



Stonewall

Annual Report

Year ending September 2010



A screen shot from FIT: the feature film adaptation of Stonewall's highly successful anti-bullying play for pupils, sent to every secondary school in the country in 2010.

A gritty take on the shiny E4 drama Glee – The Times

Brilliant! The best anti-bullying film I've ever seen. Should make a real difference – Sir Ian McKellen

From the Chair



Stonewall's twenty-first year saw further significant growth in our Education for All programme. Homophobic bullying in schools still blights too many young people's lives. Tackling it is now one of our core campaigning objectives. It's testament to the generosity of our supporters that we were able to continue growing this programme during one of the most challenging periods for the charitable sector in more than half a century.

As part of the programme we distributed DVD versions of FIT, our highly-praised play for schools, to every secondary school in Britain. And our pioneering Education Champions team was providing support to 40 education authorities, one in four in the country, by the end of the year.

We further grew membership of our Diversity Champions programme, promoting good practice for major employers, to almost 600 during the reporting year. Members, ranging from IBM and Barclays to all the armed services and MI5, now employ five million people between them and make the programme the largest non-governmental intervention of its kind in the world.

We successfully lobbied politicians on the 2010 Equality Bill, which included the extension we had sought of the duty on public bodies to promote equality to include sexual orientation. We also secured passage in the House of Lords - by a large majority - of an amendment which will permit religious bodies to host civil partnerships, a significant step towards extending the legal form of marriage to gay people.

Our staff teams in Scotland and Wales ensured that the impact of our work was felt equally in all parts of Britain and we continued to develop a research base - in areas from asylum to parenting - to ensure that the positions we adopt publicly on almost every issue are based on hard evidence.

A tough focus on fundraising outcomes sourced from a diverse range of income streams established during the last six years has helped immunise the charity against material damage to its core income during the economic downturn. It is support from thousands of individuals and very low levels of reliance on public funding that remain central both to our independence and to achievement of our operational objectives.

Thank you for your support this year.

David Isaac

Chair

Trustees

David Isaac (Chair) is a partner with international law firm Pinsent Masons. David is also Chair of Modern Art Oxford and a trustee of the Diana, Princess of Wales Memorial Fund

Liz Grant (Deputy Chair) is Director of Business Development Consultancy Black Toucan

Rob Berkeley is Director of the Runnymede Trust and Chair of Naz Project London

Michael Bracey is Assistant Director, Partnerships, Commissioning and Performance, at Milton Keynes Council

Jacqueline Davies is Head of Talent, Performance & Resourcing at Barclays and is a trustee of the National Union of Students

Jo Fraser is Change Director with Barclays Global Retail Banking

Katie Ghose is Director of the Electoral Reform Society

Peter Havelock (Treasurer) is a Partner in Financial Services in IBM's Management Consulting Business

Lee Phillips is Financial Capability Manager for Wales at the Financial Services Authority

Liz Sayce is Chief Executive of RADAR

Mike Smith (Resigned July 2010) is Chair of the National Centre for Independent Living

Anna Whowell is a Managing Director at UniCredit Bank

Paul Wood is Group Business Protection Director at Aviva and formerly served in the RAF

From the Chief Executive



We were reminded of the continuing need for Stonewall's work when, days after the beginning of the year, Ian Baynham was kicked to death in a homophobic attack in London's Trafalgar Square. It was a small consolation that when his killer was finally imprisoned in January 2011 her sentence was enhanced thanks to an amendment Stonewall had secured to the Criminal Justice Act in 2003.

Securing changes to the law has been a key part of Stonewall's historic mission, but only as preparation for changing the wider world inhabited by Britain's 3.7 million lesbian, gay and bisexual people. Happily the huge efforts of our staff and volunteers have protected that work in the reporting year with income – at £3,847,214 – slightly up on the previous year in spite of the external economic position.

We remain firmly committed to the development of our staff and volunteers to enable them to deliver the very best on behalf of the charity. To reflect this commitment, our training budget during the year rose to 2.25 per cent of payroll. Our annual confidential staff survey indicated that 100 per cent of staff are proud to work for Stonewall, 97.8 per cent of staff say their work gives them a sense of personal achievement, 95.5 per cent would recommend Stonewall as a good place to work and 95.5 per cent feel that Stonewall makes best possible use of supporters' time and money.

The charity is firmly committed also to diversity among its workforce, volunteers and beneficiaries. At the end of the reporting year, the proportion of women staff employed by Stonewall was 50 per cent (up from 36 per cent at September 2006), the proportion of black and minority ethnic staff in our London office was 22 per cent (up from 9.8 per cent in 2006), the proportion of our staff who are disabled was 18 per cent (up from 5.5 per cent in 2006) and the proportion of our staff who are heterosexual was 22 per cent (up from 8 per cent in the same period). These staff were employed at all levels.

