



## Irise International

Annual Reports and Financial Statements

For the year ending 31<sup>st</sup> December 2019



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## Legal and Administrative Information

### **Trustees**

Elizabeth Gadd (Former Chair – Resigned from Board 25th May 2019)

Linda Baines (Chair – Appointed 25th May 2019)

Catherine Sullivan (Treasurer)

Falguni Raja

Chloe Reeves

Joanne Nakakawa-Hampson

Sophie Rowson

Kirstine Szifris

### **Executive**

Emily Wilson (CEO)

Calum Smith (Head of Operations)

### **Principal Address**

18-20 Union Street

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S1 2JP

Website: [www.irise.org.uk](http://www.irise.org.uk)

Contact: [info@irise.org.uk](mailto:info@irise.org.uk)

Registered charity number: 1157722

## Objectives and Activities

Charity objectives (as stated in governing document):

THE ADVANCEMENT OF EDUCATION, THE PRESERVATION AND PROTECTION OF GOOD HEALTH AND THE PREVENTION OR RELIEF OF POVERTY AMONG WOMEN AND GIRLS BY WORKING TO IMPROVE SANITATION AND HEALTH EDUCATION IN THEIR COMMUNITIES AND SCHOOLS, WITH A FOCUS ON SUB SAHARAN AFRICA AND THE UK.

We are an award winning, global leader in menstrual health programming, research, advocacy and policy development. Our vision is a world where everyone can realise their potential, unlimited by their periods. We support young people and their communities in the UK and East Africa to overcome period related barriers through delivering practical programmes, undertaking innovative research and advocating for policy and practice change. We believe that when we are led by young women and informed by robust evidence, long lasting social change can be achieved.

The charity's 2019-2024 strategic plan is focused around these objectives:

1. Test and promote evidence-based approaches to overcoming menstrual related challenges
2. Collaborate with academia to conduct and facilitate research to evidence impact and improve menstrual health interventions.
3. Disseminate learning and advocate for policy and practice change to improve young people's experience of menstruation in the UK and East Africa.
4. Expand our work to include the most marginalised and vulnerable groups

## Achievements and Performance

### Key achievements of 2019:

- Awarded the Power Together award by the Women Political Leaders Forum in recognition of our exceptional contribution to building a global movement to ending period poverty and shame.
- Invited to co-convene on the UK government's period poverty task force.
- Achieved the best yet results in our Uganda programming- 50% reduction in menstrual related absenteeism with strong buy-in from local government.
- Awarded £100,000 by prestigious Act for Change fund to support our network of young people to end period shame in the UK.

### Performance by Strategic Objective:

#### **1. Test and promote evidence-based approaches to overcoming menstrual related challenges**

In East Africa our work this year has focused on developing a model intervention for creating period friendly schools and developing an approach to sustainable menstrual product provision. In the UK we have focused on piloting innovative and creative approaches to end period shame and have been partnering with young people to realise period equality.

##### **1.1 Creating period friendly schools in Uganda**

We worked in 27 schools in Jinja district, supporting them to become period friendly. Our mid-way evaluation recorded our most positive results to date, including:

- 49% self-reported reduction in menstrual related absenteeism (p-value=0.003)
- 5% increase in girls scoring highly in Primary Leaving Exams and reduced drop out
- Evidence of change in community attitudes to menstruation leading to women and girls experiencing fewer restrictions during menstruation. In particular, increased support from men and boys was identified as a key driver of change.
- Strong buy-in from local stakeholders

We are now preparing to scale-up in partnership with local government.

Voices from the project:



“Before Irise taught me, I felt shy on my period, I would tell people I was sick because I didn’t like it. Now I know that menstruation is good, it’s healthy. I know that during menstruation I can still do anything I want, I can pray, I can play football, netball, whatever things you want!

Boys now know about menstruation very well, they don’t laugh at girls since Irise talked to them because they know it’s normal for girls.

Irise taught us that if a girl is in menstruation, we should not laugh at her. Before I used to be one of the ones laughing at girls during their menstruation.

I’d like to say thank you for giving us the education, you have taught me how to manage my menstruation, you have taught me about my health, you have taught me how we should help our friends during menstruation, you have taught me not to laugh at others in menstruation, you have even helped our boys learn that menstruation is normal and I would like to thank you a lot for that.”

