



LGBT FOUNDATION LIMITED

(A Charitable Company Limited by Guarantee)

**formerly known as
THE LESBIAN AND GAY FOUNDATION**

**Annual Report, Financial Statements
and Impact Report**

**For the financial year ended
31 March 2016**

**Registered Charity No. 1070904
Company No. 03476576**

Our Objects

To preserve and promote the good health, and in particular the physical, sexual and mental health of:

- Persons who are lesbian, gay, bisexual and transgendered
- Persons in doubt of their sexual identity;
- Persons diagnosed with HIV and related illnesses; and
- Any persons who may be affected or involved with any of the above, particularly partners and families.

And to provide relief for such people in need thereof at times of mental and emotional stress.

Our Strategic Framework 2015-16

Our Vision

We believe in a fair and equal society where all lesbian, gay, bisexual and trans people can achieve their full potential.

Our Strategic Goals

- Meeting the needs of LGBT people by providing services
- Achieving change with and on behalf of LGBT people

Our Values

- **Passion:** We are passionate about what we do, ensuring that everyone who comes into contact with us has the best possible experience.
- **Integrity:** We are professional and honest, holding ourselves accountable to the highest ethical and performance standards.
- **Empowerment:** We are committed to enabling everyone to flourish, creating time and space for good people to do great things.
- **Respect:** We are respectful of ourselves and each other, celebrating difference and trusting people to do what's right.

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Annual Report and Financial Statements

For the year ended 31 March 2016

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Our Annual Review 2015/16 (which is also referred to as our 'Impact Report'), is the summary, community version of this Annual Report.
From Sept 2016, it can be viewed at: www.lgbt.foundation/about-us/annual-reports

Chair and Chief Executive's Report – 2015/16

It's been another whirlwind year at LGBT Foundation, witnessing both considerable achievements that have made us proud, and difficult challenges that have tested our resolve. As well as significant, positive developments across our services, a particular highlight this year has been the growth of our new Trans programme. Following the decision to become a trans inclusive charity in 2014, we've been greatly heartened by people's willingness to help us on this journey. On the flip-side however, we've once more had to navigate a difficult financial environment, lobbying against cuts, and adapting to funders' requirements and expectations. As in previous years, we remain committed to delivering our front-line services wherever possible. We've therefore made other sacrifices across the charity, including restructuring our staff team in response.

During these tumultuous times, we're reminded once more of the old saying that the only thing constant is change. Perhaps not surprisingly therefore, we've begun to look back on our history and reflect on our evolution over the past few decades. For whilst the Foundation was formed through a merger in April 2000, our origins actually delve way back to 1975. During this time, we've grown from a pioneering helpline run from a volunteer's back bedroom, to become one of the country's main LGBT charities, serving over 40,000 people.

And whilst we've witnessed (and indeed helped influence), so many political and social advances for LGBT people, demand for our services has continued to grow, rather than decrease. This year we've once again supported a record number of people, including those with complex and interrelated problems. Day in, and day out, we continue to help LGBT people when they need us most. Whether that be counselling, sexual health testing, community safety, befriending or much more, we know that at times, life in the 21st century can still be a real struggle ... simply because of who we are and who we love.

Nor is this the whole story. As well as providing services and resources, we also know that we must continue to fight for equality and acceptance. The world has recently been shocked by the horrific events that unfolded in a gay nightclub in Orlando, resulting in the senseless murder of LGBT people enjoying an innocent night out. It reminds us all of the devastating effects that the seeds of hatred can sow. With hate-crime on our own streets remaining a persistent issue, we can never become complacent when it comes to challenging bigotry and discrimination. Therefore with the support of our communities and allies, we will continue to raise the needs and experiences of LGBT people and ensure that our voices are heard.

Of course, none of our work could happen without the support of people and organisations giving of both their time and money. Over 85% of all income raised goes towards our charitable activities, delivering high quality services that achieve an average satisfaction rate of 98%. This is a fantastic result, and as ever, we remain indebted to you. We are truly grateful for your support.

David McGovern, Chair of the Board of Trustees
Paul Martin OBE, Chief Executive

If you'd like to join us, there are number of ways to become involved, including:

- Register for our free, weekly e-Bulletin, providing you with up to date information and stories (at www.lgbt.foundation/register);
- Follow us on Twitter, for all the latest news and events (@LGBTfdn) and find us on Facebook ('LGBT Foundation').
- Become a volunteer, helping to support our events, services and office functions; and
- Join our monthly donor scheme, helping to make sure we can finance our work (www.lgbt.foundation/donate)

For more information on any of these opportunities, please **phone us** on 0345 3 30 30 30; **email us** at info@lgbt.foundation; or **visit our website** at www.lgbt.foundation

Report of the Board of Trustees For the year ending 31 March 2016

The Board of Trustees are pleased to present their annual report and the audited financial statements of LGBT Foundation, (formerly The Lesbian and Gay Foundation), for the year ended 31 March 2016. The financial statements comply with the Charities Act 2011, the Companies Act 2006, the Memorandum and Articles of Association and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard for Smaller Entities. The charity was incorporated by guarantee on 1 December 1997. It has no share capital and is a registered charity. The guarantee of each member is limited to £1. The governing document is the Memorandum and Articles of Association of the company and members of the Board of Trustees are the Directors of the company.

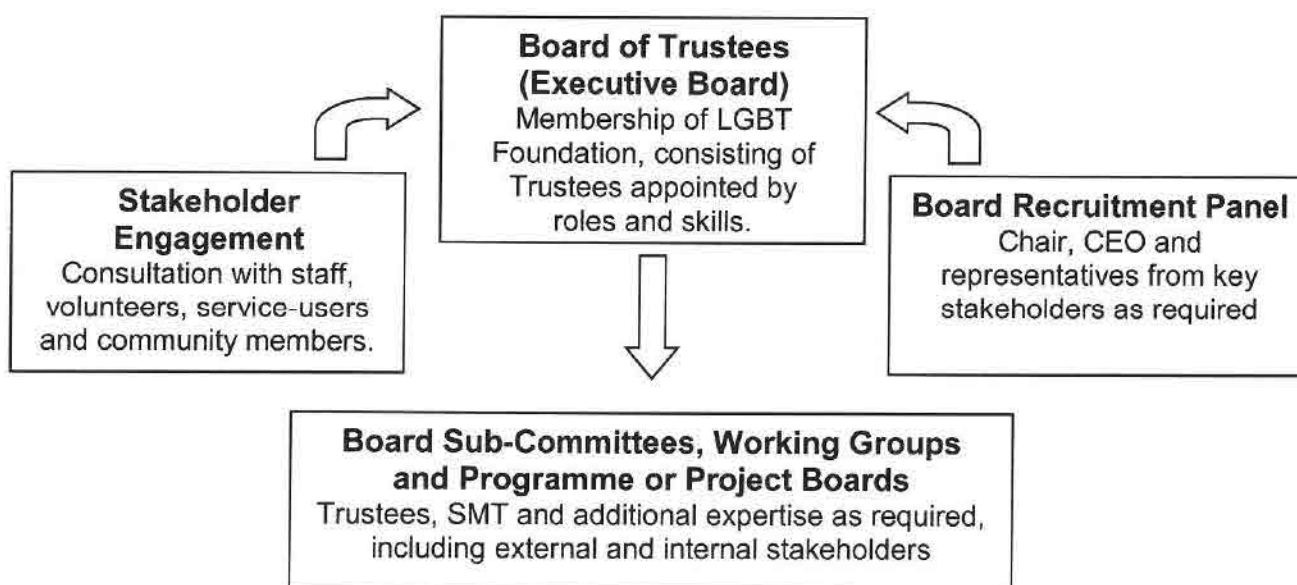
Structure, Governance and Management

LGBT Foundation is governed by a Board of Trustees who also serve as Directors of the Company. Our various arrangements for governance are brought together in one place within our Governance Manual, which is reviewed on an annual basis.

LGBT Foundation's Leadership Model

The Board of LGBT Foundation also constitutes the membership of the Charity. The Board has a number of mechanisms in place to consult with key stakeholders, (such as Staff, Volunteers and Service users), to inform our work and decision-making.

The Board is also supported by involving a recruitment panel to oversee the recruitment of new Trustees. Trustees are recruited either through open recruitment, or identified by recommendation, based upon their skills and experience, and in line with the needs and aspirations of the Board.



Trustees are appointed for a three-year period on a rotational basis, with no limit on the number of times a Trustee can put themselves forward for re-election.

All new Trustees are required to undertake an induction programme, including the provision of an extensive induction pack, staff presentations, and peer-mentoring as desired. Trustee training needs are assessed and a programme of internal and external training arranged on an annual basis to meet these needs.

Full Board of Trustee meetings during 2015-16 were held on a quarterly basis with meetings lasting half-a-day. Strategic themes were included within a standard agenda. In addition, any other strategic meetings are held as required. Responsibility for reviewing key areas of financial activity and policy is delegated to the Finance and Administration Sub-Committee (FASC), which reports back to the Board meetings. The Sub-Committee operates under agreed terms of reference and includes both Trustees and members of the Senior Management Team, as well as staff and at times, key external specialists. The day-to-day operations of LGBT Foundation, including finance, are delegated to the Chief Executive and his Senior Management Team.

The Board sub-committees during 2015/16 were:

- **Governance Sub-Committee** – maintains a scrutiny and review role to ensure effective governance structures are in place across the organisation.
- **Finance & Administration Sub-Committee** – maintains a scrutiny and review role to ensure effective financial, people and systems management across the organisation.
- **Planning & Performance Sub-Committee** – maintains an overview of project and programme performance, ensuring that (i) quality is maintained and/or increased; (ii) set targets are achieved; and (iii) ideas for innovation are explored.

