



Irise International

Annual Report and Financial Statements

For the Year Ending 31st December 2016



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Cover picture courtesy of Melissa Campbell

Legal and Administrative Information

Trustees

Kirsten Thompson (Chair)
Elisabeth Bates
Catherine Sullivan (Treasurer)
Hannah Hyde
Elizabeth Gadd

Executive

Emily Wilson (Executive Director)
Calum Smith (Director of Operations)

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Introduction

Irise International works to support the education and empowerment of disadvantaged women and girls in the UK and East Africa through listening and responding to their voices to identify neglected barriers to their empowerment and develop effective solutions that can be replicated by others.

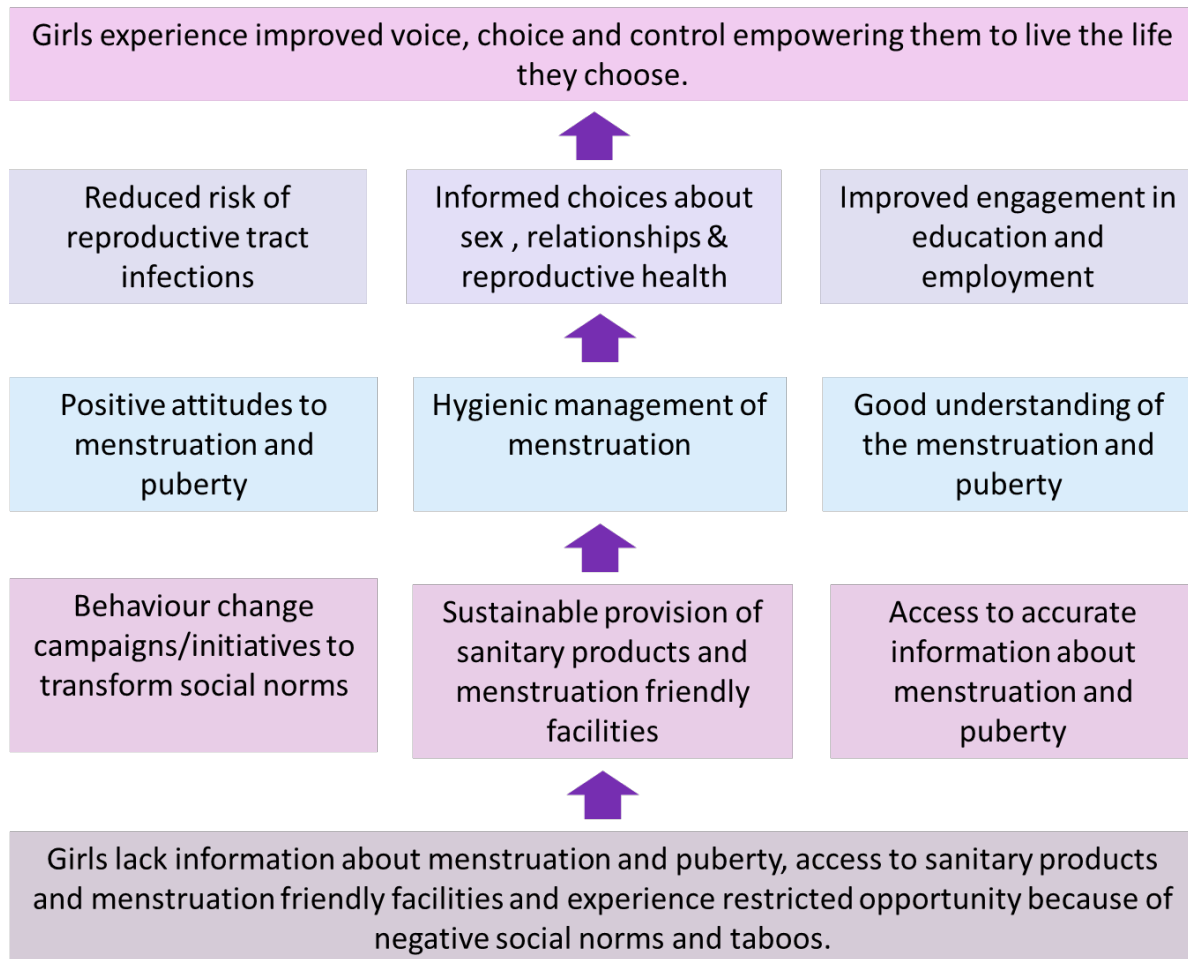
This year we completed Phase 1 of our 5 year plan to develop and deliver a replicable and sustainable solution to the challenges adolescent girls face during menstruation. Our team completed a successful pilot of a Menstrual Hygiene Management (MHM) package in Uganda and prepared to move into Phase 2 which includes refining our intervention package in response to learning from the pilot and testing the package in new contexts.

