



IRISE INTERNATIONAL ANNUAL REPORT 2023



**Consolidating Community,
Championing Change.**

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“Thank you for your unwavering support and belief in my abilities.”

Patricia Kajumba, Tweekonyere Foundation Uganda



Trustees:

Linda Baines (Chair)

Rowena Collings

Sophie Rowson

Joanne Nakakawa-Hampson

Chloe Reeves (stepped down- 31/01/2023)

Cianne Jones (stepped down- 6/6/2023)

Kimber Bialik (joined- 12/06/2023)

Gloria Diamond (joined- 12/06/2023)

Amisa Rashid (joined- 12/06/2023)

Katie Thiselton (joined- 12/06/2023)

Empower Period Committee:

Our Empower Period Committee advises the board and staff on our youth-led work in the UK.

They do not hold any formal legal or governance responsibilities.

Molly Fenton (Co-Chair)

Ellie Finneran (Co-Chair)

Cynthia Pokuah

Heather Know

Nawasha Mishra

Executive:

Chrissy Cattle (CEO)

Principal Address:

7 Castle Street

Sheffield

S3 8LT

In East Africa Irise International works in partnership with our sister organisation, Irise Institute East Africa (IIEA). IIEA are registered in Uganda and their main office is in Kampala. They have an independent board and receive income independently of Irise International. The relationship between Irise International and IIEA and our shared goals are laid out in a Memorandum of Understanding and jointly created Global Strategic Framework. A grant agreement governs the transfer of funds.



Message from the Chair

Irise was set up to enable the voice and power of the people most held back by period inequality and injustice. Since day one, our incredible team of staff, board, volunteers, local activists, and donors has been working to build a resilient institution that could belong to and channel the leadership of these groups.

We always knew that a critical stepping stone on this journey would be enabling Irise to move beyond its founders. As we come to the end of our second five-year strategic cycle now is an opportunity for exciting change.

Over the last decade, we have built and financed a global, grassroots community fighting for Period Equality for All. We have not only survived but thrived through a global pandemic, a cost-of-living crisis and significant cuts to UK aid spending.

Together we now host and support over 200 grassroots and community-based groups across the UK and East Africa, fighting for change in their own communities and advocating together nationally and globally.

Over the last decade, we have directly supported over 100,000 young people and 287 organisations to end period poverty and shame.

We've achieved global recognition and awards for our trailblazing work on a forgotten but transformative gender equality issue.

As a global community, we have also built a shared understanding of how to build equal partnerships for global justice across geographical and cultural divides by embedding our institution in the principles of feminist leadership.

This exciting next step together will only add to our collective power to drive positive change.

As we undertake this important transition, I want to thank Emily (Founding CEO) and Calum (previously Head of Operations) for their inspirational leadership over the last decade. Irise has created and inspired a movement to tackle period inequality and the much wider social injustices it covers. I look forward to working with our new CEO, Chrissy Cattle, my fellow trustees and the board at Irise Institute East Africa to guide the Irise group and wider community into a new decade of work even more exciting and impactful than the first.



Linda Baines

Linda Baines,
Chair of the Board





Our Strategic Priorities for 2021-24



Spearhead the creation and expansion of a global Irise community that can shape the global period equality agenda.



Support young people and their communities across the contexts where we work to recover from the covid-19 crisis and resume progress towards Sustainable Development Goal 5; Achieve Gender Equality and Empower All Women and Girls by 2030.



Champion diverse leadership and enable more young people to realise their potential to lead and shape a more inclusive agenda.



Realise period equality across the contexts where we work through a combination of programme delivery, learning-focused work and advocacy- working to realise the UK government target of ending period poverty and shame in the UK by 2025 and globally by 2030.







Achievements and Performance

Irise continues to be a global leader for Period Equality For All. Key achievements in 2023 include:

- Delivering a national youth-led campaign for period dignity in UK schools, reaching over 791 million people on social media and leading to policy change.
- Partnering with our sister organisation, Irise Institute East Africa, to build the regional grassroots movement for Period Equality for All via the TPEN network, small grants, convening and joint advocacy.
- Facilitating global dialogue to produce a new global call to action for Menstrual Justice For All and commission the first Global Status of Menstrual Justice Report.
- Distributed 3,471 period products across South Yorkshire

This year the Irise community:

- Empowered ~650 young people in the UK and 8,354 in East Africa to overcome the barriers they face because of their period.
- Enabled 160 organisations and groups to work together towards a period-equal world.
- Influenced policy dialogues and agendas in the UK, East Africa and beyond.



In the UK

The Every Period Counts Campaign

The campaign was co-created by 60 young people from 10 groups across the UK.

- Three groups led by young campaigners received small grants.
- Seventeen UK charities, including Plan International UK and Girl Guiding, backed the campaign.
- Young people collected over 600 stories of period challenges in schools.
- Four campaign partners commissioned new nationally representative data which supported young people's stories:



over a third of girls across the UK were still unable to get period products in school when they needed them and were missing out on class as a result...

...an estimated 3.5 million days of school every year.

61% have had issues accessing a toilet during lessons when on their period.



Campaign Impact



- Our social media campaign reached 791 million people
- 200+ young people paraded through Westminster to hand in their stories to 10 Downing Street.
- The UK government's Women's Health Ambassador met with them to listen to their experiences.
- The Department for Education hosted Roundtable discussions with young people, schools, and Every Period Counts partners, improved guidance for the Period Product Scheme in England, and plans to hold termly roundtables with young people.
- Feedback from the Every Period Counts stakeholders was shared with the UK government's Women's Health ambassador, Lesley Regan, who is chairing a review into the Relationships, Sex and Education curriculum.