During the year we appointed Laura Doughty as Deputy Chief Executive as part of a development programme preparing the charity for future growth. This programme, critically dependent on the loyalty of our wide supporter base, continues in the current year.

Our vision – just the same as our founders' 21 years ago - remains of a Britain where one day lesbians, gay men and bisexuals are assured of equal rights and where they can also be open, honest and safe at home, at school, at work and in the community. We remain indebted to thousands of supporters like you who are helping us build that Britain in all of our lifetimes.

Ben Summerskill
Chief Executive

Senior Staff

Laura Doughty Deputy Chief Executive

David Shields Director Workplace

Carl Watt Director Stonewall Scotland

Michaela Greene Deputy Director Fundraising

Jane Cheshire Deputy Director Workplace

Chris Gibbons Senior Education Officer

Ruth Hunt Director Public Affairs

Marie Magimay Head of Finance

Liz Morgan Director Stonewall Cymru

Jonathan Finney Head of External Affairs

Sam Dick Senior Public Affairs Officer

Lucy Warwick Senior Education Officer

Highlights of the year ending 30 September 2010

Education



What we said we'd do Challenge homophobia in schools and colleges and underachievement by lesbian, gay and bisexual pupils through further development of our Education for All programme. Raise standards through local government, the teaching profession and young volunteers.

What we did

As well as developing our Education Champions programme and distributing FIT, our youth volunteering programme worked with



150 young people developing their own campaigns to tackle homophobic bullying locally. These young people continued to be closely involved in the development of all our interventions. Sir Ian McKellen made 20 highly-publicised visits to schools on our behalf to promote our work. We also launched our first University Guide to help senior school pupils identify gay-friendly higher education institutions.

Workplace

What we said we'd do Promote fair treatment at work by further growing our Diversity Champions programme and also working with other employers and staff. Promote pension equality. Continue promotion of the business case for equality.

What we did Membership of our Diversity Champions programme, promoting good practice around the recruitment and retention of gay staff, grew to almost 600

during the year. As an indication of its reach, more people now go to work for a Stonewall Diversity Champion every day in Britain than there are trade unionists. We also held a fifth leadership course



for 'next generation' lesbian and gay leaders at Ashridge Business School and published a fifth graduate recruitment guide. Almost 500 employers attended our annual Workplace Conference and our annual Workplace Equality Index, benchmarking the most gay-friendly employers in Britain, continued to act as a significant positive agent for change.

Fair life chances

What we said we'd do Put equality into practice by promoting fair treatment of lesbian, gay and bisexual people in the public domain such as the NHS, the justice system, housing, children's services and sport and political representation.

What we did

We continued to strengthen our policy and research function in order to help secure our aim of developing a hard evidence base for every part of our work. We also published research examining the life experiences of children with gay parents and guidance for businesses



on marketing to LGB customers. In March, the Home Secretary launched our new plain English guidance for the victims of hate crime. We launched a programme to support healthcare providers across the NHS in improving service to gay people. Our dedicated Infoline – on 08000 50 20 20 – provided advice and onward referral to more people than ever before. Supported by volunteers, this enabled us to deal effectively with 9,400 enquiries from Britain's 3.7 million lesbian, gay and bisexual people as well as employers and service providers. Data gathered from callers supported our policy and research function and onward referrals to appropriate sources of information across Britain also helped us support local community organisations.

Equal legal treatment

What we said we'd do Secure equal legal treatment in areas where it doesn't already exist, such as a single duty on public bodies to promote equality. Influence the development of future public policy in areas such as blood donation and asylum.



What we did

We successfully lobbied politicians on key parts of the 2010 Equality Bill, which included a range of proposed protections we had sought, most

particularly the extension of the duty on public bodies to promote equality to include sexual orientation. We secured passage of an amendment which will permit religious bodies who wish to host civil partnerships to do so. We believe this to be a significant step forward towards extending the legal form of marriage to gay people. We continued to lobby on the issue of blood donation. In May we published *No Going Back*, groundbreaking research into the experiences of lesbian, gay and bisexual asylum-seekers. The publication, which informed a significant work programme at the UK Border Agency and led to our being invited to train immigration judges, exemplified our model of research linked to demonstrable practical outcomes. We engaged effectively with all parties in the run-up to the general election. The new government was persuaded to implement proposals in the Equality Bill which had been inherited from its predecessor.



to highlight and celebrate the achievements of a range of gay, and gay-friendly, individuals and organisations that had supported Stonewall's key objectives during the previous year, most particularly in the print and broadcast media.

