

MEETING: 20/09/2017

Ref: 14015

ASSESSMENT CATEGORY - Improving Londoners' Mental Health

Gendered Intelligence CIC

Adv: Shegufta Rahman

Base: Islington

Amount requested: £125,052

Benefit: London-wide

Amount recommended: £125,100

The Charity

Gendered Intelligence (GI) was established as a Community Interest Company (CIC) in 2008, working to improve the quality of life experienced by young, transgender (trans) people aged eight through to 30 years. Working predominantly with the trans community and those who impact on trans lives (including parents, teachers, policy makers and organisations) GI's work increases understanding of gender diversity.

The Application

The CIC is looking to play its part in encouraging the cultural shift needed to increase understanding of trans and gender variant lives. GI is requesting funding for its Volunteering Project to meet the needs of the large increase in the number of young trans people seeking support. Poor mental health is a significant issue among young trans people, many of whom self-harm. The Volunteering Project will build a support network to enable them to access the support they need, increase the visibility of trans people and increase the understanding of gender diversity in the wider public, whilst offering new volunteering opportunities to a vulnerable group to improve confidence and reduce poor mental health.

The Recommendation

GI has demonstrated a strong track record in supporting this vulnerable group. With a unique insight into the experience of being trans, this CIC is seen as a lead organisation with working and in-depth knowledge of the wider trans community and of the younger trans people in particular. With growth in services and income, GI has also secured funding from numerous grantmaking organisations such as BBC Children in Need, The Esmée Fairbairn Foundation, Tudor Trust and Henry Smith Charity for numerous projects and posts; testament to the effectiveness of this CIC.

£125,100 over three years (£41,600, £41,700, £41,800) for the FT salary of the Volunteering Project Coordinator and associated project costs.

Funding History

None.

Background and detail of proposal

In a 2013 Youth Chances survey of 1,000 young trans people, 72% self-harmed; 66% had a mental health condition affecting their normal activities; 35% had attempted suicide, and 25% had attempted suicide more than once. The extremely high number of young trans people who experience mental health issues such as anxiety, panic disorder and depression has a direct effect on school attendance and attainment. The 2016 House of Commons *Transgender Equality* report states that "transgender people face continuing transphobia, increased mental health issues, discrimination in the provision of public and private services and bullying in our schools". GI provided evidence to support these issues to this parliamentary select

committee. With strong working relationships across sectors, including but not limited to; The Science Museum, Stonewall, The Football Association, The Rugby Council, NSPCC, and the Metropolitan Police, it is unique in its widely-recognised expertise in this area. Its training and education arm, through which tailored training products generate income, enable the organisation to work with schools and universities, both in the wider context of understanding gender diversity, but also creating a referral route into the organisation for trans young people. The Gender Identity Development Service (Tavistock Clinic) is the only UK Gender Clinic which supports children, and has seen referrals increase by 50% a year since 2010. In the past year, it has had an unprecedented increase of 100% up from 697 to 1,398 referrals. GI has a strong working relationship with the Tavistock Clinic, with established referral processes.

The Volunteering Project is borne out of the organically growing pool of skilled volunteers wishing to support the work of this organisation. Often, young trans people are supported by GI into adulthood, but wish to remain involved with the organisation, and volunteering is crucial to enabling the continuation of this relationship. 50% of current volunteers identify as trans; offering a good mix of diversity. The Volunteering Project Coordinator will be responsible for increasing recruitment and training of volunteers, developing and delivering programmes in schools, colleges and universities, and further developing and formalising the many cross-sectoral networks of support for beneficiaries.

Financial Information

As a CIC limited by guarantee, the organisation is not required to report against restricted and unrestricted funds, nor the cost of generating funds. Whilst a reserves policy is also not a requirement, GI recognises this as good practice. Having secured a number of grants from a variety of funders, the organisation is expecting significant surplus in the pipeline from its trading income. A substantial proportion of this will go towards building the reserves position to be more proportionate to GI's growth in income and align with its reserves policy. The balance of unconfirmed income for 2018 is its expected trading income.

Whilst GI has done well to grow its trading income over nine years and achieve a level of sustainability, it recognises there are compelling, financial arguments for becoming a charity. The organisation will undertake a scoping exercise this financial year to determine the benefits and suitability of registering as a charity.

Year end as at 30 June	2016	2017	2018
	Audited Accounts	Forecast	Budget
	£	£	£
Income & expenditure:			
Income	208,016	230,955	382,439
- % of Income confirmed as at 05/08/2017	n/a	100.00%	51%
Expenditure	(199,557)	(232,980)	(366,119)
Total surplus/(deficit)	8,459	(2,025)	16,320
Operating expenditure	199,557	232,980	366,119
Free unrestricted reserves:			
Free unrestricted reserves held at year end	22,160	20,135	36,455
No of months of operating expenditure	1.3	1.0	1.2
Reserves policy target	49,889	58,245	91,530
No of months of operating expenditure	3.0	3.0	3.0
Free reserves over/(under) target	(27,729)	(38,110)	(55,075)