And more...

"I'd use one of my socks from that day over night and then go to school the next day using the second sock from the day before. I didn't really have a choice because I couldn't get pads and toilet paper wouldn't hold but my socks absorbed and I wasn't creating any more washing. The [free period product] scheme was out 4 years and I'd never heard of it."

"Irise has helped me a lot to be more confident in myself and my periods...I myself have suffered from period poverty so I'm so glad I got to be part of the Every Period Counts campaign."





BIG READ

'If you need period products, the caretaker escorts you to a locked cupboard – no wonder girls miss school'

As figures reveal 148,675,512 lessons are missed every year due to period shame and lack of access to products, one teenager tells i the difficulties some girls encounter

Schoolgirl fighting period stigma in Asian community insists they are not to be ashamed of
15-year-old Sabiha Ali is tackling the stigma surrounding periods in many Asian households, as well as becoming a 'period champion' at to help friends access period products

inews.co.uk / Jun 4



activist working with charities to campaign about period poverty and shame-free in all schools. (Photo: supplied)

EVERY PERIOD COUNTS



time to shift the shame



GRAZIADAILY.CO.UK

More Than Three Million Days Of School Missed Because Of Period Shame



PERIOD CAMPAIGN

Research by Irise International has found that more than 40% of girls struggle to access period products at school



Period poverty: How the cost of living is impacting women | 5 News
5 News 155K subscribers



BIG READ

'It's easier to get a condom than a pad': Lacking period products, a third of girls miss school

inews.co.uk • 8 min read



BBC NEWS

'No pads at school, so my period leaked on exam chair'

Some pupils are struggling to access period products in schools, data shared with BBC News suggests.

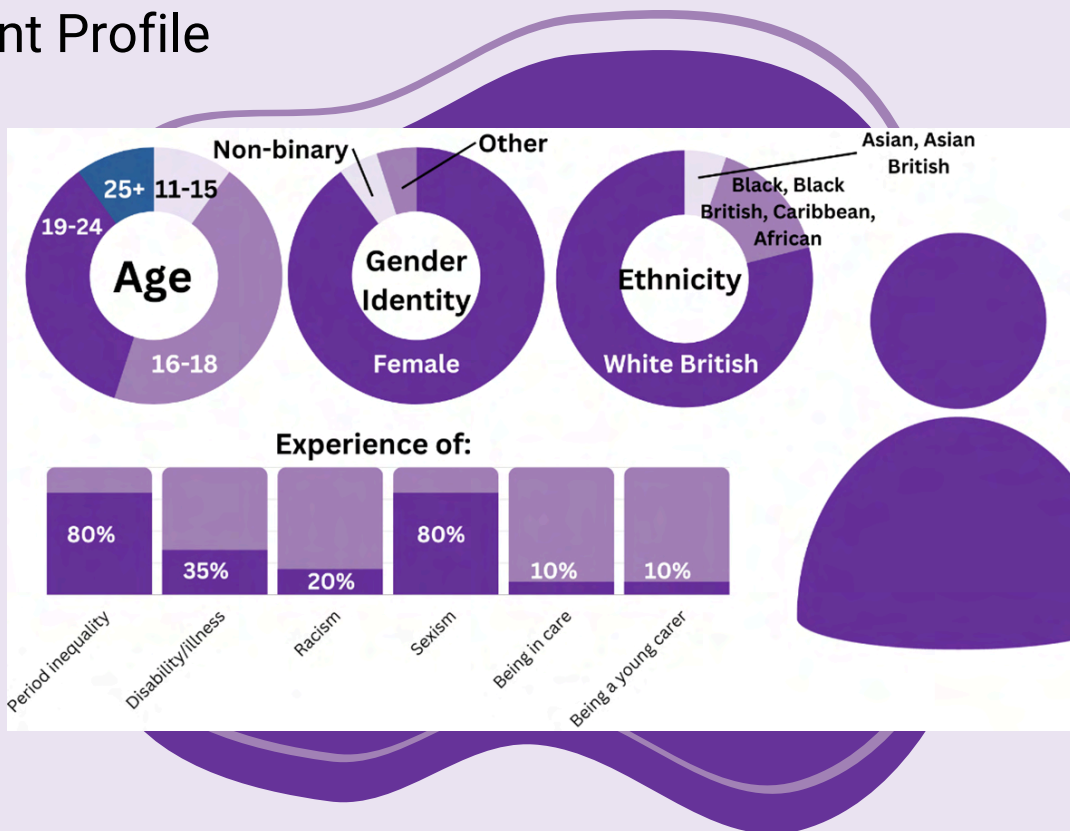
BBC News / May 25



The Empower Period Programme

- The programme is based in South Yorkshire, supporting 6 organisations and reaching approximately 1,500 young people annually.
- An innovative way to meet the menstrual health needs of young people that puts their voice and leadership front and centre.
- It provides paid opportunities for young people to become peer educators and work with their school or community organisation to deliver peer-led education, provide their peers with free period products, and organise events to educate the wider community about how to be period-friendly.
- Peer-led support breaks down barriers by providing relatable content from young people's current "go-to" source of information.

