



## Annual Report 2006-2007



“ Many of the tremendous changes in the last decade would not have happened without Stonewall which has played a fundamental and insufficiently recognised part in achieving equality. What they’ve done is remarkable. ”

Tony Blair 22 March 2007

## From the Chair



THE YEAR brought implementation of new regulations for which we had worked so hard, making discrimination in the provision of goods and services unlawful. However shortly before their introduction we saw a highly organised campaign to exempt adoption agencies and other social services from the regulations. That this was resisted after direct engagement by our staff with both the Prime Minister and other members of the cabinet demonstrates the continuing professionalism of our lobbying work.

We remain determined to engage with every area of the public domain affecting the lives of lesbian, gay and bisexual people in Britain. So we also saw significant further growth during the year in both our workplace activities and our engagement with schools.

Our Diversity Champions programme promoting good practice around sexual orientation in the workplace grew its membership to 325 major employers and was launched in Wales. Our Education for All programme, launched in 2005, continued to extend its reach. Education for All was further supported by publication of the School Report, the first statistically significant national research ever conducted into bullying of lesbian and gay pupils in Britain's secondary schools.

Stonewall Scotland and Stonewall Cymru continued to extend their spheres of influence too, working closely with the Scottish Executive and Welsh Assembly Government.

The board is committed to robust governance and also strong financial stewardship in order to ensure that Stonewall remains influential in the years ahead. Our team of staff and volunteers remain committed to the highest levels of professionalism and, under the leadership of chief executive Ben Summerskill, this continues to be central to Stonewall's effectiveness.

Continued financial support from thousands of individual donors and many other organisations too remains vital to the achievement of our long term objectives. With their support, we look forward to the year ahead.

**David Isaac**  
Chair

## Trustees

**David Isaac** (Chair) is a partner with the international law firm Pinsent Masons and has been a board member since 1997. David is also Chair of Modern Art Oxford and a trustee of The Diana, Princess of Wales Memorial Fund

**Liz Grant** (Deputy Chair) is Business Development Manager with IBM UK

**Michael Bracey** is Group Manager of the Youth Support Team at Southend Borough Council

**Jacqueline Davies** is Head of Group Talent at RBS

**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

**Sylvia Jones** is Senior Education Officer with Denbighshire County Council

**Paul Milledge** (Treasurer) is a chartered accountant providing specialist services to the international film industry

**Liz Sayce** is Chief Executive of RADAR

**Mike Smith** is a Director and Head of Policy, Compliance at PricewaterhouseCoopers

**Sarah Weir** (Chair of Fundraising) is Head of Arts and Cultural Strategy at the Olympic Delivery Authority

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

**Neil Wooding** is Director, Public Service Management Wales and chairs the Wales Committee of the Equality & Human Rights Commission

## From the Chief Executive



THE ATTEMPT to hijack introduction of our new protections against discrimination in the provision of goods and public services last spring was a stark reminder of how many opponents of equality there still are in modern Britain. We need to ensure that every step forward we secure is embedded so that equality cannot be stolen back from our communities in the years ahead.

That's why we're determined to go on winning 'hearts and minds' beyond the legislative arenas of Westminster, Edinburgh and Cardiff. We need to make sure that future generations as well as future governments regard it as unthinkable that progress should be reversed.

Our work challenging prejudice both in the workplace and at school has gathered significant momentum during the last year. We now have eight staff supporting our Diversity Champions programme for employers and have expanded our education team. All are now provided with vital support from our new policy and research team too. The team – built to provide hard evidence of the nature of discrimination to support our work – demonstrated its value during the year with the publication of groundbreaking research into education. This led the government, pressed by our lobbying staff, to commission Stonewall to produce pioneering guidance for teachers on tackling homophobic bullying in schools.

This is a vivid example of the way our staff now work together. Research, lobbying and education teams making complementary contributions. Gathering the evidence for change. Using the evidence to influence. Developing tools for changing the wider world.

Our staff, trustees and volunteers are a remarkable group of people who, because of their dedication and effectiveness, constantly ensure that as an organisation we punch well above our weight. I'm proud to be their colleague.

However, none of us could achieve anything without the generosity and encouragement of so many thousands of donors. Thank you for what you are doing to secure our vision of a 21st century Britain – a country where every single person is not just entitled to fair treatment and respect, but is afforded fair treatment and respect as well.

A handwritten signature in blue ink that reads "Ben Summerskill". The signature is fluid and cursive, with a period at the end.