Statement of Trustees' Responsibilities in Relation to Financial Statements

The charity's Trustees, (who are also the Directors of LGBT Foundation for the purposes of company law), are responsible for preparing the Trustees' Annual Report and Financial Statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the Trustees to prepare financial statements for each financial year, which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure of the charitable company for that period. In preparing these financial statements, the Trustees are required to:

- Select suitable accounting policies and then apply them consistently;
- Observe the methods and principles in the Charities SORP;
- Make judgements and estimates that are reasonable and prudent;
- State whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

The Trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time, the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of the financial statements may differ from legislation in other jurisdictions.

Members of the Board of Trustees, who are Directors for the purposes of company law, and Trustees for the purposes of charity law, who served during the year and up to the date of this report are set out on page 26.

In so far as the Trustees are aware at the time of approving our trustees' annual report:

- there is no relevant audit information of which the charitable company's auditor is unaware; and
- the Trustees, having made enquiries of fellow directors and the charitable company's auditor that they ought to have individually taken, have each taken all the steps that he/she is obliged to take as a director in order to make themselves aware of any relevant audit information and to establish that the auditors is aware of that information.

Public Benefit

The Trustees, in exercising their powers and duties, have complied with their duty in the Charities Act 2011 to have due regard to the public benefit guidance published by the Charity Commission. In preparing the report and accounts the Trustees have complied with the requirements set out in that guidance to report on the significant activities and achievements of the charity in 2015/16. They have reported in a way that both sets out the aims and strategies of the charity and demonstrates how the aims and activities of the charity were carried out for the public benefit.

Risk Management

The Trustees have assessed the major risks to which the charity is exposed, in particular those related to the operations and finances of the charity and are satisfied that the systems are in place to mitigate the charity's exposure to the major risks.

Risks are identified through a number of routes, including output from Board of Trustees meetings and Committee meetings; via the regular cycle of Senior Management Team meetings; and through the annual planning cycle. Risks are recorded on the 'Risk Register', which identifies, for each risk, the steps required to mitigate the risk and the Trustee or member of the Senior Management Team responsible. The Risk Register forms part of Board and other related meetings, where it is reviewed on an ongoing basis.

Objectives and principal activities for 2015/16

All our principal activities support our objects and vision. The two major areas of activity during 2015/16, (referred to as our strategic goals), were:

- Meeting the needs of LGBT people by providing services
- Achieving change with and on behalf of LGBT people

Our services include a wide range of community, health and support interventions, based on demand and evidence of need.

This year we continued to have a strong focus on HIV prevention and sexual health. We developed our Condom and Lube Distribution Scheme (CLDS), continued to host testing services,

delivered campaigns, information and training. We continued to experience high demand for testing services and for our safer sex packs. Our outreach and netreach services continued to grow and we enabled even more people to access the sexual health and wellbeing support that they need.

"It's been lovely seeing the LGBT Foundation so active on the forums and just wanted to say hi personally ... keep up the good work guys" Feedback from a user on Netreach.

Our Women's Programme built on the strong foundations of previous years and continued to meet the needs of lesbian and bisexual women. We supported women through a diverse and thought-provoking series of events as well as through our wellbeing services and via our focused e-bulletin.

"Wonderful! Thanks. You were brilliant with my daughter - she really struggles because of her disabilities and she loved it a found it very useful." – Feedback from an attendee at a Women's Programme workshop.

The year saw the launch of our dedicated Trans programme of work, supported by the Big Lottery Fund, focusing on the health and wellbeing needs of trans people. This is a significant step forward in developing our offer for trans people and has got off to a fantastic start.

"We're looking at the issues affecting the trans community - whether they be social, medical, legal or employment. We're also, as an organisation, looking both locally and nationally, at what we can do to help to enhance the standing of the trans community and help it address any problems or issues that are causing it any particular difficulty." – Catherine Poulton, LGBT Foundation Trustee and Trans Programme volunteer

During 2015-16 we developed our mental health and wellbeing services, offering counselling, befriending, group work, pop-in and via our helpline. This enabled LGBT people to take positive steps in managing their own health and wellbeing.

Our Community Resource centre hosted regular meetings and one-off events for a wide range of LGBT community groups over the year. This included hosting our Sugar & Spice event and acted as an oasis of calm for people during the lively Manchester Pride celebrations.

We continued the expansion of our Pride in Practice quality standard for GPs and began to develop expansion plans for this across all primary care, aligning more closely with our Community Leaders programme. Together, this work helped to engage health professionals and to support local people in influencing local health infrastructure, improving the lives of LGBT communities.

"Yes, very informative. Brilliant speaker, made the session fun." – Sexual Orientation Monitoring training.

This year saw continual growth in the use of our website and social media. This resulted in LGBT people having greater access to advice, support and specialist information, meeting a key need of LGBT community members.

Our Facebook page has increased in popularity over the year, with thousands of new 'likes' and similarly, our Twitter account has seen considerable expansion. These formats provide the ability to communicate to members of the community in an active way and, more importantly, in real time. This also allows the community to engage directly with us, providing feedback and comments that help us shape our services and our messages. We're also able to use these channels to effectively engage with other organisations and professional people with an interest or

stake in LGBT issues. This has increased our ability to inform and influence mainstream services, and led to successful interactions to inform them of the needs of LGBT people.

We have continued to grow our voice and, significantly increase the voice of the community through the range of forums and networks we engage with and lead. We continue to act as the Lead Partner of the 'National LGB&T Partnership', and have led the Partnership to an even more comprehensive approach to raising awareness of the needs of LGBT people in health settings. This has involved meaningful dialogue and significant progress in influencing system partners regarding the importance of sexual orientation monitoring, as well as feeding in the views of LGBT communities, and the wider sector, to a number of key consultations throughout the year.

Our volunteer programme has continued to go from strength-to-strength, with a dedicated and enthusiastic team. We currently have over 130 active volunteers, providing vital hours on a weekly, monthly and annual basis to support the work we do. This has included delivery of some of our key support services, such as counselling, befriending, Village Angels and clinics. Together, they contributed over 7,068 hours of essential volunteering to help LGBT communities.

Whilst these principal activities are not exhaustive of our work during 201/16, they help to build a picture of the charity's comprehensive programme of activities to help benefit LGBT people and communities.

In addition to the above programmes of work, we began to develop firm plans and negotiations for new services including a drugs and alcohol service, evolution of our talking therapies services to include IAPT delivery and project planning for research into severe and multiple disadvantage for LGBT people.

The Trustees have complied with the duty in the Charities Act 2011 to have due regard to the guidance on public benefit published by the Charity Commission.

Our Impact in Brief

Below is a summary overview of some of our highlight achievements in 2015/16:

- In total, our services, information and resources were accessed 1,308,192 times during the year. (This figure excludes our condom and lube distribution scheme). This includes impressive reach and access via Facebook and Twitter of 862,631 times. Additionally, across all of our services, we had a satisfaction rate of 98%.
- We additionally distributed 434,568 condoms and 430,468 sachets of lube to 193 community access points across Greater Manchester. These resources continue to act as a key preventative tool to help protect against HIV and other sexually transmitted infections (STIs).
- Based within the 'Gay Village' within central Manchester, our building was visited 22,096 times by people accessing our services, training and events. (A rise of 17% on the previous year).
- We also interacted 2,037 times online with MSM through 103 netreach sessions on popular dating/hook-up sites; as well as with 20,155 people through outreach support. This includes attendance at key events and our night-time, community safety initiative called Village Angels.
- In partnership with Manchester Centre for Sexual Health, we delivered 653 sexual health tests in community-based settings, including full screening and rapid HIV testing, (a rise of 6.5%).
- We increased the percentage of women attending our generic services to 37%, of whom 95% reported an increase in their health and wellbeing. Our 'Well-Women' programme also engaged with 260 women in women-specific monthly workshops and annual events; as well as regularly keeping informed over 2,500 women, through a dedicated women's e-bulletin.
- Foundation Direct, (which combines our helpline, email support and pop-in service), supported a total of 2,328 people. As with previous years, our pop-in service consistently achieves 100% satisfaction. Our service users often comment on the effectiveness of the immediate support provided by staff and volunteers, particularly for those who are in crisis.
- In 2015/16, we supported 133 people through our Counselling Service, a 9% increase from the previous year. Our team of trained staff and highly skilled volunteers delivered 937 one-to-one sessions, with 100% reporting an improvement in their mental health and wellbeing.
- A further 269 individuals received peer-help through our range of support groups, attending 882 places. Another 35 people were also supported through our Befriending Scheme, helping to build their confidence and reduce their isolation; with the scheme achieving 100% satisfaction.
- We supported a total of 364 people across our services who reported a hate crime; in addition to another 38 people seeking advice at either our Police or Legal Advice Surgeries.

- A total of 892 people were involved in our various research projects, helping to develop the LGBT evidence base. We also increased the number of statistics on our Evidence Exchange to 4,702; as well as responding to 53 local and national consultations about important LGBT issues.
- Our website provided accessible information and advice 255,456 times to 208,404 unique users (a 40% rise). Furthermore our YouTube channel was viewed an additional 20,746 times. We also increased our Twitter followers to 40,869; Facebook to 74,119 and our weekly e-bulletin to 5,927.
- 1 in 4 GP practices in Greater Manchester are now involved with our Pride in Practice scheme, collectively serving over 1,000,000 patients. We also trained 1,006 external staff (mostly 'health professionals'), with 100% recommending the training.
- We involved 258 volunteers in our work, seeing a 44% increase in the size of our Volunteer Team. In particular new opportunities arose through our Trans Programme, and Women's Programme. 90% of our volunteers reported that they had developed new skills as a result of their volunteering with us, with 96% recommending us as a place to volunteer.
- Through our Manchester Youth Fund project, we ran a total of 40 workshops for 923 young people within schools, colleges and youth groups, creating safer places for LGBT students.

