



**Stonewall**

# Annual Report

2007-2008



Stonewall staff and co-founder Sir Ian McKellen visit Prime Minister Gordon Brown to discuss the campaign to tackle homophobic bullying in Britain's schools.

5 July 2008

## From the Chair



It's been another successful operating year for Stonewall. We helped secure new provisions which will mean equal recognition for same-sex parents and their children. Our lobbying also secured a new criminal offence of inciting homophobic hatred, to help tackle violence directed at lesbian and gay people in Britain. But most of our work continues to be directed beyond lobbying in Whitehall, Holyrood and Cardiff.

Stonewall is now leading work to address the challenges of the years ahead, to embed equality for Britain's 3.6 million lesbian, gay and bisexual people in all areas of life. Our dedicated teams across England, Scotland and Wales are making interventions across a range of policy areas that have the potential to make a difference to many thousands of lives. Our Education for All campaign saw particular growth during the reporting year, with four full-time staff taking forward important work such as the Education Champions programme for local education authorities and our youth volunteering scheme.

Over 450 major UK employers across all sectors now engage with Stonewall's workplace programmes. Our policy and research team published significant reports during the last year on pioneering employment issues as well as lesbian health, hate crime and faith. Stonewall's high-quality research makes a vital contribution in shaping the equalities debate and helps drive change in bodies up and down the country, challenging the organisations with whom we work in partnership. We also launched our Info Service to offer advice and support to individuals.

As ever, we relied during the reporting year on the consistent efforts and huge professionalism of dedicated staff and volunteers across Britain. These people include our trustees to whom I am very grateful. But in uncertain economic circumstances we depend above all on the incredible generosity of thousands of individuals and organisations for our work to flourish.

You're helping us achieve yet greater change. Only with your continued support can our work continue.

**David Isaac**  
Chair

## Trustees

**David Isaac** (Chair) is a partner with the 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 Mid-Market Business Partner Sales Leader at IBM

**Michael Bracey** is Group Manager of Integrated Youth Support at Southend-on-Sea Borough Council

**Jacqueline Davies** is Head of Talent and Performance at Lloyds TSB

**Jane Farleigh** is Director for Wales and the South West at the Border & Immigration Agency

**Katie Ghose** (Secretary) is Director of the British Institute of Human Rights

**Paul Milledge** (Treasurer) is Managing Director of Aulren, a company providing specialist accounting services to the international film industry

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

**Liz Sayce** is Chief Executive of RADAR

**Mike Smith** is Chair of the National Centre for Independent Living

**Sarah Weir** is head of Arts and Cultural Strategy at the Olympic Delivery Authority

**John Wilkes** is Chief Executive of the Scottish Refugee Council

## From the Chief Executive



Twenty years after Stonewall was founded we've achieved things that seemed unimaginable two decades ago. Section 28 repealed. Protections against discrimination at work and in goods and services. 60,000 people in civil partnerships. Stonewall has helped transform the landscape for gay equality.

It's important, particularly in our anniversary year, to celebrate how things have changed.

But we think it's just as important to focus on how much there is left to do. The challenges are considerable. Pioneering Stonewall research into areas including lesbian health and homophobic hate crime now evidences the real issues facing gay people in their daily lives.

Our parliamentary lobbying certainly isn't over. In the year ahead we'll see a new Equality Bill which will require public services to actively promote equality so that all service users can approach the services they fund with confidence.

But changing the law is only a first step. Changing the wider world is even more daunting. Stonewall's campaigning now has a more direct impact at grassroots level, promoting equality in more homes, more schools and more workplaces than ever before.

We can only do that work with the help of a fantastic team of staff, volunteers and trustees who I am proud to call my colleagues. We can also only do that work to the highest levels of effectiveness if we also aim for the highest standards of professionalism.

During the year, full-time volunteer John Leander collected a Bank of America Local Hero Award. John generously donated his £3,000 prize to Stonewall. Joe Whitbread, 18, who set up the first gay youth group in West Kent and has regularly volunteered to support our Education for All programme, was rewarded with a Diana Princess of Wales Anti-Bullying Award.