Participant Profile



Impact



Over half of young people receiving support feel more able to go to school and work during their period and improve their mental health and wellbeing.



Youth champions also benefit from the professional development opportunity, with 75% feeling more confident and able to lead.





The Period Proud Peer Support Guide


Leading Girls' Rights charity, Plan International UK commissioned Irise to co-produce a Peer-led support guide with young people involved in Irise's work.

The guide equips young people to provide peer-led support and includes stories and experiences from a diverse group of young Irise champions.

We are excited to use this guide in our programmes in 2024 and explore ways to share it with more young people.



HOW TO BE A PERIOD PROUD PEER



1. Peer-led support is a powerful way for you to develop your own skills and confidence whilst helping your friends and wider peer group.
2. Many young people feel more comfortable opening-up to someone who is a similar age to them and who understands their experiences first hand. Peer-led support can create spaces where everyone feels more comfortable to share and learn together.
3. As a Period Proud Peer, you're not expected to have all the answers or to teach everyone. Instead, you can help others feel more confident to share their concerns and find the help, information and support they need. Just by talking about periods openly and without shame you can help everyone feel more comfortable and confident.
4. There are some qualities and behaviours that you and everyone involved in providing peer-led support can adopt to help make it a success.



POSITIVE ROLE MODELLING
Demonstrate the values and behaviours you talk about in your own day to day behaviour. For example, if you are talking about ending period shame try to speak openly about periods with your own friends and family.

ENCOURAGING OTHERS
Be approachable so that everyone feels comfortable sharing and asking questions. Be a good listener and find lots of ways to get everyone involved in the sessions.

EXPRESSING YOURSELF
Don't be afraid to be yourself! You can share your own worries and experiences with your peers and always ask for help when you need it.

RESPECTING EVERYONE
Be non-judgemental and enable everyone to share their views.

KNOWLEDGE IS POWER

Always remember, as a Period Proud Peer you are not expected or required to have all the knowledge. The Get the Facts section will help you and your peers develop the lifelong skills to find the information you need about your menstrual health when you need it.

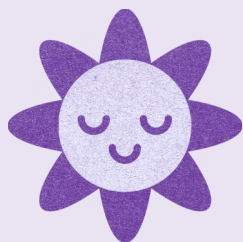
LET YOUR PERIOD PROUD PEER JOURNEY BEGIN!

Period Product Provision

Across 2023, Irise distributed **3,471** period products across South Yorkshire, ranging from tampons to cups, and pads to pants. We believe that when it comes to period products, its all about choice and accessibility.

Thanks to ModiBodi and InKind Direct for the donation of products and to the University of Sheffield Period Action Society for their support in distribution.





82% feel less anxious about their period and feel they have more knowledge about their own period and body



88% feel more able to talk about periods without feeling ashamed



81% have increased their confidence



82% feel more positively about their future

"Irise supported me as a young person to continue doing what I love in a positive space as a young, disabled person. The team are always amazing and the space is safe for all."

"Irise has helped me a lot to be more confident in myself and my periods...I myself have suffered from period poverty, so I'm so glad I got to be part of the Every Period Counts campaign."

*Based on an online survey shared with our youth network and completed by 20 young people.

In East Africa



The Period Equality Network



THE PERIOD EQUALITY NETWORK

Championing grassroots action to improve menstrual health.

- Irise International works with Irise Institute East Africa to develop and support The Period Equality Network (TPEN).
- TPEN is a Regional Network of grassroots groups and community-based organisations working to address period inequality in their community.
- Irise supports their goal of achieving Period Equality for All in East Africa by 2030 and works with them to influence the global agenda.
- The work is partly funded through Irise International and partly funded independently by Irise Institute East Africa.





- Irise secured £60,000 for two additional small grant rounds for TPEN in 2023 and 2024.
- Irise facilitated a local committee to award the 2023 small grants in line with these priorities:
 - Deliver holistic, community-led action to tackle period inequality
 - Support grassroots advocacy and influencing related to period inequality
 - Support people affected by period inequality to play an active role in creating positive change

TPEN Regional Symposiums

- Irise Institute East Africa hosted a second Regional Symposium in November 2023, building on the first regional symposium in 2022, convened with partner organisations, including the United Nations Fund for Population Activities (UNFPA) East and Southern Africa Regional Office (ESARO) and The East Africa Community Secretariat (Gender Department).
- The first symposium established a menstrual health community that advocates, influences and monitors the development and effective implementation of Menstrual Health policies, strategies, and practices within the East African Community.
- The second symposium encouraged reflection on commitments from the first symposium and provided an advocacy framework for menstrual justice by partners in East Africa.





- After participating in the Foundation For A Just Society global roundtables, Irise Institute East Africa secured two years of funding.
- The funding enabled them to build on their Feminist Leadership training for Menstrual Justice work in 2022, funded by the African Women Development Fund. They delivered feminist leadership and advocacy training to 20 young women involved in TPEN. These young feminist leaders went on to train and support 2323 secondary school students and 2294 primary school students.
- New funding enables them to support Menstrual Justice initiatives led by young feminists like Lizza Marie Kawooya. The Dwona Initiative, founded by Lizza, uses feminist art advocacy to amplify girls' voices to local and national policymakers.
- Overall, the initiative will strengthen community-level action to tackle structural drivers of period injustice at the community level and the TPEN platform for collective and consistent engagement with government stakeholders through a feminist lens.