Principal Achievements for 2015-16

Goal 1: Meeting the needs of LGBT people by providing services

- People visited our Community Resource Centre 22,096 times, accessing services, support, training, information and a range of different events. Once again, this is a record number, representing 17% more than the year before. Across all of our services, we had a 98% satisfaction rate, of which seven in ten people were 'very satisfied'. Service users continue to shape and influence our provision, including establishing the Trans Advisory Group and Women's Advisory Group.
- Our 'Foundation Direct Service' has proven to be a vital service for people who are waiting to access longer term support such as counselling and befriending, as well as being a robust link with emergency services for some of our most vulnerable service users.

Through this service, we were able to help a total of 2,328 people, including 1,364 people through our helpline, 283 through our pop-in service and 681 via e-mail. These wraparound services have enabled staff and volunteers to help users who reached out to us from remote areas, including those with little or no contact with the LGBT community or other services. In particular, our helpline and e-mail services have also been beneficial to people who wanted their contact to remain as discreet as possible.

- During 2015/2016 we supported 283 people through our pop-in service. All sessions were delivered on a one-to-one basis by trained staff at our Community Resource Centre, in the heart of the Gay Village. Staff and volunteers were able to provide advice and support on many of the issues brought to the service such as mental ill-health, advice on sexual health, issues linked to the individual's sexual orientation and/or gender identity as well as being able to make an immediate referral to internal and/or external services for further support.

Many commented on how grateful they were for being able to receive immediate support, especially when experiencing a difficult situation, which could have led to a serious crisis. On two different occasions we were able to keep a service user safe whilst they were in distress and at risk of taking their own life. In these circumstances, we contacted emergency services who then provided the appropriate level of care. As with 2014-2015, the service once again achieved 100% satisfaction, as well as people reporting they'd recommend the service to friends and family.

- Our range of Support and Social Groups provide safe and accessible spaces, for LGBT people to meet likeminded others and reduce their feelings of isolation and build confidence. Between them, these six groups provided 882 places and supported 269 individual people, with 90% reporting an improvement in their overall wellbeing as a result of accessing this service.
- Throughout the year, we distributed 434,568 condoms and 430,486 packets of lube across Greater Manchester, and maintained 193 community access points across Greater Manchester. Our Safer Sex Pack scheme is an integral part of our work to reduce HIV transmission amongst MSM and to encourage people to make informed choices about the sex they're having. We worked with staff at the community access points to effectively

promote and display the Packs, so that they're more accessible to MSM coming into that space. As usual each year, the Safer Sex Pack was re-designed and launched in July, receiving a positive response from the community. Some comments include: *'Looks great, easy to read'* and *'eye-catching with a wealth of information'*. In 2015-16 we additionally launched a 'Play Pack' for the first time, aimed at MSM who are having group sex; providing enough safer-sex resources for users to have safer-sex up to ten times from one pack.

- As with previous years, we continued to notice a shift in people accessing information and advice through our website and social media platforms, further increasing our reach. In particular, 208,404 unique users accessed our website, (an increase of 40% on the previous year), with 505,228 page views. We similarly saw significant growth in the number of people following us on Facebook, reaching 74,119 people, with a further 40,869 on Twitter (growth of 271% and 127% respectively). Through these mechanisms, we're able to share information instantaneously with a significant number of people, as well as provide opportunities for two-way engagement.
- During 2015-16, we created a total of 445 different Flickr Albums for people to view, (capturing different events throughout the year), as well as receiving 20,746 views on our YouTube channel. With a continued focus on men's sexual health, the number of viewers who identify as male has increased to 81% (up from 70% last year), with the remaining 19% identifying as female.
- In 2015-16 LGBT Foundation's sexual health web pages were viewed 30,003 times and 3,260 sexual health resources were downloaded; evidencing the continuing need for information and advice that is targeted to particular community groups, such as gay and bisexual men. We've continued to update the sexual health information on our website, ensuring it's accurate, up to date and informative. This has involved producing information on a number of specific issues that have emerged within the community during 2015-16, such as chemsex and PrEP.
- As well as our own media channels, we also know that we featured in external media (such as magazines, radio and TV), at least 96 times. We received national media coverage in The Independent when we supported our volunteer Robert Kityo's asylum case, after the Home Office detained him. We also featured in Mancunian Matters and the Manchester Evening News, which generated significant attention for Robert's story and helped result in him being released. We also gained a lot of media coverage of our community vigil to commemorate International Day Against Homophobia, Biphobia and Transphobia (IDAHOBIT) and we featured on Granada Reports, LGBTV, Manchester Evening News and Gaydio. One of the key changes over the past year is that we've received an increase in media requests related to the experiences of trans people, especially since we rebranded to LGBT Foundation. Human rights issues relating to trans people and the community has gained particular interest from national media outlets, including the BBC, The Guardian and The Independent.
- We continued to work with Manchester Centre for Sexual Health, to provide vital community testing opportunities aimed at men who have sex with men (MSM). This included the delivery of 82 sexual health screening clinics; including a full screening clinic; a monthly rapid HIV testing clinic based in a porn studio; and a pilot rapid HIV testing service based in a bar in the Village.

During the year, 226 MSM accessed a rapid HIV test through one of our clinics; and a further 427 MSM attended our Outreach Clinics, which provides a full sexual health screening service. This represents a rise of 96% in the number of full sexual health

screenings being requested. This combined total of 653 rapid HIV and full-screening tests is an increase of 6.5%. This is particularly important due to the emerging evidence around the increase of STIs amongst MSM, particularly gonorrhoea and shigella.

We have also been working with attendees of the weekly clinic, delivered in partnership with Manchester Centre for Sexual Health, to develop the service and ensure it is as accessible and comfortable as possible. So far, we've implemented changes to the waiting space and have been more flexible about the way in which the service can be accessed. As a result, our testing services received a 98% satisfaction rate, with over 80% of service-users attending following a recommendation by a friend.

- In 2015-16, we provided 2,037 interactions with MSM through our online platforms. As a fairly new service (set-up in 2014), we've continued to innovate within our Netreach scheme; and last year we gained access to an additional five extra dating/hook-up sites. (This brings our total to seven sites). We've also started to deliver sessions via our late night netreach service, which is delivered between 10pm-12pm, every Friday night.

The netreach service has been strengthened and developed in order to reach MSM through a variety of online platforms. We're now able to provide, on average, three sessions per week. This enables us to provide a discreet and anonymous way for MSM to access information, advice and signposting services. The topics range from clinic and testing information, sexual health advice, chemsex, drugs and alcohol, condom use as well as other sexual health and wellbeing topics.

We mainly support those within the UK, particularly Greater Manchester, but have also interacted with others across the world. Netreach has been a good way for us to promote our clinic and group play packs. We're also in the process of now developing this service within our women's programme.

We additionally engaged with 1,885 people through our 'Question Of The Month' outreach, which occurred twice a week for two hours per session, totalling 79 sessions.

- Our Men's workshops for gay and bisexual men have provided a range of learning and educational opportunities, delivering 12 sessions throughout the year. Each workshop takes a creative and inspirational approach, focusing on topics such as: sexual behaviour online; consent, sexual assault and rape; sex on holidays; and body image. We received a 100% satisfaction rate from attendees, improving their knowledge and awareness. Additionally 100% of participants explained that they felt more confident in making decisions and feeling they were more informed.
- With the profile of hate crime continuing to be a key feature in both local and national media; the issue remains a significant one for the LGBT community. During the year, 364 people accessed our services to report hate crime and access related support. The impact of hate crime can be devastating; affecting people both in the immediate aftermath, and sometimes many years after the incident took place. For many years, we have acted as a third-party, hate crime reporting centre; as well as hate-crime being raised through our legal and police surgeries, helpline, pop-in support, counselling, and befriending.
- A total of 38 people attended either our Legal Advice Surgery or our Police Advice Surgery, which are run in partnership with local solicitors O'Neill Patient and Greater Manchester Police (GMP) respectively. Although more people attended the Legal Advice Surgeries, GMP have found that attendees of the Police Advice Surgeries are now presenting with more complex issues than in previous years, which will require support over a longer period of time.

- Over 2015-2016, our Befriending Service has supported 35 LGBT people who've been experiencing isolation and low confidence. Many of the people who access the service, experience loneliness and a difficulty in being able to socialise and/or build a support network. This has a real impact on their mental health and wellbeing and their ability to lead fulfilling lives. The service continues to support people who are 55+ and who self-identify as LGBT and who without the safety of this service, would be unable to connect with other older LGBT people.

As a result of their involvement, their level of isolation was significantly reduced and service users reported a substantial increase in their self-confidence. People accessing the Befriending service will often be able to build a more robust support network, including being supported in accessing our social support groups where they're able to meet like-minded people.

Like many of our other services, the organisational rebrand has had a positive impact on the engagement with the trans community, seeing more referrals to the service. The Befriending scheme has also provided low-level advocacy to a number of people and as a result service users have been able to access other services to address issues related to mental health and sexual health.

