



# Stonewall

## Annual Report

2008-2009



Stonewall. 1989. 2009. 2029.

So much done, so much still to do.

At home. At school. At work.

## From the Chair



Our twentieth anniversary year enabled us to start realising the fruits of the legislative progress that was the focus of Stonewall's work in its first two decades. Thanks to our supporters, we were able to do this despite the toughest economic climate in the charity's history.

Of particular importance during the year was further development of our pioneering Education for All programme. We now have eight dedicated staff working across Britain to eradicate the shadow of Section 28 under which homophobic bullying in schools festered for so long. We've successfully developed a range of practical and positive interventions for use in schools and colleges, all based on extensive engagement with young people themselves, and our new Education Champions programme supporting this work had signed up one in eight of the education authorities in Britain by year-end.

More than 500 major employers, employing five million people between them, are now engaged in our Diversity Champions programme. And we remain resolved to intervene positively in every area of life which affects Britain's 3.6 million lesbian, gay and bisexual people.

A range of parallel activities were successfully delivered during the year by Stonewall Scotland and Stonewall Cymru and we successfully lobbied for enhanced protections to be included in a proposed new Equality Bill. As a result of our recent investment in policy and research all our work is now underpinned by a compelling evidence base, a critical part of our influencing strategy.

It's a tribute to the commitment of our staff, volunteers and trustees to the highest levels of professionalism and financial stewardship that our income - and thus our effectiveness - have not been diminished by the recession. Indeed, as our audited accounts demonstrate, for the first time in our history we've succeeded in posting reserves equivalent to six months income, the hallmark of a well-run charity, two years ahead of our 2012 target.

Continuing support from thousands of individual donors and a low level of reliance on public funding remain central to the achievement of our long-term objectives. Thank you for all the help that you have given us this year.

**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 a consultant working in IT

**Rob Berkeley** is Director of the Runnymede Trust and Chair of the Black Gay Men's Advisory Group

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

**Jacqueline Davies** is former Head of Talent and Performance at Lloyds TSB and is a trustee of the National Union of Students

**Jo Fraser** is Change Director with Barclays Global Retail Banking

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

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

**Anna Whowell** is Director at Troika Dialog

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

## From the Chief Executive



Stonewall was set up 20 years ago to fight for the repeal of Section 28. It's a tribute to the efforts of tens of thousands of people that we are thriving two decades later.

There remains much work to do – the murder of 18-year old Michael Causer in Liverpool just weeks before the start of the year was a stark reminder of that. However we've now built some remarkable alliances, unthinkable two decades ago, exemplified by our partnerships with the 80 national organisations we work with on education and the 500 employers we work with through our Diversity Champions programme. It's through these that we will secure our ambition to transform Britain into a country where one day no human life is overshadowed by hatred, or prejudice, or fear.

Alongside our partners, it's our people who remain key to our effectiveness. Stonewall now employs almost 60 staff across England, Scotland and Wales. I regard it as a huge privilege to be their colleague.

During the year we continued to invest in the professional development of our staff and volunteers and in making the charity an 'employer of choice'. Our first confidential staff survey, conducted in March 2009, indicated that 97 per cent of staff feel committed to the charity's objectives, 95 per cent feel that Stonewall makes best possible use of supporters' time and money, 97 per cent would recommend Stonewall as a good place to work and a similar number think that working at Stonewall is fun.

As an organisation, we believe we have an obligation to 'role model' the sort of changes we expect of others. Currently, the proportion of women staff employed by the charity has risen to 53.2 per cent (up from 35 per cent at September 2006), the proportion of black and minority ethnic staff in our London office has risen to 20.7 per cent (up from 9.8 per cent in 2006) and the proportion of our staff who are disabled has risen to 14.4 per cent (up from 5.5 per cent in the same period).

We all believe that we have one overriding obligation to the men and women who founded Stonewall in 1989. It's to ensure that no government ever again introduces a piece of legislation as stigmatising, and demeaning, and offensive as Section 28.

Without such capable and committed teams of staff, volunteers and trustees Stonewall would be much less effective. But without the support of tens of thousands of donors too, our future effectiveness – and independence – would not be guaranteed. Thank you for what you are doing to protect equality in Britain, now and into the future.

