

# Annual Report

Year ending September 2012



## From the Chair



It is a tremendous honour to write my first foreword to the Stonewall Annual Report as Chair. Reading the long list of the charity's achievements from the reporting year really highlights the importance of you – our supporters – who make all this possible.

Our Diversity Champions programme now reaches more than 600 major employers who employ nearly six million people between them. It's heartening to see that growth of the programme has continued in both the private and public sectors in spite of the external environment and a fall in membership of comparator programmes. It was also great to welcome more than 500 employers to our annual Workplace Conference, addressed by the Home Secretary. For the first time we were able to hold similar conferences in Manchester, Edinburgh and Cardiff.

Our Workplace Equality Index continues to provide over 360 employers with an opportunity to benchmark their progress in workplace equality. In achieving widespread media coverage the Index also raised further public awareness of the business case for gay equality.

Stonewall continues to work with major broadcasters to improve the portrayal of gay people in the media. The annual Stonewall Awards once again provided a

significant opportunity to highlight and celebrate the achievements of a range of people and organisations that had conspicuously supported or promoted equality during the previous year, most particularly in the print and broadcast media. The event, and its deserving winners, received extensive media coverage.

Our brilliant events – such as the Brighton Walk, the Equality Dinner and our Summer Party – remain the centrepiece of our fundraising calendar. And in September we trialled a new comedy event for women supporters, *Girls' Night Out*, attended by over 500 people.

It's those who attend these events, as well as those who support us financially throughout the year, that make all of our work possible. While there remains much still to do, we all take immense pride from what you have helped us achieve in the past year.

Thank you.

**Jacqueline Davies**  
Chair

## Trustees

**David Isaac** 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.

**Jacqueline Davies** was formerly Head of Talent, Performance and Resourcing at Barclays.

**Liz Grant** is Director of business development consultancy Fantail.

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

**Neil Bentley** is Deputy Director-General of the CBI and was previously a non-executive director of the Carbon Trust.

**Rachel Harper** is Director of Internal Audit (Refining & Marketing) at BP.

**Laura McAllister** is Professor of Governance at the University of Liverpool and Chair of Sport Wales.

**Kevin Orford** was previously Chief Executive of the East Midlands Strategic Health Authority.

**Lisa Pinney** is Head of Strategic Co-ordination at the Environment Agency.

**Oliver Rowe** was previously Business Director at BDA Communication.

## From the Chief Executive



Stonewall is committed to going above and beyond normal charity good practice by providing a full report of our campaigning activity to supporters who make this work possible. That's why our

Annual Report is so important. It allows us to show you how we spend your donations and the real difference we're able to make.

In the past year alone, we've been able to distribute our highly-praised set of Different Families resources to every single one of Britain's 25,000 primary schools. We've also distributed our *School Report 2012* to every secondary school head in Britain. This important research sets out the scope of the challenge we face in tackling endemic levels of homophobic bullying and also provides clear advice on how to address the problem.

We've also further developed our pioneering Health Champions programme, supported by the Department of Health, to assist 20 major NHS organisations in improving patient care. This vital work to address health inequalities was supported by the publication in spring 2012 of our pioneering *Gay and Bisexual Men's Health Survey* – the largest survey of its kind in the world – which provided clear evidence of the specific challenges facing gay and bisexual men. We've also been able to publish the first research into the experiences of black and minority ethnic gay people who access public services.

We have also, of course, continued to push for equal legal treatment for gay people. In December 2011 we saw off an attempt to wreck our 'Alli amendment', which allows the

celebration of civil partnerships in religious premises. Despite often vitriolic opposition we're continuing to lobby Parliament to extend the legal form of marriage to same-sex couples within the lifetime of this parliament.

During the year, we also saw hugely welcome progress in removing the lifetime ban on gay men donating blood and in securing provisions to remove historic convictions for consensual sex between men.