We finished developing a Menstrual Health Education Training Toolkit and tested its delivery via a cascade training approach. This work went on to inform the development of a National Teacher Training Manual on menstruation and puberty in Uganda. The team also developed a model for establishing sustainable supply of sanitary products via training local entrepreneurs. Alongside these efforts we produced evidence of the impact of supporting adolescent girls during menstruation on their confidence and school engagement and contributed to a collaboration between global experts to set research priorities to the sector.

Through this work we reached over 70,000 Ugandan girls with education about menstruation and puberty and supported 6,500 girls to gain access to the sanitary products they need to help them stay in school all month long.

The completion of Phase 1 is a significant milestone for the charity and 2017 promises to be a year of rapid growth for Irise as the organisation establishes a UK team to aid expansion to new contexts and launches a new fundraising strategy to support these activities.

Irise Theory of Change



Supporting girls like Jane....



Jane is one of 1.5 million girls in low and middle-income countries affected by inadequate provision for menstruation. Like over half of Ugandan girls, she uses improvised, unhygienic materials to manage her periods and lacks information about menstruation and puberty. She is worried that menstrual pain is a sign of disease and is afraid to run or dance during her period.

“With the dawn of every single period; the heat, the sitting arrangement, the lack of proper washing facilities, the lack of sanitary pads, the anxiety and self-consciousness made me feel like I was in prison, a monthly prison. The shame of blood leaking through your skirt, boys calling you names, sores and infections, to mention but a few, makes you hate being a young healthy woman.”

Irise works with Jane’s school and community to enable them to support her. Her teachers receive training on menstruation and puberty so that they are able to teach boys and girls. One of her teachers decides to join Irise’s entrepreneur scheme so she can supply girls and their families with more affordable products.

Irise also works with the school and the entrepreneur to hold an event in the local community. The team drive around in a vehicle playing loud music and giving out some free samples and T-shirts. They stop regularly and speak to people about menstruation and puberty. Jane and her family are surprised at how openly they speak and how much knowledge they have. Jane’s mother asks lots of questions about the safety of disposable and reusable products. She has always been afraid that they might cause cancer. She takes a free sample to try.

Meanwhile, Jane’s father comes across the team’s stall in the local market. They are playing a short radio sketch about a girl who starts her period and works up the courage to approach her father for help rather than sneaking home from school. Jane’s father talks to one of the team at the stall and is surprised to learn how many pads women and girls need. He has been buying his daughter one pack a term and she has never complained.

At the start of term Jane's father gives her money to buy some reusable pads from the teacher at the school in addition to the pack of disposable he buys her. He expresses some concerns about the health risks but Jane's mother reassures him that she has already spoken to someone about this, tried one and been reassured.

At school, Jane and her friend take part in a lesson on menstruation and puberty. The teacher makes it clear that boys who tease or humiliate girls during their period will get into trouble. Jane learns that menstrual pain is normal.

Next period she uses her pads and doesn't feel worried about the pain. For the first time she feels comfortable and confident during her period. Plus, the teachers are supportive and let her go to the toilet when she needs to. She is able to concentrate and doesn't need to sneak away early.

"Now I no longer get worried; I can do everything, even playing, jumping and sitting in class."

She tells one of her friends from another school all about it and she is also relieved to learn that menstrual pain is not a sign of disease.

"My friend was crying, she saw the blood and thought she was dying. I advised her that it was menstruation and it was normal!"

For the first time since she started puberty Jane starts to feel in control. She performs well at school and her family start to plan to send her to secondary school. She wants to go to college and get a job. She feels confident enough to voice her ambitions to her mother who supports her choice. Jane has firmly embarked on a road that will give her the freedom to live the life she chooses for herself and her family.