- School girl, aged 13





“Before you would see the whole school escorting the one child coming to see a teacher about menstruation, but now this doesn’t happen. Why? Because Irise have taught our pupils how to behave, they now help their friends in class.

Before they used to fear the time when menstruation comes, they would even drop out of school.

Before Irise, children were using dirty old cloths during their period, but now the children have taken back their pads from Irise, their parents know they’re supposed to buy sanitary pads for their girls.

Now when the community hear about menstruation, it is normal. It’s not news to them, why? Because they’re being taught by their child what menstruation is.

At school the girls are not comfortable, they are free. They know there are pads there if they need them, they can carry on doing their work”

Before Irise we did not have anything to support the girls at school, if a girl started her period and came to you (the teacher), we would tell girls to just go back home”

-Female Teacher, Buwenge Township School



"I didn't even see menstruation as an issue before Irise came here. I even used to criticise it when I heard of it, I'd say ah it's minor, it's just an issue for females. My attitudes changed a lot, I know now not to criticise someone, a girl or a sister or a classmate who is menstruating, as I used to before. I'm trained now so I know how to handle it.

Menstruation is something everyone needs to learn about because it's normal, it happens in normal life to our mothers, our sisters and the girls.

Irise have done a great job in changing behaviours, it was Irise who changed my behaviour towards these girls and I hope I can change community members negative attitudes and behaviours towards girls who are menstruating.

I'm so glad to be a community champion, it's a great pleasure to be a champion for Irise, I've gained so much knowledge."

Community Champion, aged 20





“Before Irise came, I would fear so much in myself when I was in my period but now I am very free. When I started menstruating I feared telling anyone, I didn’t know was it was, my mother had never told me, no one had ever told me that it was something normal for a woman to experience.

There are 3 reasons why menstruation used to be seen as something to mock, children took it as something shameful, children had never had any education about it and children were ignorant about.”

Female Community Champion, aged 26

## 1.2 Developing an approach to sustainable product provision in Uganda

An impact evaluation with our network of 197 entrepreneurs found a 52% increase in household income for the poorest 50% of entrepreneurs which was reinvested in growing their business, sending their children to school and feeding their family. We also found positive impacts on women's agency, self-esteem and girls' school attendance. In some areas we found that the local market had developed enough for us to connect entrepreneurs directly with suppliers. However, in the hardest to reach areas last mile distribution remains a challenge and further innovation and investigation is needed to ensure every woman and girl has a choice of comfortable and affordable products.

### Voices from the project:



Juliet Kyoziira, aged 37, has used Irise's entrepreneur scheme to realise her long term ambition to run her own business.

*"I joined the business after Irise training gave me inspiration that I can make it. Also, because I never had any income generating activity and yet I had yearned to do business though I never had any idea on which business to do. I am therefore grateful to Irise for giving me the ideal business."*

She has developed her confidence and her family.

*"I can now freely express myself in public or big groups of people. In other words, my confidence has been built."*

*"I can also afford sugar, salt, and food for my family which was not the case before. I can also pay meals for my children at school. I have earned respect from husband since they no longer have to quarrel over responsibilities at home."*

Educating her community with support from Irise has been key to her success.

*“There is a great change because before I started selling pads, most girls and women in my community would use clothes to pad themselves. The community also had a wrong perception about disposable and manufactured reusable pads. That is to say they had a myth that these pads are cancer causing, however, after the training I was able to tell them facts about pads and thank God they were able to understand and started using them.”*

She has also invested some of her profits to grow and diversify her business ventures.

*“From my extra income, I have managed to start a small poultry business. I started with 8 birds and I hope to expand with time.”*



Joan Mukyala, aged 27, is a single mother who has used the scheme to support herself and girls in her community.

*“The entrepreneur training that I attained from Irise inspired me to join the business because it equipped me with business knowledge and skills. Throughout my lifetime I yearned to help and talk to girls in particular about their lives and bodies, so I saw the opportunity to access them through joining the business.”*

She has gained confidence and independence through her involvement.

*“I can now afford immediate needs like food and clothes without burdening my parents. I also gained confidence to address community which was not the case initially. I have made constructive friends in the communities where I operate from.”*

She has noticed that as a result of the scheme girls are more able to access menstrual products and common myths about menstrual health have been addressed.