However, I remain acutely aware that so much is left to do. Our progress in Britain highlights the persecution still faced by millions around the world. Being gay is illegal in nearly 80 countries and being a lesbian is illegal in 49. In five countries same-sex activity carries the death penalty. Thankfully, our international lobbying work is now influencing governments and grassroots organisations around the world.

With your continuing support I am confident we can continue to improve the lives of lesbian, gay and bisexual people in Britain and across the world.

Thank you.

**Ben Summerskill**

Chief Executive

## Senior Staff

**Laura Doughty** Deputy Chief Executive

**Ruth Hunt** Director of Public Affairs

**Cathryn Wright** Director of Finance and Operations

**Catherine Bosworth** Director of Fundraising

**Colleen Humphrey** Director of Workplace

**Andrew White** Director of Stonewall Cymru

**Colin Macfarlane** Director of Stonewall Scotland

**Wes Streeting** Head of Education

**Sam Dick** Head of Policy

**Luke Tryl** Senior Education Officer

# Highlights for the year ending 30 September 2012

## Education

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



**What we did** To help create classrooms that support children from all kinds of families we distributed our highly praised Different Families resources to every one of Britain's 25,000 primary schools. We continued to develop our work to tackle and prevent homophobia and homophobic bullying in Britain's schools, colleges and universities. We distributed our *School Report 2012* to every secondary school head in Britain, providing clear advice on how to tackle homophobic bullying. As a result of our

interventions, Ofsted's inspection framework introduced explicit reference to homophobic bullying. We developed an initial teaching training programme and guide for new teachers and delivered training through 21 major providers. By the end of the year our Education Champions programme was providing support to 64 education authorities – more than one in three – and we launched a parallel programme to support individual schools.

Young people remain central to much of our work. We further developed our Talent Programme for next-generation leaders aged 18-23, and we published the third annual edition of our online university guide *Gay by Degree*. Almost 200 young people attended a Youth Pride brunch attended by the Deputy Prime Minister.



**The Talent programme was the first time I was truly able to open up, and the people there were in the same boat – quite possibly the greatest and most diverse group of people I have met. It taught me about the importance of role models, whoever they may be, whatever they may do.'** – Joe, 23, Stonewall Talent Programme 2012 participant.

## Workplace

**What we said we'd do** Promote fair treatment across the GB workplace. Further grow our Diversity Champions programme, helping gay people choose good employers and develop at work. Promote the business case for equality and ethical consumerism. Promote pension equality.

**What we did** By the end of the year almost 600 major employers were members of our Diversity Champions programme, employing

almost six million people between them. Growth continued in both the private and public sectors in spite of the external environment and a fall in membership of comparator programmes. More than 500 employers attended our annual Workplace Conference, addressed by the Home Secretary, and we held similar conferences in Manchester, Edinburgh and Cardiff. Our Workplace Equality Index 2012 again provided over 360 employers with a free opportunity to benchmark progress in workplace equality. In achieving widespread media coverage the Index also raised public awareness of the business case for gay equality. We published the seventh annual edition of *Starting Out*, our graduate recruitment guide. We published new guidance for employers both on monitoring sexual orientation and supporting gay staff posted abroad. We supported the launch of a parallel workplace programme in Ireland.



**It is our task to end discrimination whenever we find it. It might be through encouraging role models to stand up and be counted. Or it might be through the action and commitment of each and every employer in this room**

**who is striving to make workplaces better and more inclusive places to be.' – Home Secretary Theresa May, at Stonewall's Workplace Conference in April 2012.**

## Equality at home

**What we said we'd do**

Put equality into practice by promoting fair treatment of all lesbian, gay and bisexual people across the public domain in areas such as the NHS, the policing and justice system, housing, care, children's services and sport. Improve political representation.