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.

| Phase 1: 2014-2017 | Phase 2: 2017-2019 | Phase 3: 2019-2020 |
|--|---|---|
| <i>Developing and piloting:</i> Understanding the issue and creating a model intervention | <i>Refining and testing:</i> Refining the intervention. Testing delivery and adapting to different populations and contexts. | <i>Roll out & dissemination:</i> sharing our learning with others so they can replicate our work |



Summary of Reach in 2016:

| | Number Reached | |
|---|----------------|--------|
| | 2015 | 2016 |
| Girls receiving education | 10,941 | 70,000 |
| Women and Girls accessing sanitary products | 4,720 | 6,500 |
| Local people engaged in income generating opportunities | 41 | 80 |

Key Achievements in 2016

Developing and delivering education...

- Reached over 70,000 girls with essential education on menstruation and puberty with demonstrable improvements in knowledge and attitudes at each level of our training cascade.

Delivering affordable products...

- Supplied over 6,500 girls with products, creating income generating and training opportunities for 80 local people.

Generating evidence...

- Produced evidence that our work improved school girls' knowledge, confidence and school engagement.

Raising awareness...

- Participated in expert international meetings to disseminate learning and set priorities for the sector.
- Worked with the Ugandan Ministry of Education to run a Menstrual Hygiene Day campaign and develop a National Teacher Training Manual on menstruation and puberty.

Progress and Achievements by Objective:

This section of the report summarises progress made in 2016 around our 4 strategic objectives.

Objective 1: Developing and delivering high quality menstrual health education

Irise's team directly reached 3000 girls, 1000 boys, 120 teachers and 500 community members as part of supporting the enterprise team's activities and developing resources. We then worked with 10 local partners to pilot our cascade training and estimate that over 70,000 girls were reached through these activities.

| Direct Reach | |
|-----------------------------|---------|
| Girls | 3,000 |
| Boys | 1,000 |
| Teachers | 120 |
| Community members | 500 |
| Indirect Reach | |
| Number of Educators trained | 137 |
| Girls | 77,000* |
| Boys | 13,800* |
| Teachers | 178 |

*Modelled using data from a selection of partners

Evaluation of training cascade revealed that >70% of participants at each level of the cascade were satisfied with the training or teaching they received and a >10% mean improvement in learning scores was observed at each level of the cascade including, project workers, teachers, girls and boys.

Key improvements are summarised in the table below.

| Level of Cascade | Reaction | Overall learning (learning & attitudes test) | Key improvements |
|------------------|--|---|--|
| Trainer | Over 95% of participants agree the training was useful | Mean improvement in learning scores of 29% | -Only 8% of trainees could name 6 causes of irregular periods before training compared to 75% after. -62% of trainees believed that a woman could not get pregnant if she had sex during menstruation compared to 0% after. |
| Teacher | 80% reported they had improved their own knowledge of menstruation and puberty and 70% felt more confident answering difficult | Mean improvement in percentage score of 21% | -Only half of teachers could name two remedies for menstrual pain before training compared to over 80% after. |

| | | | |
|------|---|---|---|
| | questions | | |
| Girl | Over 70% of girls found the session exciting or interesting | Mean improvement in percentage score of 14% | 75% of girls believed period pain was sign of illness before teaching compared to just 10% after. |
| Boy | Over 90% of boys found the session exciting, interesting or useful. | Mean improvement in percentage score of 17% | 75% of boys believed sitting or playing with a girl during her period was wrong or bad before teaching compared to 25% after. |

“It was useful because it was based on reality... I hope for a positive change.”

Training participant

The evaluation also identified some areas for improvement, particularly related to boys’ knowledge of menstruation which did not improve as much as expected, despite improvements in their attitudes.

Objective 2: Delivering affordable menstrual hygiene products in East Africa

Our team successfully built a network of 60 local entrepreneurs and 9 schools in the central region of Uganda where local people can access affordable sanitary products. We sold over 20,000 units (of a range of more affordable sanitary products including locally manufactured Easy Pad, menstrual cups and range of disposable pads imported from Kenya). These sales generated an income of over 51 million USh for the community led business, Irise Uganda Ltd.

Entrepreneurs working approximately 1 day a week were earning up to 45,000UGX/month. Given that school fees for a good school range from 100-150,000UGX/term this represents a meaningful supplementary income for many of these individuals. The challenge moving forward is to enable entrepreneurs to sustain this income and provide the support and training needed for them to earn more from these activities each month.

Irise International also worked with Irise Uganda Ltd to establish a creche for women working in production. Many of the women had young children and this enabled them to continue working despite challenges organising or accessing childcare.

Follow-up at 6-12 months with 715 girls who received packs of reusable Easy Pads found that over 70% of girls had used Easy Pads during their last period and over 90% were satisfied with the product.