*“People can now use both reusable and disposable pads unlike in the past where girls and women could use clothes. The myth that young girls may not be able to bear children when they use these pads no longer exists.”*

### 1.3 Developing creative techniques to end period stigma in the UK

This pilot project enabled us to test an approach that empowers girls and young women to lead the way towards a world free from period shame through dismantling their own internalised stigma and then using their empowerment to support others to do the same. We delivered 8 workshops with 12 girls to pilot a creative approach to dismantling stigma as part of the Let’s Talk Period Grant Scheme which was funded by Department for Culture Media and Sport through the Tampon Tax Fund and delivered in partnership with Brook Charity and Plan International UK.

Girls became confident talking about their periods and as a result became more knowledgeable and confident about their own bodies. This led to them becoming passionate advocates for ending shame for others. This process of change is essential in ending period shame in the UK and we will be taking this pilot forward in 2020.

A cartoon about the impact of the project created by graphic artist, Jenny Leonard, in collaboration with the girls who participated.



*“I remember everything you taught me. I hope other girls in the future will feel the same way I do- proud!”*

#### 1.4 Partnering with young people to achieve period equality

This year we founded our Advocacy Committee to bring together and support the growth of our network of young advocates. These incredible young people worked with our staff to develop strategy to period shame in the UK within a generation and were awarded £100,000 over 2 years by the prestigious Act for Change to realise their vision. The Act for Change funded project 'Empower Period' will focus on diversifying our network so the diversity of experience of menstruation is represented, local and national advocacy to build a movement to end period shame and developing Irise's understanding of how young people can lead social change.

Prior to the launch of this new initiative we evaluated our work with young people over the last five years. Key findings included:

- 87% of young people feel their involvement with Irise has helped create real change for women and girls

*"It has changed my attitudes towards my body...and in particular periods, massively. I have a totally new found confidence with it and I think I have learnt how to communicate with others to help produce this effect in them...inspiring a new generation and empowering people to speak about their bodies in a different way."*

- 100% of young people feel their involvement with Irise has helped them develop their skills

*"I have learnt how to put a passion into real tangible change, I have learnt how to effectively communicate and campaign for it...more than anything it has given me a sense of feeling empowered to make change happen."*

- 90% of young people feel their involvement with Irise has helped them pursue their career of choice

*"My time with Irise showed me how rewarding it can be to work in a charity which influenced me to look for work in the third sector."*

- 93% of young people feel part of a community of likeminded people

*"The supportive culture has provided me with an important safe space to break down my own internalised menstrual stigma. It has also given me the chance to meet other people...who also care strongly about women and girls."*



## Meet our new Advocacy Trustee, Sophie...



Sophie became an Irise Agent of Change in style by walking an incredible 268 miles over 3 weeks to help break the stigma surrounding periods. She used her own experiences, managing a period whilst camping, to help her audience relate to the challenges many girls around the world face accessing basic facilities and support during menstruation.

*“The stigma surrounding menstruation meant I was too embarrassed to ask to go to the toilet at school, or even to ask my mum for more absorbent pads, meaning I used menstrual materials for longer than was healthy.”*

Sophie’s video talking about the issue reached nearly 1,500 people on social media. However, this was only the start of her journey. Inspired by her own experiences she went on to become Irise’s first Advocacy Trustee and is now leading our work with young people to end menstrual sigma within a generation.

*“As I’ve got older and particularly through my involvement with Irise, I have been able to dismantle this internalised stigma... For me, leading the advocacy committee is a fantastic opportunity to work in partnership with a growing network of young people and their communities to transform menstrual stigma into menstrual positivity and create a world where no girl is held back by her period.”*

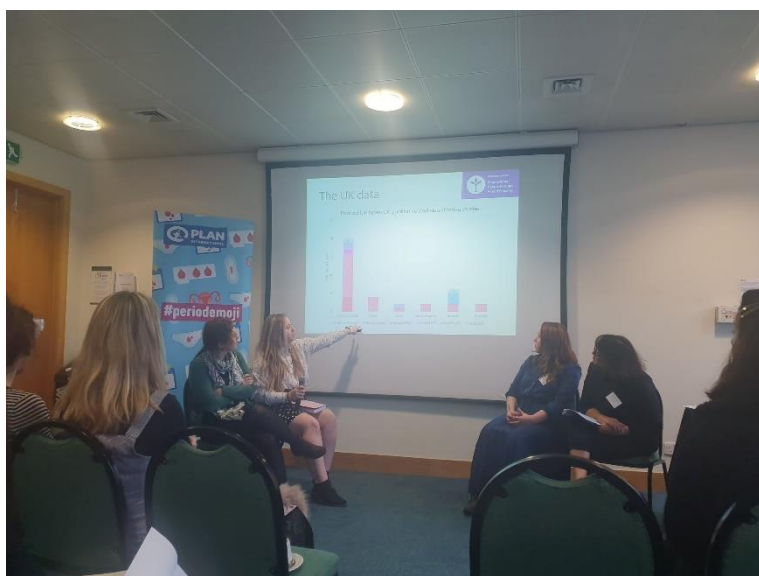
## **2 Collaborate with academia to conduct and facilitate research to evidence impact and improve menstrual health interventions.**

