of 74% in the last year. This is at a time when many other organisations are making budget cuts. The charity also received £55,230 in gifts in kind, including staff time paid for by external sources and IT services.

## Staff

The total staff count for Irise internationally at the end of 2015 was 6 fulltime staff, 6 part time staff and 1 intern. Roughly 80% of the team were African nationals.

## Challenges

In 2015 Irise International went through a phase of rapid growth which required careful management. A number of new expert trustees were recruited to the board in order to help the organisation navigate these changes successfully.

The establishment and registration of Irise Uganda as an NGO in Uganda enabled Irise International to implement its own projects in Uganda. Ugandan staff and board members were recruited to ensure local ownership of the projects. Empowering local women is a key objective of the organisation and in order to realise this, young women with experience of the issues Irise works to address were recruited to the board. A plan was put in place to enable Irise Uganda to take increasing levels of ownership for work in Uganda and to ensure the board's autonomy long term.

During work to establish local access to sanitary products the team identified the need for tailored communications aimed at engaging men. Men often control the household resources and their support is often necessary for women and girls to purchase the sanitary products they want and need. Irise recruited a new Education Programme Lead with extensive experience working with men and boys on gendered issues in order to develop a strategy for engaging men and boys more effectively in Irise's work.

## 2016: Plans and Targets

In 2016 Irise International will complete the development of menstrual health and hygiene training resources. The final version and the results from the evaluation will be shared in both Uganda and the UK at workshops designed to showcase the work to relevant partners and stakeholders.

The Education Team will also work more closely with the Enterprise Team to develop a strategy and related behaviour change materials to engage men, boys and the wider community on the issue.

The roll out of Irise's holistic solution will be piloted with a portfolio of 8 key partners in central Uganda reaching 10,000 girls and enrolling 60 entrepreneurs and access points by the end of 2016.

Finally, analysis, write-up and dissemination of Irise's randomised control trial investigating the impact of a simple menstrual hygiene intervention on girls' school absenteeism will be completed. Work towards an implementation study and a pilot randomised control trial investigating the relationship between menstrual hygiene and health will begin.

## Financial Performance and Policies

### Incoming Resources

Incoming resources for the year reached £41,743 in payments and £55,230 in gifts in kind, including funding provided by another organisation to enable staff to work fulltime on an Irise project and IT services. The distribution of the payments received is as followed: £11,581 from public donations (28%) and £30,156 in grants from Trusts and Foundations (72%). Income rose by 74%<sup>1</sup> over the last 12 months.

### Resources Expended

Total expenditure was £37,058, of which direct charitable expenditure was £36,969, 99.7%<sup>1</sup> of total expenditure for the year.

### Financial Policies

#### ***Reserves Policies***

Irise International holds in reserves at least 6 months of non-discretionary running costs and 2 months of project costs from unrestricted and restricted sources provided restrictions allow 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.

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<sup>1</sup> The previous financial year was reported as a short year, this has been taken into account when calculating percentage increases in income and expenditure.

## 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 Iris 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 advise and information from regular meeting 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 Iris 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 Iris 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,



Dr Emily Wilson  
Executive Director Irise International

## 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 2015, which are set out on pages 24-25 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

27 June 2016



## Irise International Receipts & Payments 5th Jan 2015-31st Dec 2015

	Unrestricted funds	Restricted Funds	Total Funds	Last Year
	To the nearest £	To the nearest £	To the nearest £	To the nearest £
<b>Receipts</b>				
Received from Irise International Charitable Trust	-	-	-	14,789
Donations	11,581	-	<b>11,581</b>	3,756
Grants	361	29,795	<b>30,156</b>	5,500
Interest	6	-	<b>6</b>	9
<b>Total Receipts</b>	<b>11,948</b>	<b>29,795</b>	<b>41,743</b>	<b>24,054</b>
<b>Payments</b>				
Organisational overheads				
<i>IT</i>	258	-	<b>258</b>	169
<i>Insurance</i>	-	-	-	321
<i>Bank fees</i>	-	-	-	12
<i>Legal/registration fees</i>	589	129	<b>718</b>	194
<i>Consultancy</i>	-	-	-	450
<i>Rent</i>	2,179	-	<b>2,179</b>	199
<i>Team training</i>	630	-	<b>630</b>	-
<i>Meetings</i>	333	8	<b>341</b>	-
<i>Office supplies</i>	529	2	<b>531</b>	-
<i>Utilities</i>	646	222	<b>868</b>	-
<i>Accommodation</i>	1,608	267	<b>1,875</b>	-
<i>Accounting</i>	84	151	<b>235</b>	-
Total organisational overheads	<b>6,856</b>	<b>779</b>	<b>7,635</b>	<b>1,345</b>
Fundraising activities	89	-	<b>89</b>	496
Project spending				
<i>Grants</i>	661	444	<b>1,105</b>	63
<i>Training</i>	20	1,564	<b>1,584</b>	858
<i>Staff</i>	-	6,000	<b>6,000</b>	1,902
<i>Research</i>	1,130	6,233	<b>7,363</b>	4,027
<i>Education</i>	787	2,775	<b>3,562</b>	1,038
<i>Pad Provision</i>	632	3,215	<b>3,847</b>	4,405
Total project spending	<b>3,230</b>	<b>20,231</b>	<b>23,461</b>	<b>12,285</b>
Advocacy & awareness raising	1,975	361	<b>2,336</b>	3,000
Monitoring & evaluation	643	663	<b>1,306</b>	0
Computer equipment	432	552	<b>984</b>	0
Other Equipment	1,136	111	<b>1,247</b>	0
<b>Total Payments</b>	<b>14,361</b>	<b>22,697</b>	<b>37,058</b>	<b>17,126</b>





## Irise International Receipts & Payments 5th Jan 2015-31st Dec 2015

	Unrestricted funds		Restricted Funds		Total Funds	Last Year
	To the nearest £		To the nearest £		To the nearest £	To the nearest £
Net of receipts	-	2,413		7,098	<b>4,685</b>	6,928
Cash funds last year end		7,475	-	547	<b>6,928</b>	n/a
Cash funds this year end		<b>5,062</b>		<b>6,551</b>	<b>11,613</b>	<b>6,928</b>

### Notes:

#### 1. Gifts in kind

The above Receipts and Payments Statement for the period ended 31 December 2015 does not include the financial impact of the following "Benefits in Kind" received by the charity:

- (a) Funding provided by a separate organisation to allow un-paid staff to work full time on Irise International's projects to a total value of £24,000
- (b) IT & advertising services provided by Google free of charge to the charity but with a total value of £31,230

#### 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 CIO.