TPEN A Shared Platform

- The network has continued to grow to 160+ organisations, and Irise secured funding for a dedicated network coordinator to host regular in-person, virtual, and hybrid meetings for the network.
- The network is temporarily closed to new members while IIEA works with a consultant to develop a long-term sustainability plan to manage the increased demand and expectations of the network.
- The platform has provided a single entry point for influential stakeholders wishing to learn from or collaborate with the grassroots movement for period equality in East Africa.

Some examples of collaborative advocacy and policy and influencing work:

Lillian Bagala (Regional Director) at IIEA joined the Advisory Group for the Global Period Poverty Forum and was able to share TPEN's key successes at the conference in Australia at the end of 2022.

IIEA provided detailed feedback during a consultative meeting on the East Africa Community Sex and Reproductive Health and Rights Bill.

IIEA spoke about community-based Models of period product provision used by TPEN members at the Pad Project's global webinar- Period Equity for the Last Mile.

IIEA collaborated with the Gender Equity and Budgeting Unit under The Ministry of Education and Sports in Uganda on a two-day meeting to review, cost, and draft the national Menstrual Hygiene Management Strategic Plan, bringing together TPEN members to contribute.

Irise International and IIEA presented Irise's advocacy approach as part of a global webinar series called 'Period Posse', hosted by the Mailman School of Public Health at Columbia University.





Period Friendly Schools

- Irise International and Irise Institute East Africa completed and evaluated a three-year programme in Jinja District in partnership with the local government.
- The programme provided period education and support to over 3,000 girls in 9 schools, achieving a 62% fall in menstruation-related school absence.
- Despite the pandemic-related disruption, meaning baseline school performance was significantly worse than the anticipated baseline, the percentage of girls in project schools achieving top grades increased **by over 70% more than the district average.**
- Pupils, teachers, and local authority leaders all cite the project as having a significant and positive impact on education outcomes with increased ability of girls to recover from the pandemic, register good grade performance in school, having high completion levels for critical stages at primary leaving examination as well as a significant reduction in school dropout rates.
- Local governments have supported the project from the outset and been involved in the selection of most vulnerable public remote schools to benefit from the PPS project. They have adopted Irise's period-friendly school checklist into their framework for monitoring schools across the district and are supporting schools in making changes.
- The evaluation found significant shifts in community attitudes towards girls during menstruation and community-led initiatives to support them. Community attitudes have shifted from a pre-planning phase where the issue was not prioritised to a stabilising phase where the community is identifying and allocating resources to help solve the problem long-term.
- Irise is now exploring scaling via a national training programme for The Period Equality Network in collaboration with the Ugandan Ministry of Education.



"Before the project, I didn't have menstrual pads, so I used to stay in the dormitory and miss classes. However, ever since they provided us with pads, I have not missed a lesson because of periods. I no longer worry about menstruation, and I am even capable of making reusable pads and teaching others to do the same if am given enough time because am a bit slower. I thank Irise for helping us and I ask them to continue doing the good job."

Mercy, 16 year old girl with disabilities



"Before Irise came, I used to miss school for four days because I didn't have pads. Now, after the project, I come to school even during my periods and feel comfortable in class. I used to worry about missing four days of school every month, especially as I am in primary seven. However, now I study every day, and when a teacher asks a question, I confidently stand up to give an answer without the fear of my dress being stained. I was afraid that I might get my period during the Primary Leaving Examination (PLE), but after Irise came, I am no longer afraid. Even if I have my period during PLE, I will come and sit my exams without fear. I am thankful to Irise for everything they have done for us."

"When I started my periods, I saw blood coming out but when told my step mother she did not care. I got cloths which irritated me but when I told her she laughed at me and my father did not have money for pads. I used to stay home during menstruation but now I come to school even when am in periods because I know that even if I don't have a pad I can go to the senior woman teacher and get a changing uniform, soap and water, wash what is stained and continue with classes."



Global Work



- Irise has developed a strong partnership with the Global Menstrual Collective (GMC), a global platform for UN bodies, international NGOs, and local and regional networks working on menstrual health. Irise successfully nominated Lillian Bagala, Regional Director at IIEA, to join the Core Group in 2022, and Irise International's former CEO, Emily Wilson, began working with The GMC Co-ordinator and host organisation, Water Aid UK, on their advocacy strategy in 2023.
- Together, we have built a better representation of Global South and grassroots leaders and created a more shared global agenda. Large Global North Based institutions, female tech entrepreneurs, and investors had previously dominated global priorities and framing of the issue.

Women Deliver 2023

- Irise and the GMC co-hosted the only concurrent session on Period Equality at the Women Deliver Conference 2023. This conference is the largest global gathering of gender equality actors worldwide. Securing a concurrent session is highly competitive and is part of the conference's official agenda.
- Funding from the Waterloo Foundation enabled six members of the Period Equality Network to attend the conference and speak in the session.
- Irise worked with the Co-ordinator of the GMC to organise and promote the session and its outputs, including leading on social media and communications using the hashtag #MenstrualJusticeForAll.





A new Global Call to Action

- The session produced a new global Call to Action for Menstrual Justice For All, representing a new global consensus on how to frame the issue and push for more action*.
- The international editor at the British Medical Journal commissioned an opinion piece based on the session and call to action**.