Our work under this objective focused on understanding the issue in the UK, developing menstrual measures, developing a community- led approach to social norm change and building the case for a global gender equality issue.

### **2.1 Understanding the issue in the UK**

We are completing systematic review of experiences of menstruation in high income contexts with Dr Dani Barrington at the University of Leeds to help inform our strategy in the UK and our work on the UK government’s Period Poverty Taskforce. We were able to pull data for the UK context and use it to inform the national UK consultation we organised for the Period Poverty Taskforce. We found that the evidence focuses on understanding the problems women face; highlighting issues of stigma, painful and heavy bleeding, and a lack of access to menstrual materials. The definitions and measurements of period poverty and shame are inconsistent across

publications. Beyond medical treatment (e.g., hormonal contraceptives) there is very little research investigating how interventions may contribute to improving menstrual experiences.



Our CEO and Irise PhD student, Hannah Robinson, present the preliminary results at an event.

## 2.2 Menstrual Measures

Irise was a key implementing partner in developing and testing the first menstrual measures tool with John Hopkins University. A paper based on the work was accepted for publication in the BMJ Open and findings were presented at University of North Carolina Water and Health Conference 2019. We were proud of our Uganda staff for their involvement and credit on these high-profile publications. We will use our experiences of this project to develop our Menstrual Health toolkit for small and medium sized charities working on menstrual health in East Africa in 2020.

You can find out more about the Menstrual Practice Measures here:

[www.menstrualpracticemeasures.org](http://www.menstrualpracticemeasures.org)

## 2.3 Community-led Approach

Academics from the University of Coventry and the University of Leeds trained our team and other national stakeholders in Uganda on how to adapt the REPLACE approach to menstrual health. The REPLACE approach combines individual and community level behaviour change approaches to tackle the complex social norms surrounding Female Genital Cutting. In particular, the Community Readiness to Change Approach is helping our teamwork with community champions to address menstrual myths and taboos that can limit the effectiveness of menstrual health programmes. Initial evaluation has been very positive and a priority for 2020 will be completing our evaluation and write-up of this approach.

## 2.4 A Global Gender Equality Issue

We continue to make the case that period poverty and shame is a global gender equality issue. Key engagements this year include:

- Irise masters student and member of the Advocacy Committee, Lizzie, presented her findings about cross cultural stigma at the international Society for Menstrual Cycle Research Conference.
- Our CEO, Emily, wrote in the New Statesman with other experts, including Mandu Reid the leader of the UK's Equality Party, about how period poverty and shame are a neglected gender equality issue. Read more here:  
[www.newstatesman.com/spotlight/healthcare/2019/02/why-tackling-period-poverty-issue-everyone](http://www.newstatesman.com/spotlight/healthcare/2019/02/why-tackling-period-poverty-issue-everyone)
- Our team provided expert input for new DFID report on the impact of period poverty on the economic empowerment of women. Read more here:  
<https://assets.publishing.service.gov.uk/media/5c6e87b8ed915d4a32cf063a/period.pdf>

### **3 Disseminate learning and advocate for policy and practice change to improve young people's experience of menstruation in the UK and East Africa.**

Our work under this objective has three areas network building, policy work and sharing learning.

#### **3.1 Network building**

Working to build networks locally, nationally and internationally including:

- Organising Menstrual Hygiene Day celebration in Sheffield bringing together 4 local organisations working to end Period Poverty in the UK and abroad ~30 attendees.
- Co-leading a multi-stakeholder meeting at London School of Hygiene and Tropical Medicine to consider how menstrual health research could be translated into impact in east Africa and the UK.
- Key player on the Steering Committee of the East and Southern Africa Menstrual Health Research Network.