One notable operational achievement during the reporting year was also to have reached our target of 50 per cent of women staff, up from 35 per cent in 2003. We believe this to be particularly important because it demonstrates our capacity as an employer to make those substantive changes over time that we often expect of others with whom we work.

It is your continuing support which will help us address some of the considerable challenges that our communities still face on the road to equality. Thank you for everything you have done for Stonewall in the past. 1989. 2009. 2029. So much done. But so much, with your help, still to do.

**Ben Summerskill**  
Chief Executive

## Senior Staff

**Laura Doughty** Director of Fundraising & Communications

**David Shields** Director of Workplace Programmes

**Derek Munn** Director of Public Affairs

**Marie Magimay** Head of Finance

**Carl Watt** Director Stonewall Scotland

**Liz Morgan** Director Stonewall Cymru

**Ruth Hunt** Head of Policy & Research

**Jonathan Finney** Senior Parliamentary Officer

**Chris Gibbons** Senior Education Officer

**Michaela Greene** Deputy Director of Fundraising

# Highlights of the year ending 30 September 2008

## 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

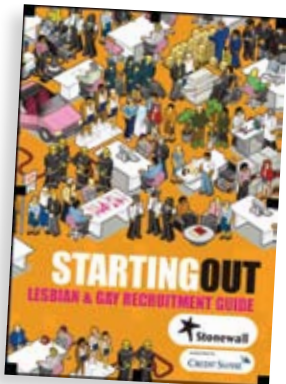


### *What we did*

We published pioneering web-based guidance on tackling homophobic bullying in schools.

This was launched by Ed Balls, Secretary of State for Children, Schools and Families. Having successfully embedded a 70-strong coalition of charities and professional organisations to support Education for All, we piloted a new Education Champions programme to provide support to local authorities. This was launched at our annual education conference in July by Nick Clegg MP. Modelled on our Diversity Champions programme for employers, it will help education professionals identify practical steps to tackle homophobic bullying in their schools. We also launched a youth volunteering programme to provide support for young lesbian, gay and bisexual pupils in secondary schools. We commissioned FIT, a groundbreaking play for schools, performed to widespread acclaim for almost 10,000 school students.

## Workplace



### *What we said we'd do*

Further grow our Diversity Champions programme and also work with other employers and staff. Continue awareness-raising of the 2003 employment regulations

### *What we did*

We saw further significant growth of our Diversity

Champions programme for major employers, from 320 to 422 members who by year-end employed almost 4.5 million people, one in six of the GB workforce. During the year we started providing advice on good practice to both the Army and MI5. We published a fourth graduate recruitment guide and held a further successful professional development course for 'next generation' lesbian and gay leaders at Henley Management College. Our annual Workplace Equality Index, benchmarking the most gay-friendly employers in Britain, was once again widely-praised for serving as an agent of change in GB workplaces.

## Equal legal treatment

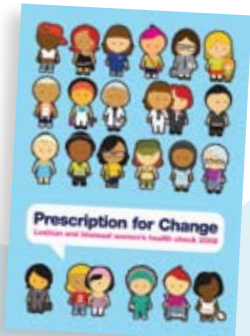


### *What we said we'd do*

Continue to fight for equal treatment in areas where it doesn't already exist such as incitement to homophobic hatred. Ensure that new 'goods and services' protections are promoted and implemented fairly.

*What we did* We successfully secured a new criminal offence of incitement to homophobic hatred in the 2008 Criminal Justice Act. When introduced, this will parallel existing protections around racial hatred. We lobbied the government and opposition politicians extensively on the content of a proposed new Equality Bill, which was subsequently announced in the Queen's Speech. We commissioned and published Serves You Right, polling carried out by YouGov to support our campaign for the extension of the duty on public bodies to promote equality to include sexual orientation. We also successfully supported provision in the new Fertilisation & Embryology Act to secure equality of access for lesbian parents to fertility services and equality of legal treatment for their children. In April, we held a successful hustings for the London Mayoral election attended by more than 300 electors and every one of the principal candidates. We maintained close links with all the main political parties. In June, the Prime Minister asked a group from Stonewall to visit 10 Downing Street to brief him on current priorities.