**Ben Summerskill**

Chief Executive

## Senior Staff

**Laura Doughty** Deputy Chief Executive

**David Shields** Director Workplace Programmes

**Derek Munn** Director Public Affairs

**Marie Magimay** Head of Finance

**Carl Watt** Director Stonewall Scotland

**Liz Morgan** Director Stonewall Cymru

**Ruth Hunt** Deputy Director Public Affairs

**Jonathan Finney** Head of External Affairs

**Michaela Greene** Deputy Director of Fundraising

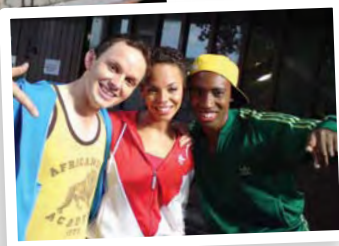
**Chris Gibbons** Senior Education Officer

# Highlights of the year ending 30 September 2009

## 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** Our new Education Champions programme designed to provide support to local authorities secured 25 members by the end of the year. We continued to strengthen the (previously weak) evidence base in order to support this work. In the spring we published the Teachers' Report, polling of teachers about the extent of homophobic bullying in Britain's schools. For the first time, this provided conclusive evidence that such abuse begins in primary schools. We held a one-day event in June and a three-day residential event in August for young people who are becoming youth volunteers; they act not just as vital local campaigners but as a rich testing ground for new interventions. Our annual Education Conference in July was addressed by the Schools Minister and we started filming FIT, our pioneering play for schools, so that it could be made into a DVD for distribution to every school across Britain.



employers attended our annual Workplace Conference. We published a fourth graduate recruitment guide and held a third successful professional development course for 'next generation' lesbian and gay leaders at Henley Management College. We published 'The Double-Glazed Glass Ceiling', guidance on how to support lesbian and bisexual women in the workplace. Our annual Workplace Equality Index, benchmarking the most gay-friendly employers in Britain, received wide publicity.

## 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 asylum.



### What we did

We lobbied both government and opposition politicians extensively on the content of a new

Equality Bill, which was announced in the November 2008 Queen's Speech. The proposed Bill included a range of proposed protections we had sought, most particularly an extension of the duty on public bodies to promote equality to include sexual orientation. To mark commencement of the new Fertilisation & Embryology Act (giving equality of access for lesbians to fertility services) we published a 'how-to' guide, Pregnant Pause. We maintained close links with all the main political parties across Britain.



**Stonewall  
TOP 100  
EMPLOYERS  
2009**

## Workplace

### What we said we'd do

Promote fair treatment at work by further growing our Diversity

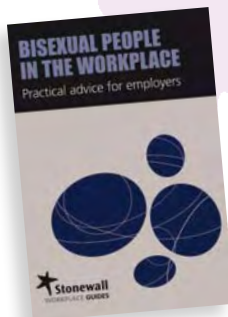
Champions programme and also working with other employers and staff. Continue promotion of the business case for equality

**What we did** We extended both the reach and the quality of our engagement in the British workplace. Membership of our Diversity Champions programme, promoting good practice for major employers, grew from 422 to 500 during the year. Members now employ almost five million people. Over four hundred

## Fair life chances

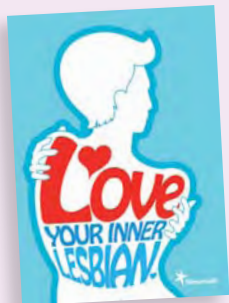
### What we said we'd do

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



**What we did** We published guidance to support employers wrestling with perceived tensions between

faith and sexual orientation and we also published *Bisexual People in the Workplace*, launched by the Home Secretary. To mark the beginning of the new football season we published research into the extent of homophobic harassment in football grounds. Our dedicated Infoline – on 08000 50 20 20 – built on its success since its launch in early 2008. Supported by volunteers, this enabled us to deal successfully with more than 5,000 enquiries from Britain's 3.6 million lesbians and gay men seeking advice and support as well as employers and service providers. Data



gathered from callers supports our research function and onward referrals to appropriate sources of information across the country also help us support local community organisations. We also launched 'Love Your Inner Lesbian', an awareness campaign supported by the Department of Health, to encourage women to engage across a range of healthcare interventions.

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## Media

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

Promote fair coverage in the print and broadcast media.