Linked Opinion
Menstrual health must be prioritised in global policies

Article Related content Metrics Responses

Cillian Bagala, regional director¹, Therese Mahon, regional programme manager South Asia², Arundati Muralidharan, coordinator, co-founder^{3,4}, Emily Wilson, chief executive⁵

Author affiliations ▾

Menstrual justice should be at the heart of health and gender equity interventions, write **Emily Wilson and colleagues**

The menstrual cycle and menstruation are normal, physiological processes. But the experience of menstruation is shaped by social, economic, and structural factors and associated inequalities. These factors pose substantial challenges to accessing information about their bodies, menstrual products, toilets, water, disposal facilities, and health services to women, girls, and other people who menstruate.^{1 2 3} A menstrual justice lens can help us to tackle the inequities that underlie poor menstrual health, bringing about change for improved reproductive health, and gender inequality.



*This can be viewed on our website: www.irise.org.uk/menstrualjusticeforall
 ** Available here: www.bmj.com/content/382/bmj.p2079





"I am writing to express my deepest appreciation for the support you provided me in attending and speaking at the Women Deliver Conference.

Your generosity made it possible for me to be present at this renowned conference and join forces with other passionate individuals working tirelessly to advance gender equality and women's rights. The opportunity to connect, engage, and learn from experts and advocates in this field has been truly transformative. The knowledge I gained and the connections I made will have a lasting impact on my work. I am determined to translate this experience into tangible actions and contribute to the global movement towards a more equitable society."

Patricia Kajumba, Twekonyere Foundation Uganda



"The session reflected Irise's deep commitment to menstrual justice, representing grassroots voices, and highlighting grassroots leadership. Irise's approach broadened our perspective to appreciate the strength of bringing grassroots and feminist voices on the same stage as global decision makers, and include them in framing global advocacy asks. Together, the GMC, Irise International, Irise Institute East Africa framed a powerful Call to Action for Menstrual Justice for All, soon after the session, and disseminated it to the wider community. This helped galvanize greater attention to the issue across stakeholder groups.

Menstrual Justice is a pivotal lens to further the menstrual health agenda, and we are delighted that Irise is championing this perspective, and look forward to partnering with them further to ensure menstrual justice for all!"

Arundati Muralidharan, GMC Co-ordinator



State of Global Menstrual Justice Report



- Irise is working with the Global Menstrual Collective to commission the first-ever State of Global Menstrual Justice Report.
- We have assembled a diverse advisory group to co-produce the report's Terms of Reference, combining technical expertise with on-the-ground experience of period advocacy and policy work.
- The current members of the advisory group include:

Lillian Bagala, Irise Institute East Africa and The Period Equality Network

Halima Lila, UNFPA East and Southern Africa, African Coalition for Menstrual Health Management

Inga Winkler, Associate Professor in Human Rights Law

Professor Sivakami is a specialist in the impact of programs and policies related to health with a gender focus.

Professor Margaret Johnson is an expert in menstruation, law, and justice.

Camilla Rostvik, period inequality in the Nordic region

Arundati Muralidharan, Co-founder of Menstrual Health Alliance India

Sumaira Lokhandwala, HER Pakistan, period inequality in Pakistan

Flávia Castelhana and Brazil's National Menstrual Health Collective and Menstrual Dignity Research Observatory

Hannah Tamata and The Pacific Menstrual Health Network

Bahar Aldanmaz Fidan, We Need To Talk, period inequality in Turkey

Days for Girls, period inequality in the US and globally

Irise International, period inequality in the UK

Deborah Maufi, Population Services International, period equality in multiple country contexts

Jan Schlenk, GIZ, GMC Global Advocacy Group

Dr Jennifer Martin, Pandemic Periods



2024 A New Era for Irise International



In 2024, we're delighted to welcome Chrissy Cattle as Irise's new CEO.

Chrissy, who joins Irise in April 2024, is moving on from her role as Foundation Manager of the Old Dart Foundation, a grantmaking organisation partnering with social change actors in Peru and Papua New Guinea. Since graduating from a Masters in Environmental Change and International Development at the University of Sheffield, Chrissy has collaborated with small international organisations for over a decade to develop strategy, fundraising and communications. She is a trustee of Papua Partners, an organisation that accompanies indigenous human rights defenders in occupied West Papua, and an organising member of the Grant Givers' Movement. Chrissy lives in Walkley, Sheffield.

"It's an honour to join Irise as it moves into a second decade after 10 years of Emily's transformational leadership. I have greatly admired Irise's commitment to feminist values of non-hierarchical decision-making, courage and sharing of power. As an ally which stands behind young people and grassroots movement builders, both here in the UK and in East Africa, I am inspired by how Irise accompanies powerful and collective action to challenge injustice and build a world where no one is held back by their period. I can't wait to get started in April – to spend time getting to know the team, the board of Trustees, the Empower Period Committee, and the Irise Institute East Africa, as well as of course all the many individuals and organisations which make up Irise's global community. I look forward to sharing my experiences and perspectives as we look forward together to imagine Irise's next phase – building upon strong foundations and harnessing the creativity of this collective of changemakers."