Enabling women like Deborah....



Deborah is part of a group of young women who meet every month to support each other and access the training and support that the group leader organises for them. One day a member of Irise's team comes to tell them about Irise's entrepreneur project. She explains that individuals can sign up to receive free training and support and buy sanitary products to sell.

Deborah already volunteers in schools and community for a local Community Based Organisation and recognises that the reusable pads could help many of the girls she works with.

She enrolls in the project and brings pads with her when she visits the local schools as part of her volunteering.

At first people are suspicious of the new products but then Irise partners with the Community Based Organisation to organise an awareness raising event and train local teachers. Plus, one of the trainers arranges some one-to-one mentorship with Deborah to help build her confidence. They sell together at the local market and Deborah learns how to communicate more effectively.

"My favourite moment so far was the first days I made sales because I realized that my dream was coming in to a reality of running businesses."

She also takes advantage of some paid opportunities to help with Irise's awareness raising in other nearby areas.

Deborah is excited to be generating an income from her business activities and values the new skills and confidence she has gained from her training. People in the community now hold her in higher regard even though she is a young woman. They see her as someone who is working hard to help them.

"It has helped me to earn a living from the profits that I gain from the business. It also enables me to have a good reputation because people look at me as someone valuable to the community."

Empowering women like Christine....



Christine has two young children. She dropped out of primary school and doesn't have any formal qualifications. It has been difficult to afford school fees for her oldest son but she and her husband are determined to send him to school. She has tried to earn money selling in the market but childcare stops her doing this regularly and it is difficult to fit around her commitments at home. Her husband works long hours and he expects a big meal in the evening which can take a long time to prepare.

Christine asked a local Community Based Organisation if they could help her and they invited her to join the Easy Pad Team. The on-site Nanny looks after Okot, her young son, while she works packing pads. Okot benefits from healthy snacks and educational toys. The other women tell her that they requested the nursery because of the challenges they were experiencing working with young children and the business can pay for it out of the profits from the sales of pads.

Christine likes the way Nanny Rose sings songs to the children as they play with their toys. She also enjoys talking to the other women as she works. She finds their advice and support makes her feel more positive. The work is also flexible, she can change the times and total hours she works providing she agrees it in advance with her supervisor. This allows her to fit the work around her other commitments.

Christine spends the money she earns on her son's school fees. She really hopes that her son will complete secondary school and provide for his old mother one day!

"I like this group because it helps me to pay my children's school fees."

Enabling the community to prioritise girls' needs...



A branded vehicle drives around the local area (top), Irise's team engage with local people in the taxi park (left) and take questions on the local radio station (right).

Our team worked with the local community to transform negative attitudes and behaviours associated with menstruation, enabling mothers, fathers and local leaders to prioritise girls' needs.

In Kamuli District the team had a tent and stall in the local taxi park throughout the day. A branded vehicle drive around the surrounding areas stopping regularly to give the team a chance to interact with local people. An education workshop was held in the tent in the afternoon and the played a short drama about a typical Ugandan family coping with their daughter's first period on local radio and took questions about menstruation live on air.

An estimated 1,700 people were reached with key messages throughout the day and the event helped build momentum around Irise's other work in Kamuli, including establishing local entrepreneurs and supporting schools.

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

Irise completed one of the first Randomised Control Trials on the issue generating evidence to support the effect of MHM programmes on girls' knowledge, confidence and school engagement. The research highlighted the importance of engaging the community to ensure that girls can take full advantage of additional support and that the benefits are sustained. Moving forward, this learning will be incorporated into our strategy and shared at conferences and in peer reviewed journals.

The research also highlighted the challenges of measuring menstrual related school absenteeism. School register data was poor quality and accurate self-reporting was flawed. We are now exploring alternative measures and more holistic measures of MHM programme's on girls' outcomes.

Irise's research and experience has also informed the work of others with representatives sitting on advisory committees for other trials and attending expert meetings to inform research priorities for the sector.

Our research was also cited by others and was combined with data from other studies to help establish the impact of MHM programmes on girls.

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

The team took part in national and international campaigns and discussions.

In the UK...

- We participated in a Scientific Meeting of 10 global experts at the University of Oxford to set research priorities for the sector.
- Our Director was interviewed by the Guardian for their Menstrual Hygiene Day piece and was a panel member for the Guardian's Global Development Professionals Network Expert Panel Debate: '11 ways to stop periods from disrupting girls' education.