Stonewall in Scotland and Wales

Stonewall Scotland continued to work closely with the Scottish Parliament and Government. Research into community safety was published to mark introduction of the new Offences (Aggravation by Prejudice) Act. Membership of the Diversity Champions programme for Scottish employers reached 40 by the end of the year. Our Good Practice Programme developed further practical interventions including a users' guide to public services. FIT was successfully launched in Scotland, with the support of the Equality and Human Rights Commission, in order to underpin the rollout of the Education for All campaign across the country. Stonewall Cymru continued to work closely with the Welsh Assembly Government on improving the quality of life for lesbian, gay and bisexual people across Wales. Membership of the Diversity Champions scheme for Welsh employers reached 25 by the end of the year and we held our first major Workplace Conference for employers. We widely promoted issues of community safety and hate crime across the country as well as good practice in education.

Media

What we said we'd do Promote fair and representative coverage in the print and broadcast media.

What we did We continued to pressure major broadcasters, and particularly the BBC, to improve the portrayal of gay people in broadcasting. In July we published *Unseen on Screen*, an analysis of

the near-invisibility of gay people in TV programmes most watched by young people. In September 2010, the BBC pledged substantially to improve such portrayal in the future, the culmination of a five year campaign by the charity. The fourth Stonewall Awards, held in November 2009 and hosted by Gok Wan, provided an opportunity



Fundraising

The Equality Dinner, the Brighton Walk and the Stonewall Awards remained the centrepieces of our fundraising calendar.

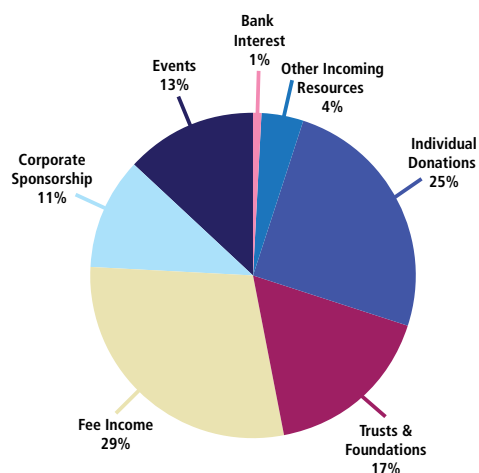


The launch of an Ambassadors programme for higher value individual donors helped further grow our donor base as did the development of a range of events targeted at both existing and potential donors. We invested further in effective management of our database.

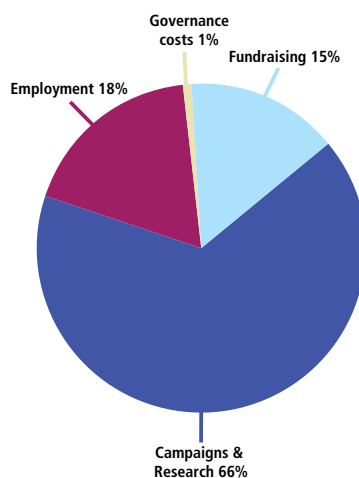
The continuing commitment of all Stonewall's staff and volunteers both to the very highest levels of professionalism and ambitious income targets remains central to our fundraising strategy for the years ahead.

Financial Summary for the year ended September 2010

Money in: £3,847,214



Money out: £3,311,330



Incoming resources from generated funds

	Year to 30 Sep 2010 £	Year to 30 Sep 2009 £
Individual Donations	972,978	896,728

Activities for generating funds

Events	498,299	398,703
Bank Interest	46,479	81,223

Incoming resources from charitable activities

Fees	1,115,724	109,756
Trusts & Foundations	645,006	777,344
Corporate Donations	413,090	1,436,159

Other incoming resources

	155,638	143,150
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Total Incoming Resources

	3,847,214	3,843,063
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Resources expended

Charitable Activities:		
Campaigns & Research	2,160,475	2,057,076
Employment	601,820	584,146
Governance costs	38,649	39,464
	2,800,844	2,680,686

Cost of generating funds:		
Fundraising costs	510,386	451,227

Total Resources Expended

	3,311,330	3,131,913
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Net incoming resources for the year

	535,884	711,150
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Total funds brought forward 1 October 2009	1,804,922	1,093,772
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Total funds (reserved) carried forward 30 Sept 2010

	2,340,806	1,804,922
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BALANCE SHEET
As at 30 SEPTEMBER 2010

	2010 £	2009 £
Fixed assets		
Tangible Assets	-	-
Current assets		
Debtors	309,822	206,088
Short term deposits	2,101,920	2,200,000
Cash at bank	861,754	199,358
	3,273,496	2,605,446
Liabilities		
Creditors: amounts falling due within one year	932,690	800,524
Net current assets	2,340,806	1,804,922
Total assets less current liabilities	2,340,806	1,804,922
Net assets	2,340,806	1,804,922
Funds		
General funds	2,319,775	1,725,772
Restricted funds	21,031	79,150
Total funds	2,340,806	1,804,922

Independent Auditors' Report

To the members of Stonewall Equality Limited

We have examined the summarised accounts of Stonewall Equality Limited.