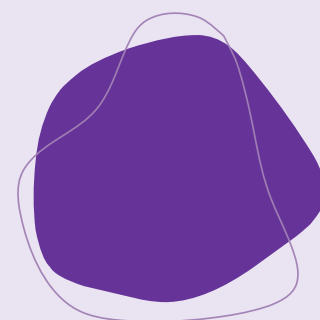
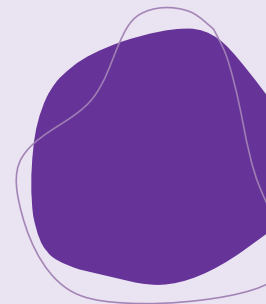
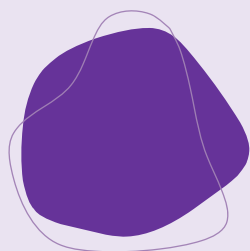


Our Partners, Supporters and Collaborators



A massive thank you to all our incredible funders, supporters and collaborators in 2023.

Irise Institute East Africa
The Period Equality Network
Friends of Irise Sheffield
Austin Bailey
Be One
The Brelms Trust
The Evan Cornish Foundation
The Hilden Charitable Fund
The Joffe Charitable Trust
The LUSH Charity Pot
Modibodi Changemaker Grant
The National Lottery Community Fund- The People's Project
Plan International UK
Schroder Charity Trust
South Yorkshire Community Fund
The Christmas Big Give
The Big Give Women and Girls
Peter Stebbings Memorial Charity
The British and Foreign School Society
Children In Need
Coles Medlock Foundation
JG Graves Charitable Trust
The Waterloo Foundation
Young Water Solutions
The National Lottery Community Fund
The Dillingham Family
The Global Menstrual Collective
In Kind Direct
Shipshape Community Hub
Chula Education
Sheffield and Hallamshire County Football Association
Israac
Love Your Period Campaign
Sex Ed Matters
Cysters
Sheffield Fostering Service
Sheffield Autism Partnership Network



Structure, Governance and Management



Board of Trustees

Irise International is a Charitable Incorporated Organisation (CIO) registered with the UK's Charity Commission, governed by a constitution. The Board of Trustees comprises 8 people who are responsible for supervising the management of all the affairs of Irise International. Board meetings are held four times yearly at the end of every quarter. Trustee recruitment and appointment are done based on the specific skills and experiences required and the nomination of an existing trustee, and they are 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 to the financial plan. The trustees are responsible for maintaining proper accounting records which reveal the charity's financial position with reasonable accuracy at any given time. They are responsible for safeguarding the charity's assets and, hence, for taking reasonable steps to prevent and detect fraud or any other irregularities. The board delegates day to day running of the charity to the Chief Executive and acts on advice and information from regular meetings with members of the Executive Team.

Staff and Structure

Irise International is firmly committed to young people's leadership, particularly of diverse women and girls and other marginalised genders. In the UK, we create paid opportunities as part of our youth-led work designed for young people entering the workforce for the first time. These roles included mentorship, training and leadership development from senior staff. Irise International aims to be a high-impact, agile organisation. It, therefore, employs a small core team that can create opportunities, like the above, for emerging young leaders. It can work flexibly with a network of freelancers and consultants to achieve cost-effective, high-impact work. This model has helped us to be resilient to the impacts of the pandemic.

In our East Africa work, we are committed to supporting East African leadership, particularly young women's leadership. We continue to invest in supporting the growth and development of our sister organisation, Irise Institute East Africa. Efforts include enabling them to build a diverse funding portfolio with international and African-based funders to support their long-term independence and sustainability.

Risk Management

The trustees actively review the significant risks that the charity faces regularly, 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 periodically identify and review the risks the organisation faces through an organisational risk management process and confirm that they have established systems to mitigate significant risks.

Structure, Governance and Management



Equal Opportunities

Irise International is a charity committed to promoting equal opportunity. It takes affirmative action to ensure gender-equal access to education and employment. In carrying out this objective, Irise treats individuals with respect within the organisation and in the field. Wherever possible, we create a broad base for consultation and decision-making.

To accomplish the overall objectives as expressed in the Constitution, Irise will:

- Comply with all applicable laws and regulations governing employment in the UK and host countries, 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 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 regularly

Liability of Members

Irise International is a registered Charitable Incorporated Organisation limited by guarantee. If the CIO is wound up, its members have no liability to contribute to its assets and no personal responsibility for settling its debts and liabilities.

Public Benefit

The Trustees confirm that they have complied with the duty in Section 17 of the Charities Act 2011 to consider the public benefit guidance published by the Commission in determining the charity's activities.

Signed on behalf of the Trustees,

Linda Baines, Chair of the Board of Trustees

Independent Examiner's Report to the Trustees of
Irise International CIO
Charity number 1157722

I report to the trustees on my examination of the accounts of Irise International CIO ("the charity") for the year ended 31 December 2023.

Responsibilities and basis of report

As the charity's trustees you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ('the Act').

I report in respect of my examination of the charity's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

Independent examiner's statement

I am qualified to undertake the examination by being a qualified member of the Institute of Chartered Accountants in England and Wales.

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination which gives me cause to believe that, in any material respect:

- accounting records were not kept in accordance with section 130 of the Charities Act; or
- the accounts did not accord with the accounting records; or
- the accounts do not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a 'true and fair' view which is not a matter considered as part of an independent examination.