The Befriending scheme continues to support people with their social anxiety and works with service users on increasing their confidence; empowering people to lead fulfilling lives through a number of social activities such as attending social groups; and starting new hobbies to expand their social networks. Many service users will stay in contact with the charity and decide to volunteer within the service, a real testament to how effective it really is. Users accessing the service reported 100% satisfaction rate as well as all answering "yes" to the question 'would you recommend this service?'

- The Intake and Triage Service is our main referral pathway, which streamlines and simplifies access to LGBT Foundation services, for both our users and other health and social care professionals. Users who come to LGBT Foundation services through this access point are offered an initial support meeting, where one of our workers will work collaboratively with them to identify their needs and goals. This information is used to help draw up a useful wellbeing plan.

In 2015-2016 we received 303 referrals, of which 201 service users were assessed following the referral stage. This means that two-thirds of referrals successfully engage with this service.

This relatively new service has enabled us to make the best use of our resources and significantly reduced pressure on other services, such as counselling and befriending. As a result, this has significantly decreased the waiting time for the services users wishing to access longer-term support. Through the Intake and Triage Service, we've also been able to strengthen our partnership work with other providers, being able to refer to other specialist services as appropriate, and thus providing the best level of care for service users.

- Our team of trained staff and highly skilled volunteers delivered 937 one-to-one counselling sessions at our Community Centre, providing a range of talking therapies from several theoretical approaches. As a result, we supported 133 service users, (a 9% increase from the previous year), of whom all (100%) reported an improvement in their mental health and wellbeing; as well as being 100% satisfied with the service. CORE measures also showed that 66% demonstrated a clinical improvement. All users stated they would recommend the

service to friends and family and the majority accessed counselling at the LGBT Foundation due to the service being LGBT specific.

Our counselling service has always been an inclusive service providing LGBT affirmative therapies, however, we have seen an increase in self-referrals from trans identifying individuals since the organisational re-brand in April 2015. The rebrand has had a similar impact on the team of volunteers, as a result our team of volunteers are now a varied mix in both sexual orientation and gender identity as well as being able to work with a variety of theoretical approaches offering holistic care targeted at the individual's needs.

Over the year we've developed strong relationships with local providers and have built clear referral pathways, which enable us to provide the best level of care for all of our clients. We've been able to refer people to other specialist services, such as clients presenting with PTSD to services like Freedom from Torture, as well as taking referrals from other organizations, who have identified the need for specialist LGBT affirmative therapy. We continue to support people at the early stages of mental ill-health with the aim to prevent them entering a more complex level of support further down the line, as well being the link to crisis services for people who are in distress and thus in need of further support.

Through service provision we have identified patterns of issues presented by individuals who self-identify as part of the LGBT community, highlighting the need for specialist service provision to address issues generated by triggers such as internalised homophobia, biphobia and transphobia.

Our team of staff and volunteers have undergone specialist training such as working therapeutically with trans identifying and bisexual identifying clients, to further develop their skills thus being able to fully support all individuals from the LGBT community.

- Our Village Angels project is a key component of our outreach, providing support to people in Manchester's Gay Village during Friday and Saturday nights until 3am, (whether it be wind, rain or shine)! Our staff members are accompanied by a team of 24 volunteers, who working in small groups together, engaged with 8,352 people. Of these interactions, 12% were classified as providing support to highly vulnerable people. These include victims of crime; people who are incapacitated and unable to get home due to alcohol or drug consumption; people who are homeless; and people who are highly distressed (for example, due to domestic abuse). Our Village Angels have a broad range of skills and experience, further supplemented by monthly training from a range of third party organisations. In 2015/2016, these included Greater Manchester Police, North West Ambulance Service and Survivors Manchester.
- Once again we opened our Community Resource Centre during Manchester Pride, offering a more relaxed space during the lively antics of the 'Big Weekend'. We continued to provide free refreshments in our community café, as well as specific services such as an LGBT Tea Dance; a family day; a Buddying Service for anyone new to Pride; and a Trans changing room (including free make-up) in association with Transforum. We were once more joined by the friendly team from Manchester Public Health Development Services, to highlight their health and wellbeing services to the LGBT community. In total, we were joined by over 600 people throughout the four-day festival, as well as engaging with thousands of people through our stall and outreach. Highlights included a visit from our patron, Sir Ian McKellen, who met staff and volunteers and heard first-hand about the work that we do. Photos of the visit on Twitter boosted our profile over the weekend, resulting in 183k impressions.

Goal 2: Achieving change with and on behalf of LGBT people

- One of the key aims of our women's programme is to increase the number of women accessing our services. During 2015/16, we made further progress towards this goal, with over a third (37%) of our service users identifying as women. This compares favourably to 33% in the previous year, (which in itself, was an increase on just 22% in 2013/14). We're also very pleased to report that 95% of these women showed an improvement in their health and wellbeing as a result of these services, with 98% satisfaction and 100% recommendation rates.
- In addition to women attending our general range of services, a further 260 women came to our lesbian and bisexual women's specific events and workshops. These included monthly skills-based workshops on a wide variety of topics, including healthy cooking, personal safety and photography. We also had women-specific film screenings for Black History Month and our annual Sugar and Spice celebration of International Women's Day, which was attended by almost 200 women.
- By the end of 2015/16 we had over 2,500 subscribers to our monthly e-bulletin for lesbian and bisexual women (an increase of 25%), which was only launched in February 2013. The e-bulletin aims to reduce isolation by letting women know about events, groups and services that are local to them and providing information on topical issues and volunteering opportunities. Similarly, our meetup page 'Bisexual and Lesbian Women Manchester' now has over 670 members and is used to host community events, as well as LGBT Foundation events for LB women
- During the year, we distributed 1,096 printed copies of our information booklets for women. These included our new mental health guide for lesbian and bisexual women 'You've Got a Friend'; our rewritten guide to sex and sexual health for women who have sex with women ('Beating About The Bush'); and our guide to breasts and breast health ('Thanks For The Mammaries'). In addition, our resources specifically for lesbian and bisexual women were downloaded over 7,213 times. Notably our resource, 'A Guide for Lesbian and Bisexual Women Who Have Been Affected by Sexual Violence', (which was launched in November 2014), was downloaded 1,621 times in 2015/16.
- Throughout the year, we engaged with over 20,000 people across all localities in Greater Manchester through events and outreach. This work represents attendance at local Prides (including Manchester, Oldham, Tameside, Bolton, Peel Park Picnic, and Bury Walking Rainbow); as well as key events highlighting HIV Awareness, Hate Crime, and LGBT equality and diversity.
- Both our Trans and Women's programmes have additionally contributed to an increase in awareness of LGBT issues. We also delivered training to health and wellbeing organisations as part of our Community Leaders programme; and our Men's sexual health programme worked with local groups to deliver sexual health campaigns. Most of the events involved us delivering presentations or talking about LGBT issues and providing information resources.
- In 2015 -2016, authentic LGBT Voices have been heard over 1,000 times at over 190 events across Greater Manchester. This fantastic result has been achieved by our Community Leaders programme, with trained volunteers speaking out on behalf of their LGBT communities. In addition, we've also hosted events in central Manchester, organised by our Community Leaders on LGBT health and wellbeing issues, where over 300 people have attended throughout the year.

- Founded in 2014, and chaired by our Chief Executive, we've continued to support the bi-monthly Village Action Forum. Meeting at our building, approximately 20 people attend each meeting, united in their aim to create a cleaner, tidier and safer Gay Village in Manchester. Attendees work together collaboratively, and include politicians, members of Manchester City Council, members of GMP, local business owners and developers.
- In order to help influence the policy and practice of statutory bodies, including local and national government, we responded to a total of 53 consultations throughout the year. By using evidence-based information, as well as specific examples, we aim for our responses to benefit LGBT people and communities across England. As a particular highlight, our responses were directly cited as having influenced policy in the official post-consultation responses to the Trans Inquiry (Women and Equalities Committee) and the 2021 Census (ONS).
- We undertook research with 892 people, covering topics including hate crime, access to healthcare and community involvement. We also explored the specific needs of trans people; lesbian and bisexual women; and ethnic minority LGB people. In addition, we expanded the number of LGBT statistics in our Evidence Exchange to 4,702, (which is freely available online), increasing the accessibility of information regarding the needs and experiences of our diverse communities.
- In addition to our own services, our Community Resource Centre acts as a vital meeting space for a wide range of other groups. In particular, many small LGBT groups struggle to access funding and resources, so having free or low-cost room hire is of paramount importance. With the support of our reception and facilities staff, we help to ensure that LGBT people across the whole community have somewhere safe to seek help and peer support. Every day, we host a diverse range of targeted groups, acting as an important and trusted hub in the centre of Manchester.
- We continued to act as the lead partner of the National LGB&T Partnership, providing project management and administrative support, and chaired by our Chief Executive. During 2015-16, this significant partnership brought together 13 key LGB&T organisations across the country, as well as a stakeholder group of 747 organisations, (with a combined reach of over 1m people). This initiative is a Sector Strategic Partner of the Department of Health (DH), NHS England and Public Health England (PHE), collaborating with a wide range of other organisations. The Partnership holds face-to-face meetings on a bi-monthly basis (i.e. six per year), as well as project and work stream meetings held online every month. At the beginning of 2016, the Partnership commissioned a strategic review, undertaking consultation with both external and internal stakeholders, resulting in very positive findings.
- When compared with other equality sectors, funding for the LGBT sector remains disproportionately low. As a result, many small LGBT groups have limited resources and survive on relatively small amounts of income. Within our weekly e-bulletin we promoted a total of 156 relevant funding sources for individuals and groups in the community. This included a wide mix of national, regional and local funding opportunities, including: local authority Seedcorn Funds, independent trusts or foundations, and government funding for the Voluntary and Community sector.
- We continued to invest in our Pride in Practice project, which aims to ensure that LGBT people receive the best possible support when they visit their GP. Following another successful year, the project was now involved with 1 in 4 GP practices within Greater Manchester, thereby supporting over 1,000,000 patients registered at these practices. In

addition, we continued to work with practice staff, training a further 1,006 people regarding the needs of LGBT people. Of these, 100% said they would recommend the training.