## Fair Life Chances



### **What we said we'd do**

Put equality into practice by promoting fair treatment of LGB people in the public domain e.g. the NHS, policing, housing and sport

### **What we did**

We further extended our new policy and research function.

We produced pioneering research on lesbian and bisexual women's health in June, the most significant such research ever conducted in Europe. We were commissioned by the Home Office to carry out the first statistically significant survey of homophobic hate crime in England and Wales, for the first time matching the British Crime Survey in range and detail. In July, we published similarly pioneering research into workplace productivity, launched by the Secretary of State for Business, John Hutton. We also published Love Thy Neighbour, research into the views of people of various faiths about homosexuality. Each of these pieces of work helps fill significant gaps in the evidence base in the public policy domain and was carefully tailored to help support our wider organisational objectives. We also launched a dedicated Infoline – on 08000 50 20 20. Supported by volunteers, this has enabled us to deal with an increasing volume of enquiries from Britain's 3.6 million lesbians, gay men and bisexuals seeking advice and support as well as employers and service providers. Intelligence gathered from callers now supports our research function.

## Media

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

**What we did** Working with young people, we developed a highly-praised poster and postcard campaign for schools with the legend 'Some People are Gay. Get Over It!' Partnership support from outdoor advertising companies enabled us to run the campaign on 600 billboard sites in the spring and in 4,000 London Underground carriages during the summer. The second Stonewall Awards, held at

the V&A in London and hosted by Anthony Crank of E4, celebrated, in particular, fair and positive coverage of lesbian and gay people in the print and broadcast media.

## Stonewall in Scotland and Wales

We successfully continued the expansion of our work within the devolved nations. Stonewall Scotland continued to extend reach and impact, liaising closely with Edinburgh parliamentarians and others over both homophobic hate crime and adoption and fostering.

We launched a good practice programme for public services, supported by the Scottish Executive, and our pioneering team working on healthcare delivery was integrated into the Scottish NHS during the year. Stonewall Cymru continued to work closely with the Welsh Assembly Government, providing advice and support on key issues. We were extensively involved in engaging local communities in Wales and also launched materials to support lesbian, gay and bisexual people affected by hate crime. Both Stonewall Scotland and Stonewall Cymru continued to expand their nascent Diversity Champions programme for employers in Scotland and Wales.

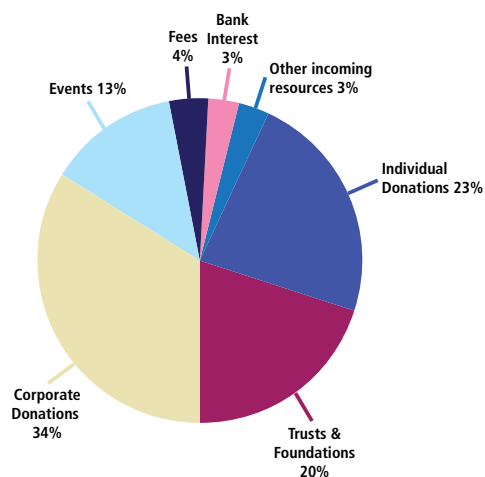
## Fundraising

We continued to diversify our income streams in order to insulate the organisation against any forthcoming economic downturn. The annual Equality Dinner at the Dorchester Hotel was addressed by Sir Ian McKellen shortly after his appointment as a Companion of Honour. We held sponsored walks in Brighton and Barcelona and continued to develop a range of 'micro-events', targeted at niche groups of individual donors. We invested further in effective management of our 19,000-strong donor database. We also incorporated our communications function within our fundraising department to provide greater support for income-generating activities.