**What we did** We further developed our health work through a pioneering Health Champions programme, supported by the Department of Health, to assist 20 major NHS organisations to help them improve patient care. Our health work was supported by the publication in spring 2012 of our *Gay and Bisexual Men's Health Survey* – the largest survey of its kind in the world – which provided clear evidence of specific health challenges facing gay and bisexual men. We delivered training to the Royal Colleges of GPs, Nursing and Psychiatrists on equality and gay people's health. We also published the first research into gay black and minority ethnic people's experience of using public services. We worked with police forces to support the effective training of football stewards and lobbied the major political parties on improving their representation of lesbian, gay and bisexual people.

**It's unfortunate if schools and colleges or hospitals or the police decide that racism is more important [than homophobia] but that's what they do. Everybody**



**is equal or we're not equal at all, really.' – Aisha, 43, interviewed for One Minority at a Time, our report on ethnicity and sexual orientation.**

## Equal legal treatment



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

Secure equal legal treatment in areas where it doesn't already exist such as extension of the legal form of marriage to same-sex couples. Influence public policy development

in areas such as service delivery, blood donation, asylum, the workplace and faith-sanctioned discrimination.

**What we did** Our efforts to achieve equal marriage were advanced by the passage of our 'Alli amendment', which allowed the celebration of civil partnerships in religious premises. Our *Living Together* report, based on YouGov polling of over 2,000 people across Britain, provided MPs and the media with clear evidence of the scale of public support for equal marriage and other measures to advance equality and tackle discrimination. We continued to lobby Parliament and argue in the media for equal marriage and used our large presence in social media to encourage thousands of people to participate in the public consultation in England and Wales. We successfully persuaded the government to enhance its proposal to disregard historic convictions for consensual sex between men. Our lobbying to lift the automatic ban on blood donation from gay and bisexual men was successful and we worked to ensure that the revised guidelines were appropriately implemented. We recruited our first dedicated staff to support our work internationally and engaged extensively with the Foreign & Commonwealth Office and others to promote this work.

**Thank you for welcoming us to Stonewall. Our day with you was very inspiring, and we've been processing all the possibilities you offered us. Thank you for your time and for sharing your expertise.' – Roman Tycka Kollárik, from Slovakian LGB&T campaigners Q-Centrum.**

## Media

**What we said we'd do** Promote fair and representative coverage in the print and broadcast media. Pro-actively engage broadcasters to promote realistic representation of lesbian, gay and bisexual people. Develop more 'non-crisis intervention' by Stonewall in the media. Encourage LGB people to engage with newspapers and broadcasters.

**What we did** We continued to work with major broadcasters, producers and through the cross-industry Creative Diversity



Network to improve the portrayal of gay people in the media. The sixth Stonewall Awards, held in November 2011 and hosted by Stephen K Amos, once again provided a significant opportunity to highlight and celebrate the achievements of a range of people and organisations that had conspicuously supported or promoted equality during the previous year, most particularly in the print and broadcast media. We continued to receive a disproportionately high media profile – both for our issues and organisationally – for a charity of our size.

**A public broadcaster which fails to serve any significant slice of British society will not prosper. We owe Stonewall a big debt of gratitude for helping us both to see our shortcomings and to begin to address them.' – BBC Director-General Mark Thompson, at Stonewall's Education for All Conference in July 2012.**

## Stonewall in Scotland and Wales

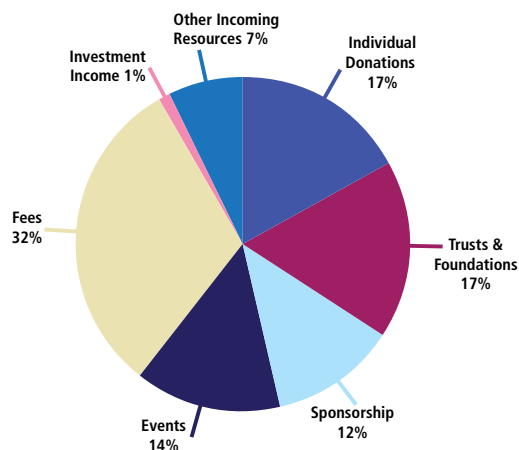
Stonewall Scotland worked closely with the new Scottish Government and Parliament and promoted marriage equality. The charity's ground-breaking Good Practice Programme worked with a range of public bodies across Scotland to help them become exemplars of service delivery for lesbian, gay, bisexual and trans people. Membership of the Diversity Champions programme for Scottish employers was 34 at the end of the year. Stonewall Cymru continued to work in partnership with the new Welsh Government representing the interests of lesbian, gay and bisexual people across Wales. Membership of the Diversity Champions programme for major Welsh employers had risen to 32 by the end of the year, and Stonewall Cymru held a second Workplace Conference for employers. The charity continued to promote issues of community safety, and its Education Champions programme grew further.