- With hate crime and community safety remaining a prominent issue, we continued our important relationships with local police forces (including GMP and Cheshire PCC), as well as regular liaison with Tony Lloyd, the Police and Crime Commissioner for Greater Manchester. This has particular mutual benefits for our Village Angels scheme, ensuring that important intelligence is shared between the different agencies.
- Through promoting our support services for victims of hate crime across Cheshire, we were able to double the number of victims of hate crime from Cheshire accessing our services. In 2014/15, 26 victims of hate crime from Cheshire phoned the helpline, accessed a pop in, or utilised counselling or befriending for support following hate crime victimisation. In 2015/16, this number was 51 people.
- We continue to contribute to the National Hate Crime Network, which was established through the Hate Crime Partnership. This Partnership meets quarterly, and focuses on ensuring a unified and impactful response to LGBT hate crime. The partnership pushes to ensure that LGBT hate crime remains a national political priority.
- We worked with the NHS to create an 'information standard' for sexual orientation monitoring, which will enable health and social care organisations to monitor sexual orientation in a way that is consistent with all other parts of the healthcare system. Data on patient sexual orientation will make it easier for healthcare providers to understand LGBT people's specific needs and provide improved services to them. The standard is currently being finalised and will come into effect from April 2017.
- In Rochdale, Heywood and Middleton, our part-time LGB&T Community Development Worker continued to promote equality throughout the locality. Work was undertaken with statutory agencies and voluntary sector groups to promote LGBT inclusion, (for example, engaging with the Rochdale Police Independent Advisory Group to encourage hate crime reporting). Engagement with community members led to 96% of LGBT people feeling more informed on LGBT issues as a result of being able to access the information provided. Furthermore, 63% of those attending drop-in sessions and coffee mornings hosted by our Community Development worker said that they felt better represented and supported as a result. Our worker also supported the development of a new LGBT social group in the borough, as well as a group for trans people affiliated to Butterflies.
- To mark International Day against Homophobia, Biphobia and Transphobia (IDAHOBIT), we again organised and hosted a special vigil in Sackville Gardens on Sunday 17th May 2015. Over 120 people attended the event, providing a chance for the community to reflect and pay their respects to LGBT people who've been affected by hate crime. Speakers talked of their own experiences of the issue, and how it has impacted upon their lives or the lives of those in their communities.
- In addition to Manchester's Equalities Fund project, we've continued to be involved in the Ambition for Ageing programme across Greater Manchester. We currently have three programme staff involved at our offices, focusing on equalities research and communications. We also chair the Equalities Board, helping to ensure that minority communities are considered and included within both the programme's plans and activities.
- Following another year of kind support from Barclays, we once again held our annual Awards event, now appropriately re-titled as 'LGBT Foundation Heroes Awards'. This was our biggest year yet for both nominations (up by 68% to 673 people); and subsequent

voting (up by 51% to 10,875 votes). With the awards ceremony returning to the Blu Radisson Hotel, the audience of 200 people was once more humbled by the many inspiring tales of courage and dedication. As well as trending on social media (with 72,702 organic impressions on Twitter), coverage ensued across a large number of press outlets, including: Manchester Evening News, DIVA, Inclusive Networks Magazine, All FM Radio, Pure Radio, Gaydio, Canal St News, and even Singapore Daily!

- The number of subscribers to our free, weekly e-bulletin rose by 21% to 5,927 recipients. Each bulletin is filled with carefully selected LGBT equality news, research, funding and more, helping to keep people informed on a wide range of important topics, as well as providing opportunities for engagement and capacity-building.
- Through our Manchester Youth Fund project, we delivered workshops in 21 schools, 10 colleges and 9 youth groups. As a result, we effectively engaged with 923 young people across the city, helping them to safely explore LGBT issues and related topics. Our aim is that these young people will now be further able and equipped to help support their LGBT peers, creating supportive and enabling environments.
- We've continued to engage with a wide range of organisations across different sectors, to ensure that the needs of LGBT people are better understood and given greater priority. This includes issues such as sexual health, hate crime, mental health, suicide prevention, domestic abuse, and community safety. In particular, we've continued to actively engage with a variety of networks, including the Greater Manchester Sexual Health Network and Mental Health and Wellbeing forums.
- In 2015-16, at least 258 volunteers dedicated their time to LGBT Foundation; providing services and support across the charity, across every area of our work. From ensuring our Community Resource Centre is welcoming to visitors, to supporting our Communications Team; we wouldn't be able to do what we do, without their support and dedication. Due to increasing interest from people who want to volunteer with us, this year our Volunteer Team grew by an incredible 44%.
- In 2015-16, our volunteers have delivered: 937 counselling sessions to vulnerable LGBT; they've supported 35 people to reduce their isolation and build confidence by offering a Befriending Service and they've contributed over 250 hours to our Sexual Health Services, enabling us to reach, test and provide safer sex resources to the community. In addition to this, volunteers have delivered 120 support and social group sessions and have dedicated a staggering 730 hours to maintaining the LGBT library and archive.
- 2015-16 also saw the launch of LGBT Foundation's Trans Programme, with volunteers contributing 432 hours of support to the development and delivery of the programme, which now includes our monthly TransMcr events.

Between October and March, 31 people accessed our voice and communication workshops in partnership with University of Manchester, to change their voice in a safe and effective way. 458 people changed their social media profile pictures to include our Trans Day of Visibility Twibbon, promoting national awareness of trans identities and equality for the community. 418 people subscribed to our monthly Trans Programme eBulletin, TransMission. The eBulletin is a platform to promote trans social and support groups, initiatives focused on increasing trans visibility and reducing social isolation, and is a medium for the community to have their voices heard.

- In 2015-16 we've seen a further increase in the number of women volunteering for LGBT Foundation, with 46% of our volunteer team now identifying as female, bringing us ever closer to our 50% target. (Last year it was 44%, and previously was only about 30%)
- In our annual survey, 90% of volunteers said they'd developed skills as a result of their volunteering role. As well as learning through their roles, this is in no small part due to the range of training opportunities we offer to volunteers. During 2015-16, 116 places were taken up on a variety of courses over the year.
- We've continued to seek ways to ensure that we make volunteering with the charity as positive as possible. This includes regular communication (including a fortnightly email bulletin), as well as a range of socials and coffee-morning catch-ups. As a result, 96% of volunteers in our annual volunteer survey said that they'd recommend LGBT Foundation as a great place to volunteer!

Financial Review and Results for the Year

2015/16 proved to be a year in which LGBT Foundation continued to operate within a difficult economic environment, particularly with pressures on statutory sector funders. Pressures on Public Sector Finances result in an impact on the scale and type of services which charities, including LGBT Foundation, can deliver. Despite these significant challenges, LGBT Foundation continues to deliver high quality services and innovative insight, ensuring that are still able to endeavour to meet the diverse and complex needs of LGBT Communities.

We've continued to diversify our funding base, with voluntary and earned income generating 4.7% of our total income (compared to 8.4% in 2014/15). We've also been successful in increasing the range of our funding sources, and welcomed new support from a range of organisations, including:

- **Big Lottery Fund – Reaching Communities:** Four-year grant funding enabled us to launch a new Trans Programme, meeting an identified gap in support for the trans community. The project enables us to continue working together with trans communities and organisations through the Trans Action Panel, and supports our wraparound support services for trans people. In addition, it's enabled us to launch a range of new initiatives such as TransMcr, our monthly conference offering a range of workshops, talks and services to trans and non-binary people; and TransMission, our new monthly e-bulletin for trans people.
- **NHS England:** We received funding from NHS England to support victims of sexual violence through our support services, mainly our face-to-face counselling service. A very common presenting issue for our client base is sexual violation, with 20% of all clients over the last year listing this as a primary presenting issue. The funding has enabled us to reduce waiting times and support a number of LGBT people through provision of 360 counselling sessions. 100% of the clients were satisfied with the service and 90% reported marked improvements in their mental health as a result.
- **MAC AIDS Fund:** We continued to work with MAC AIDS Fund, securing funding to launch an innovative HIV prevention project for MSM. This funding has enabled us to undertake netreach activity on a range of dating and social websites and apps, and has also seen the launch of our 'Play Packs'. These packs have been distributed to 300 MSM and include key sexual health testing and risk reduction resources and messages. The packs have been hugely popular, and we have recently secured funding to produce another 500 packs.

We were also once again very grateful to **Barclays** in supporting our Heroes Awards. Their ongoing support in 2015/16 enabled us to celebrate the amazing contributions made across our LGBT communities.

Also of note, areas of income that exceeded income targets were:

- **Voluntary Income:** Corporate Support
- **Earned Income:** Training & Consultancy
- **Fundraising applications:** both to statutory and private sources

In 2011/12 and 2012/13, the Trustees set aside designated funds for operational purposes, to help adjust during hard economic times. At the end of 2014/15, the level of this particular reserve had £21,346 remaining. Having continued to carefully balance expenditure with available income throughout the year, this reserve remained untouched during 2015/16.