Respective responsibilities of trustees and auditors

The trustees are responsible for preparing the summarised accounts in accordance with the recommendations of the Charities SORP.

Our responsibility is to report to you on the consistency of the summarised accounts and the report of the trustees. We also read the other information contained in the annual report and consider the implications for our report if we become aware of any apparent misstatements or material inconsistencies with the summarised accounts.

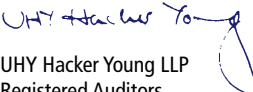
Basis of opinion

We conducted our work in accordance

with United Kingdom Auditing Standards issued by the Auditing Practices Board.

Opinion

In our opinion the summarised accounts are consistent with the full accounts and the report of the trustees of Stonewall Equality Limited for the year ended 30 September 2010.


UHY Hacker Young LLP
Registered Auditors

Quadrant House
4 Thomas More Square
London E1W 1YW
25 January 2011

Financial Information

The trustees confirm that the summarised accounts on these pages are a summary of the information extracted from the full annual accounts of the charity which were approved on 25 January 2011. The summarised accounts may not contain

sufficient information to allow for a full understanding of the financial affairs of the charity. For further information, the full annual accounts should be consulted. Copies of the full annual accounts are available from the Finance Department, Stonewall Equality, Tower Building, 11 York Road, London SE1 7NX.

The summarised accounts do not constitute full accounts within the meaning of the Companies Act 1985 and the Charities Act 1993. A copy of the statutory accounts of the charity, upon which the auditors have reported without qualification, will have been delivered to both Companies House and the Charity Commission.

Approved by the trustees and signed on their behalf by:



David Isaac
Chair, Board of Trustees

Thank you

American Express
Arts Council England
Aviva plc
Awards for All
Barclays
Barclays Wealth
Big Lottery Fund
Credit Suisse
Department for Children,
Schools & Families
Equality and Human Rights
Commission
Esmee Fairbairn Foundation
Eversheds LLP
Herbert Smith LLP
Home Office
IBM
Law Society
Lehman Brothers Foundation
Lloyds banking Group
Paul Hamlyn Foundation
Prudential plc
Russell Commission
Scottish Government -

Voluntary Action Fund
Square Peg Media
The Aardvark Fund
The CA Rodewald Charitable Trust
The JP Jacobs Charitable Trust
The Monument Trust
The Persula Foundation
Training & Development Agency
for Schools
Ultimate Guide Co. Ltd t/a First
Time Buyer Magazine
Wales Council for Voluntary Action
Welsh Assembly Government

Timothy Chow
S. Cooper
Justin D'Agostino & Yeo Kee Chong
Andrew Davis
Shaun Dellenty
Philippa Drew CB
Richard Duncalf
& Oscar Pinto-Hervia
Johan Fraser
Paul Gambaccini
Sarah Garrett
Stephen Golden
Wanda Goldwag
Kath Gotts & Maureen Chadwick
Liz Grant & Kate Harris
Tim Hailes
Rob Harkavy
Rachel Harper & B Yeadon
Peter Havelock
Andy Hunter
James Hurlin
Cindy Irvine
David Isaac
Terrell Jordan & Justin Shaffer
Michael Josephson

Paula Kahn
Guy Lipman
Edward Lord JP
Jennifer MacDonald
Polly & Rose McAfee
Ian McKellen
Paul Milledge
Shona Milne
Dr Stefano Nappo
Abba Newbery
James Overstall
Ian Parker
Linda Riley
Andrew Stone
Nick Swinburne
Torsten Thiele
John Twomey
Stephen Ward
Mark Washer
Colin James Watson
Sarah Weir
Anna Whowell
Daniel K. Winterfeldt
& Jonathan E. Leonhart
Saibh Young

Ambassadors

Mike Anderson
Adrian Barlow
Mark Beard & Paul Berncastle
Jo Blundell
Robin A. Bolland
David Bouchier
& Stephen Hanscomb
Cameron Cartmell

Stonewall's key priorities for 2011-2012

EDUCATION Challenging homophobia in schools and colleges and underachievement by lesbian, gay and bisexual pupils through development of the Education for All programme. Raising standards through local government, the teaching profession and young volunteers.

PROMOTING FAIR TREATMENT AT WORK Further growing our Diversity Champions programme and also work with other employers and staff. Promoting pension equality. Continuing promotion of the business case for equality.

FAIR LIFE CHANCES Putting equality into practice by promoting fair treatment of LGB people in the public domain such as the NHS, the justice system, housing, children's services, sport and political representation.

SECURING EQUAL LEGAL TREATMENT in areas where it doesn't already exist such as a single duty on public authorities to promote equality. Influencing the development of public policy in areas such as blood donation and asylum.

MEDIA Promoting fair and representative coverage in the print and broadcast media.

Stonewall

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Stonewall Cymru

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Stonewall Cymru

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