## Fundraising

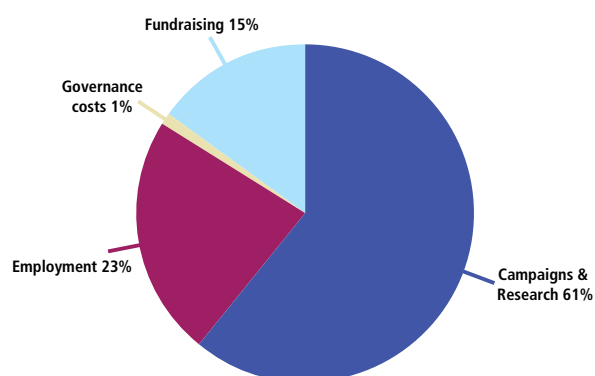
We continued to diversify our income sources and successfully grew funding from corporate sponsorship, trusts and foundations and advertising. Thanks to the loyalty of our Friends, Close Friends and Ambassadors we have been able to maintain our Individual Giving income despite the economic climate, which is negatively impacting many other charities. We launched a new job site, Proud Employers, providing both valuable new funding and a useful resource for lesbian, gay and bisexual job seekers. The Equality Dinner, the Brighton Walk, the Summer Party and the Stonewall Awards remained the centrepieces of our fundraising calendar. In September we launched a new women's comedy gala, *Girls' Night Out*, attended by over 500 supporters. Our fundraising team, strengthened during the year, continued to focus on relationship-building across all areas.

# Financial summary for the year ending September 2012

Money in: £4,016,778



Money out: £3,842,518



## Incoming resources

### Incoming resources from charitable activities

Individual donations	£696,002	£758,114
Trusts and Foundations	£681,341	£824,566
Sponsorship	£487,226	£452,479
Events	£571,822	£483,103
Fees	£1,256,532	£1,185,132

### Incoming resources from generated funds

Investment income	£55,922	£26,817
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### Other incoming resources

	£267,933	£129,785
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### Total incoming resources

	<b>£4,016,778</b>	<b>£3,859,996</b>
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## Resources expended

### Charitable activities

Campaigns & research	£2,336,241	£2,104,387
Employment	£870,581	£750,080
Governance costs	£55,311	£62,399
	<b>£3,262,133</b>	<b>£2,916,866</b>

### Cost of generating funds

Fundraising costs of grants and donations	£580,385	£580,342
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### Total resources expended

	<b>£3,842,518</b>	<b>£3,497,208</b>
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### Net income for the year

	<b>£174,260</b>	<b>£362,788</b>
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### Total funds brought forward 1 October 2011

	£2,703,594	£2,340,806
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### Total funds carried forward 30 September 2012

	<b>£2,877,854</b>	<b>£2,703,594</b>
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## BALANCE SHEET as at 30 September 2012