We were thrilled to receive the Power Together Award from the Global Women Political Leaders forum along with some of our fantastic partners and collaborators. The award recognised exceptional organisations working to end period poverty and shame around the world. Our CEO attended the Forum in Reykjavik, Iceland, on Irise's behalf including a special reception with the President of Iceland.



Our CEO received the Power Together Award on behalf of the Irise community

### 3.2 Policy Work

Our focus has been on advocating for and realising evidence-based practice and policy, supported by the voices and leadership of those affected by the issue. Including:

- Contributing to a global white paper on Menstrual Measures as part of the Global Menstrual Hygiene Management (MHM) Measures Advisory Group.
- Co-convening the Evidence and Data workstream of the UK government's Period Poverty Taskforce including organising a national consultation with 30 stakeholders to identify learning priorities for the UK
- Ongoing participation in the Ugandan government's Menstrual Health stakeholder group and the African Coalition for Menstrual Hygiene Management

### 3.2 Sharing Learning

Our focus has been on sharing an approach rooted in community leadership that changes the social norms around menstruation. 54 organisations have downloaded our free resources from our website over the last year. Other engagement included:

- providing national level training in Uganda on a community-led approach to menstrual health with Professor Hazel Barrett from Coventry University. 33 participants attended including academics, policy makers, menstrual health practitioners and implementers from Uganda, Kenya and Tanzania and menstrual health activists and lobbying groups.
- Delivering a virtual lunchtime seminar delivered to UK small charities international development network ~11 charities attended and received copies of our resources.

Funding has been secured to further build and develop the capacity of small-medium sized charity delivering menstrual health programmes in East Africa in 2020.



Dr John Ssendagire and Dr Dani Barrington speak as part of a workshop for national stakeholders in Uganda (left) Professor Hazel Barrett and Irise's team of community champions after two days of training (right)

## 4 Expand our work to include the most marginalised and vulnerable groups

Our UK pilot focused on girls facing multiple disadvantage and our new Act for Change funded project has a specific focus on engaging diverse marginalised groups in the UK. Irise Institute East Africa have included 2 schools specifically serving children with disabilities in their period friendly

school pilot and will use this to develop a project to adapt their approach to the needs of girls with disabilities in 2020.

Irise International also has three enabling objectives:

1. Build the capacity and autonomy of Irise Institute East Africa.
2. Grow and diversify our income base, raising strategic and flexible income, which enables our programmatic and research ambition and ensures agility in our work with young people and their communities.
3. Through compelling communications and stewardship build a network of supporters, donors, activists and partners who share a sense of belonging to Irise and champion our cause.

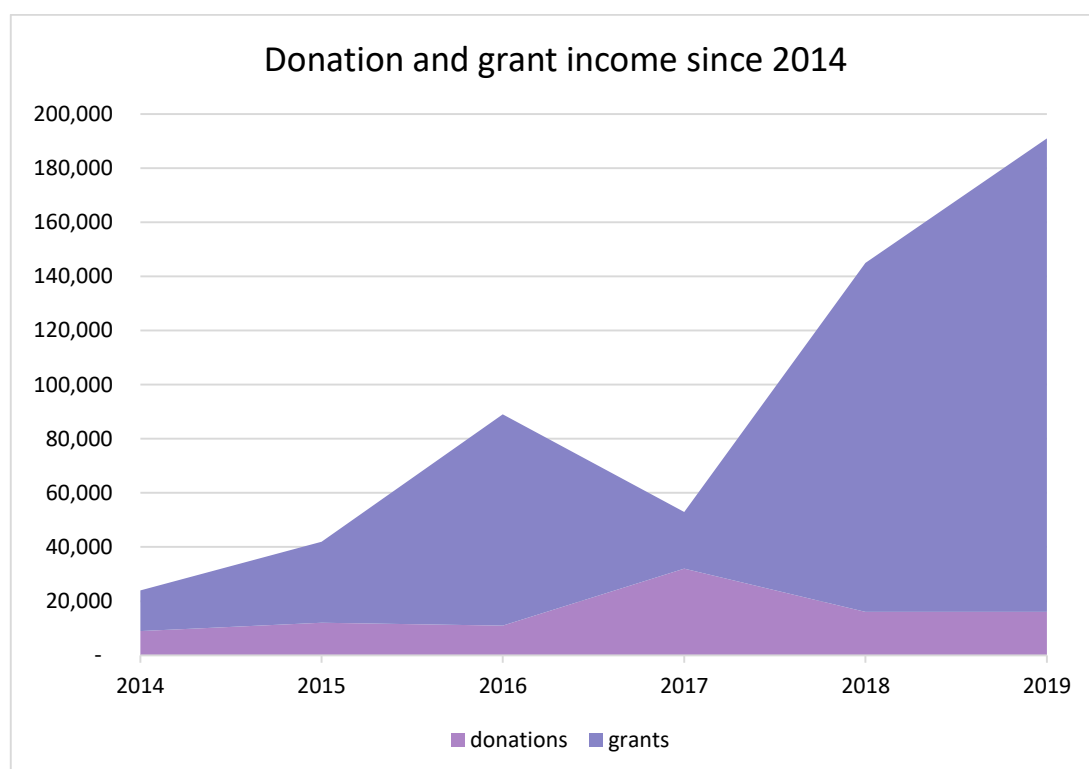
Performance against these objectives is presented below:

**1. Build the capacity and autonomy of Irise Institute East Africa.**

The Chairs of Irise International and Irise Institute East Africa met in Uganda to agree plan for 2020. This includes restructuring and capacity building planned to prepare the organisation to scale its period friendly school package and become a regional player in menstrual health policy and advocacy work.

**2. Grow and diversify our income base, raising strategic and flexible income, which enables our programmatic and research ambition and ensures agility in our work with young people and their communities.**

Irise continues to grow rapidly and has ambitious plans to scale and expand over the next five years.





3. **Through compelling communications and stewardship build a network of supporters, donors, activists and partners who share a sense of belonging to Irise and champion our cause.**

This year Irise developed a new brand that symbolises the power of the Irise network. We established our Advocacy Committee and Network to bring together our grassroots network who developed and launched the Empower Period Campaign.

We also brought our community together at an Annual Gathering attended by 30 people representing the diverse groups and stakeholders who are part of the Irise community.



*Irise Annual Gathering 2019*

Our CEO, Emily, and Trustee, Joannie, were also thrilled to share our work at the Circle NGO's Annual Gathering with Annie Lennox and Eve Ensler in the audience.



*Emily and Joannie speak at The Circle's Annual Gathering*

Thanks to our funders:

UK Aid Direct

The Circle of Women

Plan International UK

The Genesis Charitable Trust

Sustain for Life

Paul Hamlyn Foundation

The Waterloo Foundation

John Holmes Trust

Johns Hopkins University

Open Gate Trust

## Plans for 2020- Bringing Together

Irise's focus for 2020 is to bring together the people and organisations required to reach every young person with the support they need to realise their potential, unlimited by their periods.

Our top three priorities are:

- 1) To **bring together** stakeholders to: a) rigorously test our school-based intervention at scale and adapt it to other contexts and vulnerable groups in East Africa b) to co-develop and test possible interventions in the UK c) to collate learning and inform menstrual health policy and funding strategies with a new focus on reaching every young person by 2030.
- 2) To **bring together** the Irise group through a) enabling our grassroots network to connect across contexts and cultures, shared learning and influence change b) empowering Irise Institute East Africa to become an equal partner in co-creating our East Africa strategy.
- 3) To **bring together** people who are passionate about period equality, specifically focusing on developing relationships with the media, corporate bodies, major donors and influential people who will join the movement and enable our next phase of development.

## Staff and Volunteers

The total staff count for Irise internationally at the end of 2019 was 2 full time staff in the UK and 13 full time staff in Uganda. The Ugandan team was made up entirely of Ugandan nationals. We look forward to welcoming an Advocacy Coordinator to our team in January 2020.



Our new Chair, Linda Baines, meets the team at our office in Jinja, Uganda.

## Financial Performance and Policies

### Incoming Resources

Incoming resources for the year was £192,555. The distribution of the payments received is as follows: £10,942 from public donations and other income sources towards unrestricted funds and £176,497 in grants from trusts and foundations as well as £5,117 in public donations towards restricted funds.

### Resources Expended

Total expenditure for the year was £145,007, of which £129,649 was spent on direct charitable activities, £8,445 on fundraising, and the remaining £6,913 on administration and other overhead costs.

### Reserves Policy

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.