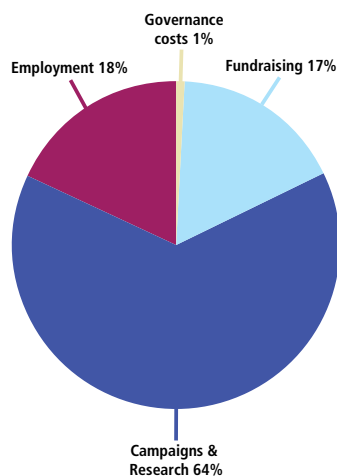


# Financial Summary for the year ended September 2008

## Income



## Expenditure



### Incoming Resources

	Year to 30 Sep 2008	Year to 30 Sep 2007
Individual Donations	719,037	633,410
Trusts & Foundations	602,054	825,787
Corporate Donations	1,052,638	945,866
Events	392,828	260,682
Fees	119,898	93,240

### Incoming resources from generated funds

Bank Interest	77,461	57,766
Other incoming resources	95,339	66,516

### Total Incoming Resources

	Year to 30 Sep 2008	Year to 30 Sep 2007
	£	£
<b>Total Incoming Resources</b>	<b>3,059,255</b>	<b>2,883,267</b>

### Resources Expended

Charitable Activities:		
Campaigns & Research	1,744,503	1,421,347
Employment	476,127	692,658
Governance costs	34,188	28,017
	<b>2,254,818</b>	<b>2,142,022</b>
Cost of generating funds:		
Fundraising costs of grants and donations	466,802	447,106

### Total Resources Expended

### Net incoming resources for the year

<b>Total Resources Expended</b>	<b>2,721,620</b>	<b>2,589,128</b>
<b>Net incoming resources for the year</b>	<b>337,635</b>	<b>294,139</b>
Total funds brought forward 1 October 2006	756,137	461,998
Total funds carried forward 30 September 2007	1,093,772	756,137

## BALANCE SHEET

### As at 30 SEPTEMBER 2008

	2008 £	2007 £
<b>Fixed assets</b>		
Tangible Assets	-	3,732
<b>Current assets</b>		
Debtors	239,454	239,596
Short term deposits	1,742,099	1,357,966
Cash at bank	107,513	37,096
	<b>2,088,066</b>	<b>1,638,390</b>
<b>Liabilities</b>		
Creditors: amounts falling due within one year	994,294	882,253
<b>Net current assets</b>	1,093,772	756,137
<b>Total assets less current liabilities</b>	1,093,772	756,137
<b>Net assets</b>	1,093,772	756,137
<b>Funds</b>		
General funds	1,093,772	756,137
Restricted funds	-	-
<b>Total funds</b>	<b>1,093,772</b>	<b>756,137</b>

### 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.

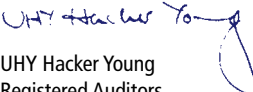
#### Basis of opinion

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 2008.

  
UHY Hacker Young

Registered Auditors  
St Alphege House  
2 Fore Street  
London EC2Y 5DH  
28 April 2009

#### 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 28 April 2009. 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 be 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

Accenture

American Express

Arts Council England

Aviva plc

Bank of America

Bank of Scotland Corporate

Barclays

Big Lottery Fund

BT

CA Rodewald Charitable Trust

Comic Relief

Community Fund

Coutts & Co

Credit Suisse

Equality and Human Rights Commission

Esmee Fairbairn Foundation

Home Office

IBM

John Lyons Charity

JP Morgan Foundation

Lloyds TSB Bank

Lloyds TSB Foundation for England and Wales

Merthyr Tydfil County Borough Council

Morgan Stanley

RBS

Russell Commission

Scottish Executive

Telegraph Media Group

TfL

The JP Jacobs Charitable Trust

The Monument Trust

The Paul Hamlyn Foundation

Tse Foundation

UBS

Wales Council for Voluntary Action

Welsh Assembly Government

## Stonewall's key priorities for 2009-2010

**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 and 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 Equality

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York Road  
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020 7593 1850

### Stonewall Scotland

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### Stonewall Cymru

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029 2023 7744

### Stonewall Cymru

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