As usual, we have analysed costs in line with our major activities, namely **Services, Information, and Research**; in addition to **Governance**.

Funders

We would like to thank the following funders for their generous financial support during 2015/16:

GREATER MANCHESTER LOCAL AUTHORITIES & GREATER MANCHESTER CCGs

- Ashton, Leigh & Wigan • Bolton • Bury • Heywood, Middleton & Rochdale
• Manchester • Oldham • Salford • Stockport • Tameside • Trafford

OTHER FUNDERS

- Albert Hunt Trust • Barclays • Ben Cohen Foundation • Big Lottery Fund
- Bridgewater Community Health • Central, North & South Manchester CCG
- Cheshire Office of Police and Crime Commissioner • Department of Health
 - Equality & Human Rights Commission • Garfield Weston Foundation
 - GMCVO • Henry Smith Charity • HIV Prevention England
 - Independent Choices • Jagger & Associates
 - Lankelly Chase Foundation • MAC Aids Fund • MACC
 - Manchester City Council • Manchester Pride
 - Manchester Women's Aid • Newham GGC • NHS England
 - Nottinghamshire Healthcare NHS Trust
 - Office of the Police & Crime Commissioner for Greater Manchester
 - Public Health England • Public Health Manchester
 - Race Equality Foundation • Terrence Higgins Trust

We are also very grateful to all of our supporters, donors, partners, advocates and allies for all of their help during the year. In particular, our heartfelt thanks to our volunteers, who continue to provide their time, energy and skills for the benefit of our communities.

Can you help us continue our work and be here for those who need us? Giving even just a small amount each month makes an impact on the number of people we can help. To find out more information about joining our monthly donor scheme, please contact Rachel Bottomley at:

Email: rachel.bottomley@lgbt.foundation

Phone: 0345 3 30 30 30

Alternatively, please visit our **website** at: www.lgbt.foundation/donate

Reserves Policy

The Charity Commission recommend that a charity should have reserves within a minimum of 3 months and a maximum of 9 months running costs at any one time.

Our Trustees have agreed a policy whereby the unrestricted funds not committed to project activity or invested in tangible fixed assets held by LGBT Foundation, should be built up to a minimum of 3 months in the medium term.

Reserves are primarily held to enable us to adjust to unforeseen reductions in income or increases in expenditure. They also help ensure there is sufficient working capital for effective operation, particularly to enable funding that is paid in arrears, or to cover late payments. Bearing in mind these working capital requirements, LGBT Foundation's reserves would be therefore only be utilised in specific and approved circumstances. For example, to make up for a reduction in income and/or an increase in expenditure or to pay for the costs of making organisational changes as a response to these.

Whilst the Trustees recognise that the current level of reserves is substantially below the minimum desired level, the current economic situation, together with the difficulty of generating contributions to reserves from current sources of funding, mean that the minimum target is likely to be achieved in the medium rather than the short term.

Unrestricted Reserves: As of 31 March 2016, unrestricted and designated reserves amounted to £337,927. This is equivalent to just over seven week's running costs, based on the projected budget for 2016/17. They are held, in line with LGBT Foundation's Reserves Policy, to enable the charity to adjust to unforeseen reductions in income or increases in expenditure. They are also held to help ensure sufficient working capital for effective operation. We've been able to increase these reserves by £105,352 during the 2015/16 financial year as a result of reducing central staff costs and overheads, which is a significant achievement in the current financial environment.

Designated Reserve 1: We retain a designated amount of £24,916 as a future property reserve, to ensure we're able to cover the costs of any dilapidations at the end of our current building lease. This reserve remained untouched during 2015/16.

Designated Reserve 2: A designated operational fund was originally established in 2011/12 and 2012/13 by the Trustees, and was mostly used in 2013/14 to provide mental health services and to adjust to changes in our financial income. Throughout 2014/15 and 2015/16, this reserve remained unchanged, therefore enabling £21,346 to be available to underpin the 2016/17 budget

as necessary. In particular, required investment has been identified to upgrade the charity's server, staff computers and IT software (including website development). Further funds will also be used to cover the restructuring redundancy costs, and to undertake vital maintenance work on our building.

It was agreed that the surplus for the year would be used for IT hardware and software, to invest in the fabric of the building, for redundancy costs and to fund a temporary Sexual Health Outreach post.

Future Plans

As with recent years, we've continued to feel the effects of the economic climate. Since 2010, we've experienced cuts of 37% to our sexual health income from local authorities across Greater Manchester. When taking this into account in real terms, this figure is more closely approaching 50%. This is clearly a significant decline in our traditionally most dominant source of funding.

Furthermore, in 2016/17 our mental health service commissioners require a complete transformation in service delivery for Manchester. This necessitates implementation of a fully IAPT compliant approach and considerable disinvestment to our traditional mental health services. These changes require an investment from our organisation in new staff and new processes, as well as a change to the way we deliver our existing mental health services (helpline, befriending, group work and volunteer-delivered counselling).

We've therefore continued to invest in our capacity to generate income, seeking new funding sources to support a range of our projects and programmes. As a result, we've successfully secured new funding for drug and alcohol services, as well as significant investment from NHS England in 'Pride in Practice', which will further improve healthcare services for LGBT people across Greater Manchester. And whilst there remains a current funding gap for the year ahead, the surplus generated in 2015/16 enables to strategically strengthen the charity, whilst we reshape it to robustly face the challenges ahead.

Business Plan 2016-17

Our main focus remains to deliver the best possible services and resources we possibly can, in order to meet the growing needs of the LGBT people we serve. Key areas of development for the year ahead include:

- Finalising and launching our next Strategic Plan, outlining our ambitions and future direction for the foreseeable future. This will take into account the changing circumstances in funding; as well as the growing and differing needs of the LGBT communities we support.
- Continuing to restructure our staff team, ensuring that both strategically and operationally we're in the best position to deliver against our targets; and fulfil the plans we've set ourselves.
- Building on the first year successes of our Trans programme, (with the continued support of local trans groups), we will continue along our journey to become a fully trans inclusive charity.
- Further developing our Women's Programme, delivering regular specific events and raising awareness of the needs of lesbian and bisexual women at both a local and national level.

- Increasing our provision for sexual health testing for gay and bisexual men, with a particular focus on expanding opportunities for rapid HIV testing in community-based settings.
- Expanding the remit of our Pride in Practice initiative, so that it becomes trans inclusive and supports primary healthcare in all its different forms, including dentists, pharmacies and optometrists; as well as continuing to support GP Practices.
- Investing in the redevelopment of our website, accelerating our ability to offer self-service and thus better manage demand. This recognises the continued growth in our website traffic, with now over 200,000 unique individuals accessing information and advice through this resource.
- Updating our ageing IT infrastructure, which was last modernised over six years ago. This will include urgent updates to both our hardware and software, thus reducing current downtime due to an increasing number of IT-related problems.
- Expanding our use of social media and online engagement, to enable access to support for those members of the community that we may not reach through other traditional means.

Auditors

Beever and Struthers were elected as auditors for the year at the Annual General Meeting.

This report has been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard for Smaller Entities (effective January 2015) and in accordance with the special provisions of Part 15 of the Companies Act 2006.

By order of the Trustees (Management Committee)



.....
David McGovern – Company Secretary

..... 22/10/16
Date

Trustees, Officers and Advisors

Status

A registered Charity established as a Company limited by guarantee, governed by its Memorandum and Articles of Association, dated 22 March 2000.

Registered as a Company on 1 December 1997

Registered as a Charity on 7 August 1998

Registered Company Number: 3476576

Registered Charity Number: 1070904

Trustees

David McGovern (Chair)

Glyn Jenkins (Co-Treasurer)

Andrea Murray

Smyth Harper (from April 2015)

Catherine Poulton (from April 2015)

Hayley Matthews (from April 2015)

Helen Stevenson (from April 2015)

Jeannie Parr (from April 2015)

Lee Broadstock (from April 2015)

Departing Trustees

Kevin Lee (to April 2015)

Jackie Daniel (to Oct 2015)

James Barnard (to Jan 2016)

Rusi Jaspal (to April 2016)

Company Secretary

David McGovern – from March 2016

Senior Management Team

Paul Martin OBE (Chief Executive)

Rob Cookson (Deputy Chief Executive)

Sian Payne (Director of Organisational Development) – to March 2016

Dale Maskell (Director of Operations) – from Jan 2016

Head Office and Registered Office

- **Address:** Number 5, Richmond Street, Manchester, M1 3HF
- **Tel:** 0345 3 30 30 30;
- **Fax:** 0161 235 8036;
- **e-mail:** info@lgbt.foundation
- **Website:** www.lgbt.foundation

Auditors

- **Beever & Struthers**
St George's House, 215-219 Chester Road, Manchester, M15 4JE

Bankers

- **Barclays Bank plc**
876 Stockport Road, Levenshulme, Manchester, M19 3BP
- **Unity Trust Bank plc**
Nine Brindleyplace, Birmingham, B1 2HB

Independent Auditor's Report to the members of LGBT Foundation Limited For the year ended 31 March 2016

We have audited the financial statements of LGBT Foundation Limited for the year ended 31 March 2016 on pages 29 to 42, which comprise the Statement of Financial Activities (including the Income and Expenditure Account), the Balance Sheet and the related notes. The financial reporting framework that has been applied in their preparation is applicable law and the Financial Reporting Standard for Smaller Entities (effective January 2015) (United Kingdom Generally Accepted Accounting Practice applicable to Smaller Entities).

