

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

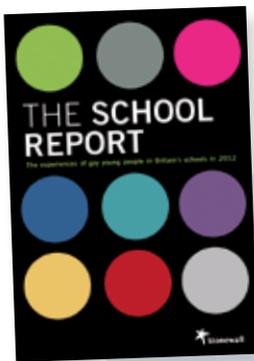
Sam Dick Head of Policy

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.

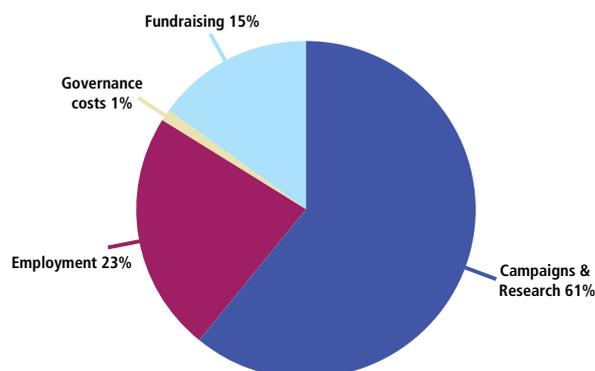
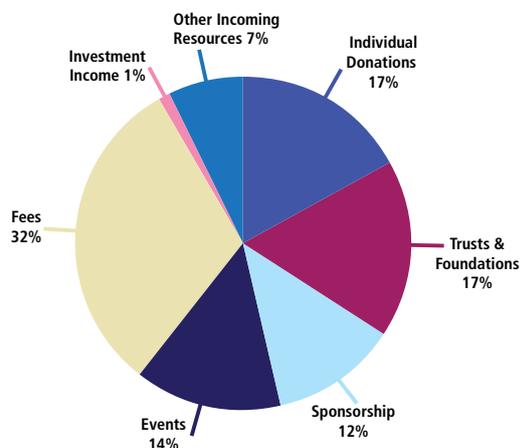
Fundraising

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

	Year to 30 Sep 2012 £	Year to 30 Sep 2011 £
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

	4,016,778	3,859,996
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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
	3,262,133	2,916,866

Cost of generating funds

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

	3,842,518	3,497,208
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Net income for the year

	174,260	362,788
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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

	2,877,854	2,703,594
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BALANCE SHEET as at 30 September 2012

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

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.

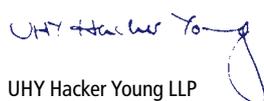
Respective responsibilities of the trustees and the auditor

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 Otiotoju
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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