**Ben Summerskill**  
Chief Executive

## Senior staff

**Alan Wardle** Director of Parliamentary & Public Affairs

**Laura Doughty** Director of Fundraising

**Marie Magimay** Head of Finance

**David Shields** Director of Workplace Programmes

**Calum Irving** Director Stonewall Scotland

**Liz Morgan** Director Stonewall Cymru

**Ruth Hunt** Head of Policy and Research

**Jonathan Finney** Senior Parliamentary Officer

**Chris Gibbons** Senior Education Officer

**Michaela Greene** Deputy Director of Fundraising

# Highlights of the year ending 30 September 2007

## 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 recruited further staff. A second Education Officer to assist the development of a range of practical interventions to support pupils and young people. In June, we held our first 'confidence-building' event for young lesbian and gay people from all over the

country, both to support them and to secure feedback on further development of our activities. We published the School Report, the first nationwide survey of the experiences of more than 1,000 young lesbian and gay people at secondary school. We held a major conference, addressed by the Children's Minister and Esther Rantzen, President of ChildLine. We continued to work closely with local authorities to plan development of a good practice programme for launch in 2008.

## Workplace

**What we said we'd do** Promote fair treatment at work by further growing our workplace programmes and also working with other employers and staff. Continue awareness-raising of the 2003 Employment Regulations.



### What we did

Our Diversity Champions programme, offering support to major employers, grew membership from 235 to 325. We published a third graduate recruitment guide and repeated our professional development programme

at Henley Management College for next generation leaders. We held a series of good practice Masterclasses for employers not previously

engaged with our work and, with the support of the Federation of Small Businesses, produced guidance for smaller employers. A viral marketing campaign to raise awareness of the 2003 Employment Regulations was developed into a nationwide bus advertising campaign. We successfully supported a case at employment tribunal against the Bishop of Hereford; he had refused to employ a gay youth worker.

## Equal legal treatment

**What we said we'd do** Secure equal legal treatment in areas where it doesn't already exist. Ensure that new 'goods and services' and partnership legislation are promoted and implemented fairly.



### What we did

One of our most significant achievements during the year was to secure robust and comprehensive implementation of

protections against discrimination in the provision of goods, facilities and services. We produced 300,000 copies of a highly-praised Plain English guide to the new regulations, The Colour of Your Money, which was distributed through community organisations, public libraries and CABs across Britain. We continued planning major parliamentary campaigns to secure equal treatment both in the criminal law, through an offence of incitement to homophobic hatred, and the delivery of public services, through a duty on public bodies to promote sexual orientation equality in the same way as race, gender and disability equality.

## Fair Life Chances

**What we said we'd do** Put equality into practice by promoting fair treatment of lesbian, gay and bisexual people in public services e.g. the NHS, policing, housing and local government.

### What we did

As well as the School Report, we commissioned and published Living Together, polling into the attitudes of the wider population to gay people. We produced a report into the experience of

lesbian and gay personnel within the NHS, commissioned from us by the Department of Health, and secured a commission to develop pioneering web-based guidance on homophobic bullying from the Department for Children, Schools and Families.

## Media

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

### What we did

We held the first Stonewall Awards (pictured right), hosted by Sir Ian McKellen. These were designed to celebrate and highlight the support of a wide range of individuals and organisations for our core objectives during the year and particularly focused on the print, web and broadcast media. We maintained a media monitoring function on our website to encourage viewers to contact broadcasters directly to raise concerns about inadequate reporting.

## Stonewall Scotland and Stonewall Cymru



Our move from Glasgow to Edinburgh, effected in 2005, has enabled Stonewall Scotland to engage much more closely in lobbying both politicians and policy-makers, particularly on the introduction of 'hate crime' legislation. The

Inclusion health project, funded by the Scottish Executive, prepared for the planned integration of its work into the Scottish NHS from 2008. In partnership with the Scottish Executive, we continued working on the improvement of public services for gay people. Stonewall Cymru continued to work successfully advising the Welsh Assembly Government on a range of issues and focused on issues of crime and community development. Both Stonewall Scotland and



Stonewall Cymru developed national arms of our Diversity Champions programme and encouraged supporters to 'use your vote' in May 2007 elections for the Scottish Parliament and Welsh Assembly.

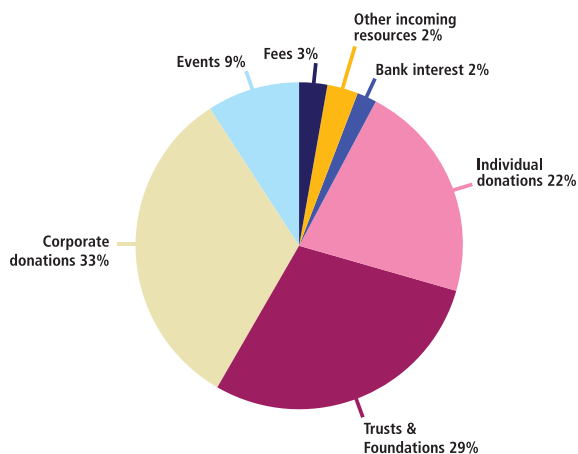
## Fundraising

We continued to diversify our income streams in order to protect Stonewall's medium-term stability. The annual Equality Dinner at the Dorchester Hotel, the most successful in the event's eight year history, was addressed by the Prime Minister. We also held major fundraising challenge events in Brighton (pictured above) and Barcelona.