This report is made solely to the company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the company and the company's members as a body, for our audit work, for this report, or for the opinions we have formed.

Respective Responsibilities of the Trustees and Auditors

As explained more fully in the Trustees' Responsibilities Statement set out on pages 6 to 7, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that give a true and fair view.

Our responsibility is to audit and express an opinion on the financial statements in accordance with applicable law and International Standards on Auditing (UK and Ireland). Those standards require us to comply with the Auditing Practices Board's (APB's) Ethical Standards for Auditors.

Scope of the audit of the financial statements

An audit involves obtaining evidence about the amounts and disclosures in the financial statements sufficient to give reasonable assurance that the financial statements are free from material misstatement, whether caused by fraud or error. This includes an assessment of: whether the accounting policies are appropriate to the charitable company's circumstances and have been consistently applied and adequately disclosed; the reasonableness of significant accounting

estimates made by directors; and the overall presentation of the financial statements. In addition we read all the financial and non-financial information in the Trustees' Report to identify material inconsistencies with the audited financial statements. If we become aware of any apparent material misstatements or inconsistencies we consider the implications for our report.

Opinion on Financial Statements

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2016 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice applicable to Smaller Entities; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Opinion on Other Matters Prescribed by the Companies Act 2006

In our opinion the information given in the Trustees' Report for the financial year for which the financial statements are prepared is consistent with the financial statements.

Matters on Which We are Required to Report by Exception

We have nothing to report in respect of the following matters where the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of Trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the Trustees were not entitled to prepare the financial statements and the Trustees Report in accordance with the small companies regime.

Beever and Struthers

MARIA HALLOWS (Senior Statutory Auditor)

For and on behalf of

BEEVER AND STRUTHERS

Chartered Accountants & Statutory Auditor

St. George's House

215 - 219 Chester Road

Manchester

M15 4JE

Date: 22.10.16

LGBT Foundation Limited: Statement of Financial Activities

For the year ended 31 March 2016 (incorporating income and expenditure accounts)

	Note	Unrestricted Funds £	Restricted Funds £	Total Funds 2015/16 £	Total Funds 2014/15 £
Income					
Donations & legacies	2	34,873	–	34,873	59,024
Other trading activities	3	55,865	–	55,865	102,396
Charitable activities	4	763,692	973,884	1,737,576	1,707,932
Other	5	107,417	–	107,417	15,410
Total Income		961,847	973,884	1,935,731	1,884,762
Expenditure					
Costs of raising funds	6	40,576	–	40,576	64,179
Expenditure on charitable activities	6	815,919	980,421	1,796,340	1,818,649
Total Expenditure		856,495	980,421	1,836,916	1,882,828
Net income/(Expenditure) and net movement in funds for the year					
		105,352	(6,537)	98,815	1,934
Reconciliation of Funds					
Total funds brought forward		278,837	6,537	285,374	283,440
Total Funds Carried Forward		384,189	0	384,189	285,374

The Statement of Financial Activities includes all gains and losses in the year and therefore a statement of total recognised gains and losses has not been prepared.

All of the above amounts relate to continuing activities.

LGBT Foundation Limited: Balance Sheet as at 31 March 2016


Registered Company No. 03476576

	Note	2016		2015	
		£	£	£	£
Fixed Assets					
Tangible assets	12		487		2,157
Current Assets					
Debtors	13	231,511		239,395	
Cash at bank and in hand		583,087		212,888	
		<u>814,598</u>		<u>452,283</u>	
Creditors: Amounts falling due within one year	14	<u>(430,896)</u>		<u>(169,066)</u>	
Net Current Assets			383,702		283,217
Total Assets Less Current Liabilities			<u>384,189</u>		<u>285,374</u>
Net Assets			<u>384,189</u>		<u>285,374</u>
Funds					
Restricted funds	15				6,537
Unrestricted income funds:					
General funds	16	337,927		232,575	
Designated funds	16	46,262		46,262	
					<u>278,837</u>
Total Funds			<u>384,189</u>		<u>285,374</u>

These financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard for Smaller Entities (effective January 2015), the special provisions for small companies under part 15 of the Companies Act 2006.

The notes on pages 31 to 42 form part of these financial statements.

Approved by the Trustees (Management Committee) and signed on their behalf:


.....
David McGovern – Chair


.....
Glyn Jenkins - Treasurer

22/10/16
.....
Date

22/10/16
.....
Date

LGBT Foundation Limited: Notes to the Accounts 31 March 2016

Note 1 Accounting Policies

The principal policies adopted in the preparation of the financial statements are set out below. They have been applied consistently during the year and in the preceding Financial Accounting years.

a) Basis of preparation of accounts

The Financial Statements have been prepared under the historical cost convention in accordance with applicable United Kingdom accounting standards, the Companies Act 2006, and 'Accounting and Reporting by Charities' :Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard for Smaller Entities (effective January 2015).

b) Incoming resources

Voluntary income is received by way of donations and gifts and is included in full in the Statement of Financial Activities when received. Revenue grants, where entitlement is not conditional on the delivery of a specific performance by the charity, are recognised when the charity becomes unconditionally entitled to the grant. Income in respect of design and advertising sales, venue hire, training and consultancy income, student placement fees, local authority contracts and other funding arrangements are recognised when they become receivable.

c) Fund accounting

Restricted funds are to be used for specific purposes as laid down by the donor. Expenditure which meets these criteria is identified to the fund, together with a fair allocation of management and support costs.

Unrestricted funds are donations and other income received or generated for the charitable purposes.

Designated funds are unrestricted funds earmarked by the trustees for particular purposes.

The reserves policy is detailed on page 23 of this report.

d) Fixed Assets

Depreciation is provided on all tangible fixed assets at rates calculated to write off the cost of each asset over its estimated useful life at the rates of:

- Computer Equipment: 33% straight line basis
- Office Furniture & Fixtures: 33% straight line basis

Only assets with a value of over £350 are capitalised.

Note, capital equipment purchases relating to in-year grants are posted as costs within the same financial year.

LGBT Foundation Limited: Notes to the Accounts 31 March 2016 (continued)

Accounting Policies (continued)

e) Resources Expended

All expenditure is accounted for on an accruals basis.

- Costs of raising funds are those costs incurred in attracting voluntary income and those incurred in other activities that raise funds.
- Charitable activities include expenditure associated with our major work programmes; services, information and research, and include both the direct costs and support costs relating to these activities.
- Governance costs include those incurred in the governance of the charity and its assets and are primarily associated with constitutional and statutory requirements.
- Support costs have been allocated across all activities. Premises related costs have been allocated based on floor usage and staff related costs have been allocated on the basis of time spent on activities. Note 7 shows details of these allocations.

f) Cash Flow Statement

The charitable company has taken advantage of the exemptions in Financial Reporting Standard for Smaller Entities (effective January 2015) from the requirement to produce a cash flow statement on the grounds that it is a small company.

g) VAT

LGBT Foundation registered for VAT on 1 April 2002. The majority of the work the Foundation undertakes is within the scope of VAT with an element of supplies outside the scope of VAT. Input tax is not recoverable on inputs relating to supplies outside the scope of VAT. Any irrecoverable VAT is charged to the income and expenditure account in the year in which it is incurred.

h) Operating leases

LGBT Foundation currently holds three Operating Leases for the Financial year stated, these are (i) Rent; (ii) Photocopiers; and (iii) the Telephone System rental (please see Note 18 of the Financial Accounts). Should operating leases apply, then rentals due under operating leases

are charged over the lease term on a straight line basis or on the basis of actual rentals payable where this fairly reflects usage.

i) Pensions

LGBT Foundation contributes to defined contribution pension schemes on behalf of its employees. The assets of these schemes are entirely separate to those of the charity. The pension cost shown represents contributions payable by the charity on behalf of the employees. As at 31st March 2016, there were outstanding contributions due to be paid of £6,905 (2015 - £Nil).

j) Deferral of grant income

Certain grants are received with conditions attached which must be fulfilled before the grant becomes unconditional. Where uncertainty exists as to whether these conditions can be met, the incoming resource is deferred as a liability until certainty exists that the conditions imposed can be met.