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

Simon Porter FCA
120 Woodcote Road
Caversham
Reading
Berkshire
RG4 7EZ

16 July 2024

Irise International CIO

Statement of Financial Activities for the Year Ended 31 December 2023

		2023			2022
	Note	Unrestricted funds	Restricted funds	Total Funds	Total Funds
		£	£	£	£
INCOMING RESOURCES					
Incoming resources from generated funds					
Income from grants and donations	2	10,483	223,933	234,416	289,403
Other income	2	-	-	-	546
Total income		10,483	223,933	234,416	289,949
Expenditure					
Expenditure on generating funds	3	8,621	19,475	28,096	22,726
Expenditure on charitable activities	3	4,351	198,035	202,386	189,671
Total Expenditure		12,972	217,510	230,482	212,397
Net movement income for the year		(2,489)	6,423	3,934	77,552
Balance brought forward		7,033	155,391	162,424	84,872
Balance carried forward		4,544	161,814	166,358	162,424

Balance Sheet**At 31 December 2023**

	Note	2023 Unrestricted funds £	2023 Restricted funds £	2023 Total funds £	2022 Total funds £
Stock		-	26,700	26,700	42,275
Accounts receivable		450	-	450	262
Cash at bank and in hand		6,146	135,114	141,260	122,783
		<u>6,596</u>	<u>161,814</u>	<u>168,410</u>	<u>165,320</u>
Creditors	5	(2,052)	-	(2,052)	(2,896)
Total Net Assets		<u>4,544</u>	<u>161,814</u>	<u>166,358</u>	<u>162,424</u>
Unrestricted funds		4,544	-	4,544	7,033
Restricted funds		-	161,814	161,814	155,391
Total funds		<u>4,544</u>	<u>161,814</u>	<u>166,358</u>	<u>162,424</u>

The accounts were approved by the Board of Trustees on 16 July 2024 and were signed on its behalf by:



Linda Baines
Chair of Trustees

Irise International CIO

Notes to the Financial Statements **for the Year Ended 31 December 2023**

1. ACCOUNTING POLICIES

1.1 Basis of Accounting

The financial statements have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice' applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Charities Act 2011. Irise International CIO meets the definition of a public benefit entity under FRS102.

Assets and liabilities are wholly recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note(s). The financial statements are prepared under the historical cost convention, in sterling, which is the functional currency of the Charity.

Going concern

At the time of approving the financial statements, the trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. The trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

Incoming resources

All income is recognised once the charity has entitlement to the income, it is probable that the income will be received, and the amount of the income receivable can be measured reliably.

Donations are recognised when the charity has been notified in writing of both the amount and settlement date. In the event that a donation is subject to conditions that require a level of performance before the charity is entitled to the funds, the income is deferred and not recognised until either those conditions are fully met, or the fulfilment of those conditions is wholly within the control of the charity and it is probable that those conditions will be fulfilled in the reporting period.

Resources expended

All expenditure is accounted for on an accruals basis. All expenses, including support costs and governance costs are allocated or apportioned to applicable expenditure headings.

Support and governance costs have been split between the fund-raising and charitable activities based upon staff time. Governance costs comprise all costs involving the public accountability of the charity and its compliance with regulation and good practice. These costs include those relating statutory compliance and legal fees on constitutional matters.

Staff costs are allocated to activities on the basis of staff time spent on those activities. Costs of charitable activities include governance costs and an apportionment of support costs (shown in note 4).

Expenditure on equipment, fixtures and fittings that exceeds £1,000 is capitalised. All fixed assets are initially recorded at cost. Currently the charity has no fixed assets.

Irise International CIO

Notes to the Financial Statements **for the Year Ended 31 December 2023**

1. ACCOUNTING POLICIES (continued)

Fund accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Further explanation of the nature and purpose of each fund, where material, is included in the notes to the financial statements.

Pension costs

The charity operates a defined contribution pension scheme for employees. Contributions payable to the charity's pension scheme are charged to the Statement of Financial Activities in the period to which they relate. The assets of the scheme are held separately from those of the charity.

Irise International CIO**Notes to the Financial Statements - continued
for the Year Ended 31 December 2023**

	2023	2022
	£	£
2. VOLUNTARY INCOME		
Income from grants and donations	234,416	302,060
Other income (all unrestricted)	-	546
	<u>234,416</u>	<u>302,606</u>
Grants received, included in the above, are as follows:		
Restricted funds		
Austin Bailey	1,000	-
Be One	3,765	-
Brelms	6,000	-
British & Foreign Schools Society	5,000	38,000
Children in Need	-	10,500
Coles Medlock Foundation	-	5,000
FCDO UK Aid Direct	-	5,000
JG Graves Charitable Trust	-	2,000
HILDEN	5,000	-
Joffe Charitable Trust	22,000	21,000
Liz and Terry Bramall Foundation	-	2,000
Lush	1,500	-
Modibodi Gamechanger Grant	20,000	20,000
People Projects	10,000	-
Plan UK	2,500	-
Sheffield Town Trust	-	2,500
Schroder	3,000	-
South Yorkshire Community Development Foundation	7,500	4,984
Swire Charitable Trust	-	15,000
The Allan & Nesta Ferguson Charitable Trust	-	15,000
The Arnold Clark Community Fund	-	1,000
The Big Give Christmas Challenge 2021	-	2,500
The Big Give Christmas Challenge 2022	-	2,832
The Big Give Christmas Challenge 2023	6,391	-
The Big Give Women and Girls Comms Support	-	700
The Big Give Women and Girls Matched Fund	1,412	10,436
The Blagrave Trust	-	15,000
The Evan Cornish Foundation	10,000	-
The Hugh Neill Charity	-	1,000
The Peter Stebbings	4,000	-
The Souter Charitable Trust	-	3,000
The Waterloo Foundation	100,200	19,500
Voluntary Action Sheffield	1,000	-
Young Water Solutions	2,415	-
Donated Products	11,250	75,000
Total restricted grant income	<u>223,933</u>	<u>271,952</u>
Unrestricted grants	<u>10,483</u>	<u>30,108</u>
Total unrestricted grants and donations	<u>10,483</u>	<u>30,108</u>
Total	<u>234,416</u>	<u>302,060</u>