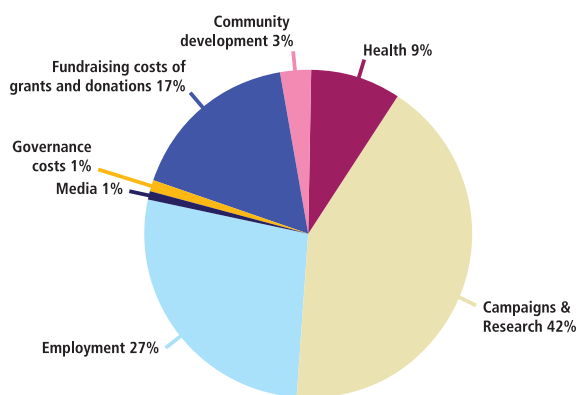
While investing further in both programme activity and staff training and development, we continued to operate to a system of careful financial planning and control, demonstrated by the reporting year's financial out-turns.

# Financial Summary for the year ended September 2007

## Income



## Expenditure



## Incoming Resources

Individual Donations  
Trusts & Foundations  
Corporate Donations  
Events  
Fees

Incoming resources from generated funds  
Bank Interest

Other incoming resources

### Total Incoming Resources

## Resources Expended

Charitable Activities:

Campaigns & Research  
Community Development  
Health  
Employment  
Media  
Governance costs

Cost of generating funds:

Fundraising costs of grants and donations

### Total Resources Expended

### Net incoming resources for the year

Total funds brought forward 1 October 2006

Total funds carried forward 30 September 2007

### Year to 30 Sep 2007

£

633,410  
825,787  
945,866  
260,682  
93,240

57,766

66,516

**2,883,267**

1,094,016  
70,130  
237,444  
692,658  
19,757  
28,017  
**2,142,022**

447,106

**2,589,128**

**294,139**

461,998

756,137

### Year to 30 Sep 2006

£

643,632  
588,860  
631,369  
224,504  
81,217

32,574

27,456

**2,229,612**

751,485  
34,478  
183,155  
583,628  
42,290  
39,581  
**1,634,617**

363,290

**1,997,907**

**231,705**

230,293

461,998

## BALANCE SHEET

### As at 30 SEPTEMBER 2007

	2007 £	2006 £
<b>Fixed assets</b>		
Tangible Assets	3,732	3,732
Current assets		
Debtors	239,596	262,406
Short term deposits	1,357,966	850,000
Cash at bank	37,096	-
	<b>1,634,658</b>	<b>1,112,406</b>
<b>Liabilities</b>		
<b>Creditors: amounts falling due within one year</b>	882,253	654,140
<b>Net current assets</b>	752,405	458,266
<b>Total assets less current liabilities</b>	756,137	461,998
<b>Net assets</b>	756,137	461,998
<b>Funds</b>		
General funds	756,137	461,998
Restricted funds	-	-
<b>Total funds</b>	<b>756,137</b>	<b>461,998</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.

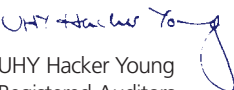
Our responsibility is to report to you on the consistency of the summarised accounts and the report of the trustees. We also read the other information contained in the annual report and consider the implications for our report if we become aware of any apparent misstatements or material inconsistencies 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 2007.



UHY Hacker Young  
Registered Auditors  
Quadrant House  
17 Thomas More Street  
London E1W 1YW  
8 April 2008

### 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 8 April 2008. 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

## Thank you

More than a third of Stonewall's income comes from individual donors. This has always been, and remains, a key to our independence. The continued support of so many donors is critical to the achievement of our objectives. We are grateful to every one of them.

We would also like to thank the following for their support during the year:

**American Express**

**Aviva plc**

**Bank of Scotland Corporate**

**Barclays**

**The Britten-Pears Foundation**

**BT**

**Comic Relief**

**Coutts & Co**

**Credit Suisse**

**Department of Trade & Industry**

**The Equal Opportunities Commission**

**Focus Group for Community Cohesion**

**Goldman Sachs**

**Ali Herdman**

**HBOS**

**IBM**

**JP Morgan Foundation**

**Lloyds TSB**

**Lloyds TSB Foundation for England and Wales**

**The Paul Hamlyn Foundation**

**PricewaterhouseCoopers**

**Royal Bank Of Scotland**

**Scottish Executive**

**Transport for London**

**UBS**

**Welsh Assembly Government**

## Stonewall's key priorities for 2008-2009

**EDUCATION** Challenging homophobia in schools and colleges and underachievement by lesbian, gay and bisexual pupils through development of our 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. Continuing promotion of the business case for equality.

**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 future public policy in areas such as asylum

**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.

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

### **Stonewall Equality**

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### **Stonewall Cymru**

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