	2012 £	2011 £
<b>Fixed assets</b>		
Tangible assets	39,300	50,256
<b>Current assets</b>		
Debtors	404,552	271,910
Short term deposits	2,100,000	2,500,000
Cash at bank	1,153,900	757,855
	<b>3,658,452</b>	<b>3,529,765</b>
<b>Liabilities</b>		
Creditors: amounts falling due within one year	819,898	876,427
<b>Net current assets</b>	<b>2,838,554</b>	<b>2,653,338</b>
<b>Total assets less current liabilities</b>	<b>2,877,854</b>	<b>2,703,594</b>
<b>Net assets</b>	<b>2,877,854</b>	<b>2,703,594</b>
<b>Funds</b>		
Unrestricted funds	2,815,986	2,669,872
Restricted funds	61,868	33,722
<b>Total funds</b>	<b>2,877,854</b>	<b>2,703,594</b>

## Independent auditor's statement to the members of Stonewall Equality Limited

We have examined the summary financial statement for the year ended 30 September 2012 which comprises the Summary Statement of Financial Activities and Summary Balance Sheet.

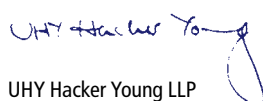
### Respective responsibilities of the trustees and the auditor

The trustees are responsible for preparing the summary financial statement in accordance with applicable United Kingdom law. Our responsibility is to report to you our opinion on the consistency of the summary financial statement with the full annual financial statements, and its compliance with the relevant requirements of section 427 of the Companies Act 2006 and the regulations made thereunder.

We conducted our work in accordance with Bulletin 2008/3 issued by the Auditing Practices Board. Our report on the company's full annual financial statements describes the basis of our opinion on those financial statements.

### Opinion

In our opinion the summary financial statement is consistent with the full annual financial statements of Stonewall Equality Limited for the year ended 30 September 2012 and complies with the applicable requirements of section 427 of the Companies Act 2006 and the regulations made thereunder.



UHY Hacker Young  
Statutory Auditor  
Quadrant House  
4 Thomas More Square  
London E1W 1YW

Date: 29 January 2013

### Trustees' statement

The trustees confirm that the summarised financial statements on these pages are a summary of information extracted from the full financial statements of the charity

which were approved in January 2013 and submitted to Companies House and the Charities Commission. The summarised financial statements may not contain sufficient information to allow for a full understanding of the financial affairs of the charity. For further information, the full financial statements should be consulted. Copies of the full financial statements are available from the Finance Department, Stonewall Equality, Tower Building, York Road, London SE1 7NX.

The auditor has issued unqualified reports on the full annual financial statements and on the consistency of the directors' report with those financial statements. Their report on the full annual financial statements contained no statement under sections 498(2)(a), 498(2)(b) or 498(3) of the Companies Act 2006.



**Jacqueline Davies**  
Chair, Board of Trustees

## Thank you

American Express  
Aviva  
Awards for All (England)  
Awards for All (Wales)  
Awards for All (Scotland)  
Bank of America Merrill Lynch  
Barclays  
Big Lottery Fund  
BNY Mellon  
BP  
C A Rodewald Charitable Trust  
Coutts  
The Coutts Charitable Trust  
Credit Suisse  
Department of Health  
EE  
Eleanor Rathbone Charitable Trust  
Equality and Human Rights Commission  
Esmée Fairbairn Foundation  
Freshfields Bruckhaus Deringer LLP  
Garfield Weston Foundation  
Google  
IBM  
J P Morgan  
Lloyds Banking Group  
Lloyds TSB Foundation  
Mickworth Charitable Trust  
The Monument Trust  
Nationwide  
Paul Hamlyn Foundation  
The Percy Bilton Charity  
Rayne Foundation  
The RS Macdonald Charitable Trust  
Scottish Government (Voluntary Action Fund)  
Shell  
Slaughter & May  
Societe Generale

Square Peg Media  
Sylvia Adams Foundation  
TSE Foundation  
Vodafone Foundation  
Wales Council for Voluntary Action  
Welsh Assembly Government  
Zach-Adams Family Fund