### *What we did*

We continued to pressure broadcasters to represent a range of different lesbian, gay and bisexual people in both factual, news

and drama programmes. We promoted our 'Some People are Gay. Get Over It!' branding through a viral distribution campaign. A new digital communications strategy led to the engagement of almost 50,000 young people.

The third Stonewall Awards, hosted by Richard Wilson, provided an opportunity 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, particularly those across the print and broadcast media. Bishop Gene Robinson, voted Hero of the Year by some 5,000 supporters, attended the ceremony.



## Stonewall in Scotland and Wales

Stonewall Scotland's liaison with the Scottish Parliament and Government saw the Offences (Aggravation by Prejudice) Act passed, recognising homophobic and transphobic hate crime in

Scotland for the first time. New Adoption and Fostering regulations, also introduced during the year, mean that same-sex couples in Scotland can now adopt and foster on the same basis as opposite-sex couples. Our Good Practice Programme, providing advice and support for local authorities, developed further. Guidance for the education sector was published to help staff and senior management tackle homophobic bullying in schools alongside a guide to supporting transgender staff at work.

Stonewall Cymru's expanded range and volume of work included innovative research on the crossover between sexual orientation and mental health issues. We published a bilingual homophobic hate crime guide, and launched a publicity campaign in an area where homophobic abuse in a small community had led to suicides. Translated materials included a successful Welsh version of the 'Some People Are Gay. Get Over It!' campaign. The Diversity Champions Cymru scheme for employers saw further expansion.

## Fundraising

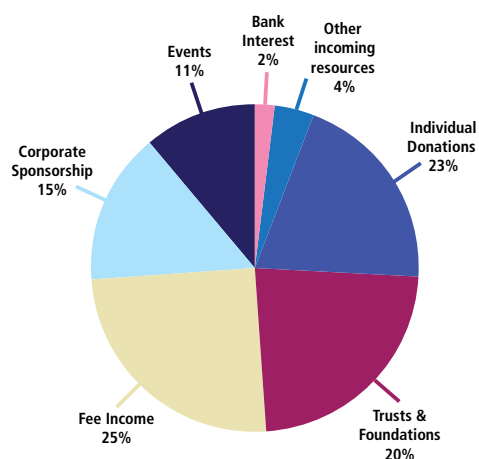
The Equality Dinner and the Brighton Walk remained the centrepieces of our fundraising calendar. We continued to develop a range of events targeted at existing and prospective donors.

The economic climate presented a significant potential challenge to the financial and operational stability of the entire charity sector. However, the planned diversification of our income streams during the last six years and a tough focus on fundraising during the reporting year meant that we did not see a fall in income as a consequence of the recession.

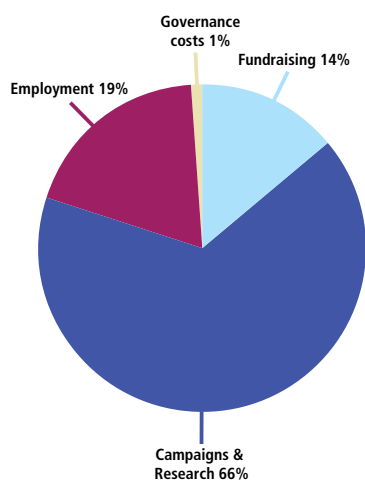


# Financial Summary for the year ended September 2009

## Income



## Expenditure



### Incoming Resources

Individual Donations  
Trusts & Foundations  
Corporate Sponsorship  
Events  
Fees

Year to 30 Sep 2009

£

896,728  
777,344  
589,133  
398,703  
956,782

Year to 30 Sep 2008

£

719,037  
602,054  
314,750  
392,828  
857,786

### Incoming resources from generated funds

Bank Interest  
Other incoming resources

81,223  
143,150

77,461  
95,339

### Total Incoming Resources

**3,843,063**

**3,059,255**

### Resources Expended

Charitable Activities:

Campaigns & Research  
Employment  
Governance costs

2,057,076  
584,146  
39,464  
**2,680,686**

1,744,503  
476,127  
34,188  
**2,254,818**

Cost of generating funds:

Fundraising costs of grants and donations

451,227

466,802

### Total Resources Expended

**3,131,913**

**2,721,620**

### Net incoming resources for the year

**711,150**

**337,635**

Total funds brought forward 1 October 2008

1,093,772

756,137

Total funds carried forward 30 September 2009

1,804,922

1,093,772

**BALANCE SHEET**  
As at 30 SEPTEMBER 2009

	2009 £	2008 £
<b>Fixed assets</b>		
Tangible Assets	-	-
<b>Current assets</b>		
Debtors	206,088	238,454
Short term deposits	2,200,000	1,742,099
Cash at bank	199,358	107,513
	<b>2,605,446</b>	<b>2,088,066</b>
<b>Liabilities</b>		
Creditors: amounts falling due within one year	800,524	994,294
<b>Net current assets</b>	1,804,922	1,093,772
<b>Total assets less current liabilities</b>	1,804,922	1,093,772
<b>Net assets</b>	1,804,922	1,093,772
<b>Funds</b>		
General funds	1,725,772	1,050,079
Restricted funds	79,150	43,693
<b>Total funds</b>	<b>1,804,922</b>	<b>1,093,772</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.

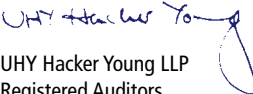
**Basis of opinion**

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 2009.

  
UHY Hacker Young  
Registered Auditors

Quadrant House  
4 Thomas More Square  
London E1W 1YW  
26 January 2010

**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 26 January 2010. 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

American Express  
Arts Council England  
Aviva plc  
Awards For All  
Bank of Scotland Corporate  
Barclays Bank plc  
Barclays Wealth  
Big Lottery Fund  
Britten-Pears Foundation  
Citi Foundation  
Credit Suisse  
Department of Health  
Edinburgh Community Safety Partnership  
Equality and Human Rights Commission  
Esmée Fairbairn Foundation  
Garfield Weston Foundation  
Greater London Authority  
Herbert Smith  
IBM  
John Lewis Partnership  
JP Morgan Foundation  
Lehman Brothers Foundation  
Lloyds TSB Bank  
Lloyds TSB Foundation for England and Wales  
London Women's Clinic  
Lothian & Borders Police  
Morgan Stanley  
Paul Hamlyn Foundation

Persula Foundation  
Royal Bank of Scotland  
Russell Commission  
Scottish Government (Voluntary Action Fund)  
UBS  
Wales Council for Voluntary Action  
Welsh Assembly Government

Liz Grant & Kate Harris  
Timothy R Hailes  
Rob Harkavy  
Rachel Harper & B Yeadon  
Peter Havelock  
Andy Hunter  
Gary Houghton  
Cindy Irvine  
Laury Jaugey-Paget  
Terrell Jordan & Justin Shaffer  
Paula Kahn  
James Laughland  
Guy Lipman  
Ian McKellen  
Wendy A. Meakin  
Paul Milledge  
Dr Stefano Nappo  
Abba Newbery  
Linda Riley  
Kevin Sullivan  
Torsten Thiele  
John Twomey  
Mark Washer  
Colin James Watson  
Sarah Weir  
Jennifer M Weller  
Anna Whowell  
Daniel K. Winterfeldt  
Paul Wood MBE  
Dr Emily Woolridge  
Saibh Young

## Ambassadors

Mike Anderson  
Adrian Barlow  
Mark Beard  
Joanne Blundell  
David Bouchier  
Cameron Cartmell  
Maureen Chadwick & Kath Gotts  
Ann Mei Chang  
Quinn Clarke  
S. Cooper  
Justin D'Agostino  
Andrew Davis  
Ian Dodds  
Philippa Drew  
Richard Duncalf & Oscar Pinto-Hervia  
Johan Fraser  
Paul Gambaccini  
Sarah Garrett  
Stephen Golden  
Cressida Granger

## Stonewall's key priorities for 2010-2011

**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 Equality

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York Road  
London  
SE1 7NX  
020 7593 1850

### Stonewall Scotland

9 Howe Street  
Edinburgh  
EH3 6TE  
0131 557 3679

### Stonewall Cymru

1 Cathedral Road  
Cardiff  
CF11 9SB  
029 2023 7744

### Stonewall Cymru

The Equality Centre  
Ffordd Bangor Road  
Penmaenmawr  
Conwy  
LL34 6LF  
01492 622 202