### Impact of COVID-19

The Coronavirus pandemic did not directly affect activities or finances in 2019, with the impact beginning to be felt in Q1 of 2020. Despite significant disruption to planned activities, the response from the whole Irise community has been fantastic, with both larger funders and individual givers responding by increasing financial support for our work and allowing us to pivot previously agreed funding to new activities aimed at responding to the pandemic. Despite significant disruption to previously planned activities, Irise remains a going concern and has remained open throughout the current crisis, providing additional support to those impacted by COVID-19. This is thanks to the generous support of our entire network.

### Serious Incidents

In Q1 of 2020, it was discovered during routine review of downstream partner finances that an incident of fraud had occurred at downstream partner, Irise Institute East Africa. Approximately £4,000 worth of local currency was unaccounted for. Although detected in 2020, it is likely that at least some of the unaccounted funds went missing in 2019. The downstream partner immediately referred the matter to the police and relevant local authorities and a criminal investigation is ongoing. Immediate action was taken by both Irise International and Irise Institute East Africa to recover as much of the funds as possible and to improve financial controls. All affected funders have been informed and the matter was reported to the Charity Commission as a serious incident. Irise Institute East Africa is an independent Non-Governmental Organisation with a separate board and constitution.



Irise Institute East Africa continues to comply fully with the relevant authorities investigating the incident. A forensic audit has found no further evidence of any issues, and internal reforms have significantly strengthened fraud prevention and detection measures, including the appointment of a new Finance Manager and a reform of internal financial controls. Irise International continues to keep all affected funders and relevant authorities fully informed.

## 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 7 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 Irisé 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 Irisé'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 blue ink that reads "Linda Baines". The signature is written in a cursive, flowing style.

Linda Baines, Chair of the Board of Trustees.

## Financial Statement

### **INDEPENDENT EXAMINERS REPORT TO THE TRUSTEES OF IRISE INTERNATIONAL CIO**

I report on the accounts of the Irise International CIO for the period 1 January until 31 December 2018, which are set out on page 28 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.

During the course of my examination, I was informed by charity officials that in March 2020 a fraud was discovered in Irise Institute East Africa, a locally registered and incorporated NGO in Uganda but which receives the majority of its funding from Irise International CIO. The issue is still being investigated but it is likely that at least some of the amount involved of up to GBP 4,000 occurred in 2019. Any adjustments in respect of this will be made by Irise International CIO in 2020.

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

20 October 2020

<b>Money In</b>	<b>Restricted</b>	<b>Unrestricted</b>	<b>2,019</b>	<b>2,018</b>
Donations	5,117	10,924	<b>16,040</b>	15,871
Grants	176,497	-	<b>176,497</b>	128,990
Other income	-	18	<b>18</b>	-
<b>Total in</b>	<b>181,614</b>	<b>10,942</b>	<b>192,555</b>	<b>144,861</b>
<b>Money Out</b>				
Charitable activities				
<i>Staff</i>	37,884	267	<b>38,151</b>	37,958
<i>Overheads</i>	4,994	112	<b>5,106</b>	3,788
<i>Grants</i>	78,754	-	<b>78,754</b>	57,220
<i>Direct spending</i>	7,638	-	<b>7,638</b>	5,571
<b>Total Charitable activities</b>	<b>129,270</b>	<b>379</b>	<b>129,649</b>	<b>104,537</b>
Fundraising				
<i>Staff</i>	-	6,280	<b>6,280</b>	7,276
<i>Overheads</i>	-	1,622	<b>1,622</b>	631
<i>direct spending</i>	-	543	<b>543</b>	925
<b>Total Fundraising</b>	<b>-</b>	<b>8,445</b>	<b>8,445</b>	<b>8,832</b>
Administration & overheads				
<i>Staff</i>	4,977	1,103	<b>6,080</b>	7,276
<i>Overheads</i>	-	833	<b>833</b>	631
<b>Total Administration &amp; overheads</b>	<b>4,977</b>	<b>1,935</b>	<b>6,913</b>	<b>7,907</b>
<b>Total out</b>	<b>134,247</b>	<b>10,759</b>	<b>145,007</b>	<b>121,276</b>
Cash funds last year end	35,081	2,637	<b>37,718</b>	14,133
Net of receipts	47,366	182	<b>47,549</b>	23,585
<b>Cash funds this year end</b>	<b>82,447</b>	<b>2,819</b>	<b>85,267</b>	<b>37,718</b>