## Ambassadors

Jeff Abrahamson  
Mike Anderson  
Mark Beard & Paul Berncastle  
Richard Beaven  
Neil Bentley  
Liz Bingham  
Joanne Blundell  
Robin Bolland  
Jo Bostock  
David Bouchier & Stephen Hanscomb  
Martin J Bowley QC  
M Bradshaw  
Jonathan Burr  
David Caldana  
Paul Callaghan  
Cameron Cartmell  
Maureen Chadwick & Kath Gotts  
Andrew Corbett-Nolan  
Justin D'Agostino & Yeo Kee Chong  
Jacqueline Davies & Tania Maidment  
Philippa Drew  
Richard Duncalf & Oscar Pinto-Hervia  
Colin Farrington  
Saleem Fazal  
Lee Fern  
Mark Finn  
Catherine Foster  
Vincent Francois  
Johan Fraser

Sir Adrian Fulford  
Sarah Garrett  
Stephen Gockmann  
Stephen Golden  
Wanda Goldwag  
Rory Graham  
Liz Grant & Kate Harris  
Tim Hailes  
Rachel Harper & B Yeadon  
David Harris & John Manuel  
Peter Havelock  
Julien Hays  
Alan Herdman  
William Hoffman  
Julia Hoggett  
Jonathan Horsfall Turner  
Gary Houghton-Rogers  
Simon Humphries  
Andy Hunter  
James Hurlin  
David Isaac  
Geraldine Jeffrey  
Matthew Jenner & Tom Wanless  
Terrell Jordan & Justin Shaffer  
Paula Kahn  
Tim Kidd  
Danny Kohler  
Pierre Lagrange  
James Laughland  
Guy Lipman  
Kate Lumetta  
Dids Macdonald  
Jenny MacDonald  
Eric Mackay  
Ian McKellen  
Mark Melvin  
John M G Michelsen  
Shona Milne  
Simon Millson  
Peter Molyneux

Stefano Nappo  
Abba Newbery  
Femi Otitoju  
Christian Pankhurst  
Ian Parker  
Kevin Parker  
Randall S Peterson  
Deian Rhys  
& Euan MacLennan  
Linda Riley  
Amanda Salt  
Suki Sandhu  
Rev Ingrid L Scott  
Bernard Sharp  
Harry Small  
Mike Spencer  
Adam L Stanley  
Yvonne Stewart-Williams  
Andrew Stone  
Nick Swinburne  
Rebecca Trowler QC  
John Twomey  
Elliot Vaughn  
Gok Wan  
Mark Washer  
David Watson  
S J Watson & Nicholas Ib  
Carole Anne Weir  
Sarah Weir  
Emma Whitby-Smith  
Susan Williams  
Anna Whowell  
Tom Winchester  
Daniel K Winterfeldt  
& Jonathan E Leonhart  
Andy Woodfield  
Emma Woolcott  
Belinda Wright & Laura Scott  
Saibh Young  
Helena Zedig

## Stonewall's key priorities for 2013-2014

**Education** Challenging homophobia and celebrating different families in secondary schools, primary schools, colleges and universities through our Education for All programme. Working with schools, national and local government, teachers and young people themselves to raise standards and challenge underachievement by pupils.

**Workplace** Promoting fair treatment across the GB workplace. Further growing our Diversity Champions programme to reach the employers of six million people. Promoting the business case for equality. Helping all lesbian, gay and bisexual people choose good employers, develop at work and become next generation leaders.

**Equality at home** Putting equality into practice by promoting fair treatment of LGB people across the public domain such as the NHS,

the policing and justice system, blood donation, asylum, sport, housing, care and children's services. Dealing effectively with 8,000 enquiries to our Info Service.

**Equal legal treatment** Securing equal legal treatment in Britain in areas where it doesn't already exist such as extending the legal form of marriage to same-sex couples. Improving political representation. Influencing international institutions and other governments to extend legal equality to LGB people.

**Media** Promoting fair and representative coverage in the print, broadcast and digital media. Pro-actively engaging broadcasters to promote realistic representation of LGB people. Developing more 'non-crisis' intervention by Stonewall in the media. Encouraging LGB people to engage with the media.

### Stonewall

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### Stonewall Cymru

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