11 | Get it right and there can be a positive effect throughout girls' lives

Menarche is an important window in a girl's life and the attitudes and information she encounters during this time will shape her understanding of her own body long term. Without the right support she is poorly equipped to make good choices about sex, relationships and reproductive health throughout her life. Thus inadequate provision for girls during menstruation is driving poor health outcomes for girls and is a neglected component of this bigger picture. *Emily Wilson, director, [Irise International](#), Jinja, Uganda, [@emswsmith](#)*

In Uganda...

- We led a national working group in Uganda to organise a Menstrual Hygiene Day campaign focused on engaging father's figures.
- Our work informed the development of a National Teacher Training Manual on Menstruation and Puberty.

Putting girls at the top of the agenda...

Our team used Menstrual Hygiene Day 2016 to put girls at the top of the agenda. In Uganda, we led a working group, including representatives of the Ministry of Education, UNICEF, The Red Cross, Afripads and Days for Girls, and developed a campaign focused on engaging father figures.

The campaign included national level celebrations Mackay Memorial College with Irise's Education Project Manager and Gender Specialist, Sarah Matindi, giving a general talk on the theme and Guest of Honour, Dr Yusuf Nsubuga, the Director of Basic Education and the Ministry of Education, giving a speech that confirmed the Ministry's commitment to addressing the issue.



Dr. Yusuf Nsubuga, the Director Basic Education, Ministry of Education Science, Technology and Sports signs Irise's pledge board, promising to provide more support for girls during menstruation.

Irise's team also produced a short radio skit that was endorsed by the Ministry of Education and played on national and local radio around the day.

In the UK, our Director contributed to the Guardian's coverage of the day, using the issue to advocate for a global agenda that prioritise girls' needs more effectively;

"The global decision makers are men and when they are not men they are wealthy women whose experience is far removed from that of a woman living in poverty. The rise of menstrual hygiene management as an issue has come from an increasing recognition of the need to enable marginalised women and girls to speak rather than to assume we know their needs."

Fundraising

Irise International raised £89,289 representing a growth of over 100% in the last year. This is at a time when many other organisations are making budget cuts. We also participated in the Christmas Big Give for the second year in a row and exceeded our target, raising £4,738 and winning an additional £1,000 prize for best campaign in the international NGO category.

During the year, a new fundraising strategy was developed focused on growing our unrestricted funding over the next 2-5 years. A fundraising trustee, Hannah Hyde, was recruited to aid this process. Hannah is currently Philanthropy Manager at War Child UK, the international child protection agency supporting children affected by conflict. She has worked in fundraising for over six years in a variety of roles including at the NSPCC, King's College London and the British Lung Foundation.

Staff

The total staff count for Irise internationally at the end of 2016 was 7 fulltime staff and 6 part time staff. Roughly 85% of the team were African nationals.

2017: Plans and Targets:

2017 will be an exciting year for Irise International as we move into Phase 2 of our 5 year plan to create a replicable and sustainable solution to the challenges east African girls face during menstruation.

Our Director and Director of Operations will be returning to the UK from Uganda to establish a UK based executive team in order to aid expansion and testing of our model approach in new contexts.

They will launch a new fundraising strategy focused on accelerating the growth of our unrestricted funding through investing in the student network, Friends of Irise to support this work.

They will also be launching our UK Project, Young People in Control. This project adapts our learning in Uganda to UK schools in response to increasing evidence that young people in the UK also lack the support they need as they enter puberty. This pilot will test a participatory, rights based approach in UK schools.

The UK Team will also complete the write-up and dissemination findings from the last two years of work in Uganda, including our Menstrual Health Education Training Toolkit and recent research.

Meanwhile, in Uganda, our new Country Manager will incorporate learning into our projects as they move forward, expanding our entrepreneur project, scaling up our training through working in partnership with District Education Offices and directly building the capacity of schools and communities to meet girls' needs.

Together the team will seek funding for a refined "menstruation friendly" school package with a strengthened taboo breaking and community engagement component that will help to empower communities to sustain benefits for girls' long term.

Financial Performance and Policies

Incoming Resources

Incoming resources for the year reached £89,289. The distribution of the payments received is as followed: £8,229 from public donations (9%) and £81,060 in grants from Trusts and Foundations (91%). Income rose by over 100% over the last 12 months.