Irise International CIO

Notes to the Financial Statements - continued for the Year Ended 31 December 2023

	Unrestricted £	Restricted £	2023 £	2022 £
3. Expenditure				
Generating Funds				
Staff costs	0	15,608	15,608	13,764
Direct costs	0	0	0	7,454
Support costs	8,621	3,867	12,488	1,508
Total	<u>8,621</u>	<u>19,475</u>	<u>28,096</u>	<u>22,726</u>
Charitable Activities				
Staff costs	0	46,824	46,824	94,334
Direct costs	4,351	139,611	143,962	84,998
Support costs	0	11,600	11,600	10,339
Total	<u>4,351</u>	<u>198,035</u>	<u>202,386</u>	<u>189,671</u>
Total				
Staff costs	0	62,432	62,432	108,098
Direct costs	4,351	139,611	143,962	92,452
Support costs	8,621	15,467	24,088	11,847
Total	<u>12,972</u>	<u>217,510</u>	<u>230,482</u>	<u>212,397</u>

Support costs are allocated on the basis of staff cost.

Support Costs include

Rent and rates	3,078	3,003
Governance	0	680
Other overheads	17,450	8,164
	<u>20,528</u>	<u>11,847</u>

4. Staff Costs

UK net salaries	70,944	65,809
UK employers NI	1,365	1,454
UK staff pensions	1,629	1,459
Uganda staff costs	0	39,376
	<u>73,939</u>	<u>108,098</u>

The headcount of employees over the year was:

Uganda	0	8
UK	3	3
	<u>3</u>	<u>11</u>

The Uganda staff are all employed by Irise Institute East Africa, which is separately registered and independent to Irise International. Previously all Uganda staff costs were covered by a grant from Irise International to Irise Institute East Africa, but this is no longer the case, and so this year the cost of this grant has been shown within charitable activities rather than as staff costs.

5. Creditors

Trade Creditors	116	97
Payroll creditors	1,256	2,119
Accruals	680	680
	<u>2,052</u>	<u>2,896</u>

Irise International CIO

Notes to the Financial Statements - continued for the Year Ended 31 December 2023

6. Analysis of Funds

	Balance B/fwd £	Received in year £	Spent in year £	Balance C/fwd £
Restricted Funds				
Austin Bailey	-	1,000	961	39
Be One	-	3,765	-	3,765
Brelms	-	6,000	4,969	1,031
British & Foreign Schools Society	19,576	5,000	22,680	1,896
Children in Need	6,520	-	6,118	402
Coles Medlock Foundation	5,000	-	1,325	3,675
HILDEN	-	5,000	4,936	64
Joffe Charitable Trust	16,040	22,000	15,835	22,205
Lush	-	1,500	-	1,500
Modibodi	670	-	670	-
Modibodi Gamechanger Grant	17,879	20,000	37,679	200
National Lottery Community Fund	4,152	-	4,152	-
People Projects	-	10,000	7,300	2,700
Plan UK	-	2,500	2,500	-
Schroder	-	3,000	-	3,000
South Yorkshire Community Development Foundation	-	7,500	5,400	2,100
Swire Charitable Trust	15,000	-	12,423	2,577
The Allan & Nesta Ferguson Charitable Trust	1,145	-	891	254
The Arnold Clark Community Fund	1,000	-	1,000	-
The Big Give Christmas Challenge 2021	5,040	-	5,040	-
The Big Give Christmas Challenge 2022	2,832	-	2,832	-
The Big Give Christmas Challenge 2023	-	6,391	6,391	-
The Big Give Women and Girls Comms Support	45	-	45	-
The Big Give Women and Girls Matched Fund	8,284	1,412	3,037	6,659
The Blgrave Trust	8,933	-	8,933	-
The Evan Cornish Foundation	-	10,000	7,300	2,700
The Hugh Neill Charity	1,000	-	846	154
Peter Stebbings	-	4,000	-	4,000
The Waterloo Foundation	-	100,200	25,938	74,262
Voluntary Action Sheffield	-	1,000	-	1,000
Young Water Solutions	-	2,415	1,484	931
Donated Products	42,275	11,250	26,825	26,700
Total Restricted Funds	155,391	223,933	217,510	161,814
Unrestricted Funds	7,033	10,483	12,972	4,544
Total Funds	162,424	234,416	230,482	166,358

Irise International CIO

Notes to the Financial Statements - continued
for the Year Ended 31 December 2023

7. Comparative SOFA for year ended 31 December 2022

	2022		
	Unrestricted	Restricted	Total
	£	£	£
Income			
Income from grants and donations	17,451	271,952	289,403
Other income	546	-	546
Total income	17,997	271,952	289,949
Expenditure			
Expenditure on generating funds	7,944	14,782	22,726
Expenditure on charitable activities	19,362	170,309	189,671
Total Expenditure	27,306	185,091	212,397
Net movement income for the year	(9,309)	86,861	77,552
Balance brought forward	16,342	68,530	84,872
Balance carried forward	7,033	155,391	162,424