Resources Expended

Total expenditure was £51,267, of which direct charitable expenditure was £39,997 78% of total expenditure for the year.

Financial Policies

Reserves Policies

Irise International holds in reserves 3-6 months of current running 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.

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 Irisé 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 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 Irisé 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 be 'Emily Wilson', written over a horizontal line.

Emily Wilson, Executive Director

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 2016, which are set out on page 23-24 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
26 October 2016



Irise International Receipts & Payments

1st Jan - 31st Dec 2016

| | Unrestricted | Restricted | TOTAL | Last Year |
|--------------------------------|-----------------|-----------------|-----------------|-----------------|
| Receipts | | | | |
| Donations | £ 8,222 | £ 2,706 | £ 10,928 | £ 11,581 |
| Grants | £ - | £ 78,353 | £ 78,353 | £ 30,156 |
| Interest | £ 8 | £ - | £ 8 | £ 6 |
| Total receipts | £ 8,230 | £ 81,059 | £ 89,289 | £ 41,743 |
| Payments | | | | |
| Organisational Overheads | | | | |
| IT | £ 120 | £ - | £ 120 | £ 258 |
| Insurance | £ 182 | £ - | £ 182 | £ - |
| Bank fees | £ 61 | £ 1 | £ 62 | £ - |
| Legal/registration fees | £ 339 | £ - | £ 339 | £ 718 |
| Consultancy | £ 2 | £ - | £ 2 | £ - |
| Rent | £ 2,179 | £ 1,393 | £ 3,572 | £ 2,179 |
| Team training | £ - | £ - | £ - | £ 630 |
| Meetings | £ 580 | £ - | £ 580 | £ 341 |
| Office supplies | £ 554 | £ - | £ 554 | £ 531 |
| Utilities | £ 1,137 | £ 145 | £ 1,282 | £ 868 |
| Accommodation | £ 29 | £ - | £ 29 | £ 1,875 |
| Accounting | £ 291 | £ 1,142 | £ 1,433 | £ 235 |
| Core staff | £ 2,683 | £ 7,289 | £ 9,972 | £ - |
| Forex | £ 75 | £ -2 | £ 73 | £ - |
| Transport | £ 24 | £ - | £ 24 | £ - |
| Repairs & Maintenance | £ 173 | £ - | £ 173 | £ - |
| Total Organisational Overheads | £ 8,429 | £ 9,968 | £ 18,397 | £ 7,635 |
| Fundraising activities | £ 1,298 | £ - | £ 1,298 | £ 89 |
| Project spending | | | | |
| Grants | £ 18 | £ 4,086 | £ 4,104 | £ 1,105 |
| Training | £ 49 | £ - | £ 49 | £ 1,584 |
| Staff | £ 76 | £ 13,233 | £ 13,309 | £ 6,000 |
| Research | £ - | £ 69 | £ 69 | £ 7,363 |
| Education | £ 776 | £ 4,210 | £ 4,986 | £ 3,562 |
| Pad Provision | £ 106 | £ 7,468 | £ 7,574 | £ 3,847 |
| Total Project spending | £ 1,025 | £ 29,066 | £ 30,091 | £ 23,461 |
| Advocacy and awareness raising | £ 453 | £ 6 | £ 459 | £ 2,336 |
| Monitoring and evaluation | £ - | £ - | £ - | £ 1,306 |
| Computer equipment | £ 18 | £ 545 | £ 563 | £ 984 |
| Other equipment | £ 439 | £ 21 | £ 460 | £ 1,247 |
| Total Payments | £ 11,662 | £ 39,606 | £ 51,268 | £ 37,058 |



Irise International Receipts & Payments

1st Jan - 31st Dec 2016

| | Unrestricted | | Restricted | | Total | | Last Year | |
|--------------------------|--------------|-------|------------|--------|-------|--------|-----------|--------|
| Net of receipts | -£ | 3,432 | £ | 41,453 | £ | 38,021 | £ | 4,685 |
| Cash funds last year end | £ | 5,062 | £ | 6,551 | £ | 11,613 | £ | 6,928 |
| Cash funds this year end | £ | 1,630 | £ | 48,004 | £ | 49,634 | £ | 11,613 |

Notes:

1. 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.

2. Gifts In Kind

The above receipts and payments statement for the period ending 31st December 2016 does not include the financial impact of the following "benefits in kind" received by the charity:

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 £7,274