LGBT Foundation Limited: Notes to the Accounts 31 March 2016 (continued)

2. Donations and Legacies

	Unrestricted Funds £	Restricted Funds £	Total Funds 2015/16 £	Total Funds 2014/15 £
Donations				
Manchester Pride Donation	-	--	-	13,500
Supporters Scheme & Individual Donations	16,578	--	16,578	17,312
Sponsorship	18,295	--	18,295	25,723
World Aids Day	-	--	-	2,489
	34,873	--	34,873	59,024

3. Income from Other Trading Activities

	Unrestricted Funds £	Restricted Funds £	Total Funds 2015/16 £	Total Funds 2014/15 £
Design and Advertising Sales	3,521	--	3,521	3,955
Venue Hire	39,129	--	39,129	47,341
Training and Consultancy Income	11,325	--	11,325	49,910
Student Placement Fees	1,890	--	1,890	1,190

LGBT Foundation Limited: Notes to the Accounts 31 March 2016 (continued)

4. Income from Charitable Activities

	Unrestricted Funds £	Restricted Funds £	Total Funds 2015/16 £	Total Funds 2014/15 £
Local Authority Contracts (HIV/Sexual Health)				
Ashton, Leigh & Wigan Council/Local Authority	24,138	-	24,138	25,400
Bolton Council/Local Authority	21,575	-	21,575	21,575
Bury Council/Local Authority	27,350	-	27,350	27,350
Manchester Council/Local Authority	202,500	-	202,500	220,000
Manchester Council/Local Authority – Public Health	-	-	-	-
Oldham Council/Local Authority	12,500	-	12,500	12,500
Rochdale Council/Local Authority	24,480	-	24,480	24,480
Salford Council/Local Authority	105,998	-	105,998	106,000
Stockport Council/Local Authority	20,822	-	20,822	24,500
Tameside Council/Local Authority	9,537	-	9,537	9,565
Trafford Council/Local Authority	57,600	-	57,600	64,000
Other Funding Agreements				
Albert Hunt Trust	-	-	-	1,000
Ben Cohen Foundation	-	900	900	4,500
Big Lottery- awards for all	-	-	-	9,870
Big Lottery – Reaching Communities (Trans Programme)	-	68,531	68,531	-
Big Lottery – Researching Communities (Volunteer Programme)	-	-	-	99,198
Big Lottery – Researching Communities (Women’s Programme)	-	73,633	73,633	74,599
Comic Relief – Young People’s Mental Health	-	-	-	27,150
Department of Health – IESD Fund Pride in Practice	-	-	-	25,347
Department of Health – Strategic Grant	-	186,000	186,000	186,000
Department of Health – IESD Fund Community Leaders	-	48,789	48,789	46,370
Equalities and Human Rights Commission	-	-	-	3,880
Garfield Weston Foundation	-	11,250	11,250	3,750
GMCVO – Ambition for Ageing	-	42,000	42,000	-

GSK Impact Awards			-	30,000
Henry Smith Charity	-	24,522	24,522	24,298
HIV Prevention England	-	27,000	27,000	59,900
Office of Greater Manchester PCC (Village Angels)	-	85,000	85,000	85,000
Bridgewater Community Healthcare	-	70,000	70,000	-
PHE HIV Prevention Innovation Fund	-	61,789	61,789	-
EHRC Hate Crime	23,750	-	23,750	-
Race Equality Foundation	-	4,250	4,250	-
NHS England – Lancashire & Greater Manchester SCN	-	500	500	-
Sub-total carried forward to next page		<u>530,250</u>	<u>704,164</u>	<u>1,234,414</u>
			<u>1,234,414</u>	<u>1,216,232</u>

LGBT Foundation Limited: Notes to the Accounts 31 March 2016 (continued)

4. Income from Charitable Activities (continued)

	Unrestricted Funds	Restricted Funds	Total Funds 2015/16	Total Funds 2014/15
	£	£	£	£
Sub-total brought forward from previous page	530,250	704,164	1,234,414	1,216,232
Other Funding Agreements (continued)				
Central, North & South Manchester CCG	-	13,855	13,855	18,524
GMPPC Social Isolation & Loneliness	-	-	-	2,335
Greater Manchester West Mental Health Foundation Trust	-	-	-	8,333
Greater Manchester CCG's Mental Health (8 boroughs)	208,158	-	208,158	220,806
Jack Essex Memorial Fund	-	-	-	3,157
Local Investment – Heywood, Middleton & Rochdale	-	24,643	24,643	24,643
MAC Aids Fund	-	38,215	38,215	39,696
Manchester City Council – Trans Research Study	-	14,841	14,841	-
Manchester City Council – Hate Crime Awareness	-	-	-	200
Manchester City Council – Women's Day Funding	-	500	500	-
Manchester City Council – Youth Fund 2014/15	-	15,136	15,136	17,957
Manchester City Council – Equalities Fund	-	35,000	35,000	35,000
Manchester City Council – Wellbeing Grant	-	7,350	7,350	15,750
Manchester Guardian	-	-	-	1,500
Manchester Pride	-	-	-	800
Ministry of Justice – Victims and Witness Support Fund	-	3,500	3,500	15,750
MPHDS	-	-	-	350
NHS England	-	-	-	16,083
Nottinghamshire Healthcare NHS Trust (Rampton)	25,284	-	25,284	24,206
Office of Greater Manchester PCC	-	21,500	21,500	29,996
OPCC Cheshire	-	8,160	8,160	6,369
Survivors Manchester	-	-	-	3,895
Tameside & Glossop CCG – Sexual Health	-	-	-	3,500
University of Manchester	-	-	-	2,850
NHS England – Sexual Orientation Monitoring	-	32,338	32,338	-
NHS Practice in Pride	-	28,341	28,341	-
Newham CCG	-	500	500	-
Independent Choices	-	3,416	3,416	-
Woman's Aid	-	750	750	-
NHS Commissions Board	-	21,675	21,675	-

Totals	<u>763,692</u>	<u>973,884</u>	<u>1,737,576</u>	<u>1,707,932</u>
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LGBT Foundation Limited: Notes to the Accounts 31 March 2016 (continued)

5. Other Income

	Unrestricted Funds £	Restricted Funds £	Total Funds 2015/16 £	Total Funds 2014/15 £
Other income	27,304	-	27,304	15,410
Secondment Placements	13,736	-	13,736	-
Partnership Income	66,377	-	66,377	-
	<u>107,417</u>	<u>-</u>	<u>107,417</u>	<u>15,410</u>

6. Analysis of Resources Expended

	Direct Costs £	Staff Costs £	Support Costs £	Total Fund 2015/16 £	Total Funds 2014/15 £
Costs of Raising Funds					
Voluntary Income	2,155	1,563	5,341	9,059	19,500
Cost of Sales	2,454	13,042	16,021	31,517	44,679
Cost of Charitable Activities					
Services	374,797	593,638	320,417	1,288,852	1,276,067
Information	1,716	175,011	122,828	299,555	339,718
Research	-	109,036	58,743	167,779	170,057
Governance costs	11,062	18,413	10,679	40,154	32,807
Total Resources Expended	<u>392,184</u>	<u>910,703</u>	<u>534,029</u>	<u>1,836,916</u>	<u>1,882,828</u>

7. Support Costs

	Voluntary Income £	Fees & other sales £	Services £	Information £	Research £	Governance £	Total funds 2015/16 £	Total funds 2014/15 £
Premises Costs	1,597	4,793	95,858	36,746	17,574	3,195	159,763	132,181

Support staff costs	1,370	4,109	82,173	31,500	15,065	2,739	136,956	180,280
Administrative costs	2,187	6,560	131,203	50,295	24,054	4,373	218,672	142,858
Depreciation costs	17	50	1,002	384	184	33	1,670	3,013
Bad debts written off	170	509	10,181	3,903	1,866	339	16,968	25,548
	<u>5,341</u>	<u>16,021</u>	<u>320,417</u>	<u>122,828</u>	<u>58,743</u>	<u>10,679</u>	<u>534,029</u>	<u>483,880</u>

Support costs have been allocated across activities. Premises related costs have been allocated based on floor area used (where material) and staff related costs have been allocated on the basis of time spent on activities.

LGBT Foundation Limited: Notes to the Accounts 31 March 2016 (continued)

8. Governance Costs

	Unrestricted Funds £	Restricted Funds	Total Funds 2015/16 £	Total Funds 2014/15 £
Professional fees				
Audit fees	10,853	-	10,853	2,688
Costs of AGM and Trustee Meetings	209	-	209	411
Apportionment of Staff and Support Costs	10,679	18,413	29,092	29,708
	<u>21,741</u>	<u>18,413</u>	<u>40,154</u>	<u>32,807</u>

9. Staff Costs and Emoluments

Total staff costs were as follows:

	2015/16 £	2014/15 £
Wages and salaries	885,803	979,903
Social security costs	81,229	92,935
Pension Costs	81,018	95,961
	<u>1,048,050</u>	<u>1,168,799</u>

Particulars of employees:

The average number of employees during the year, calculated on the basis of full-time equivalents, was as follows:

	2015/16 No	2014/15 No
Senior management team	9	4.25
Other employees	29	33.5

The number of employees whose emoluments as defined for tax purposes amounted to over £60,000 during the year were as follows:

	2015/16	2014/15
	No	No
£70,000 - £80,000	-	1
£80,000 - £90,000	1	-
	<u>1</u>	<u>1</u>
	<u>1</u>	<u>1</u>

LGBT Foundation Limited: Notes to the Accounts 31 March 2016 (continued)

10. Net outgoing resources

Net outgoing resources are stated after charging:

	2015/16	2014/15
	£	£
Depreciation	1,670	3,013
Audit fees	3,720	2,658
Irrecoverable VAT	24,746	23,393
Operating lease charges	100,011	153,945
	<u>110,147</u>	<u>183,009</u>

11. Taxation

No provision has been made for taxation as the company is a registered charity and exempt under Section 505 of the Income and Corporation Taxes Act 1988.

12. Tangible Fixed Assets

	Office Fixtures & Fittings £	Computer Equipment £	Total £
Cost			
At 1 April 2015	11,604	51,416	63,020
Additions	-	-	-
At 31 March 2016	<u>11,604</u>	<u>51,416</u>	<u>63,020</u>
Depreciation			
At 1 April 2015	11,604	49,259	60,863
Charge for the year	-	1,670	1,670
At 31 March 2016	<u>11,604</u>	<u>50,929</u>	<u>62,533</u>

**Net Book Value
At 31 March 2016**

-	487	487
<hr/>		
<hr/>		
-	2,157	2,157
<hr/>		
<hr/>		

At 31 March 2015

13. Debtors

	2015/16	2014/15
	£	£
Trade debtors	184,743	222,512
Prepayments	46,768	1,521
Other debtors	-	15,362
	<hr/>	<hr/>
	231,511	239,395
	<hr/>	<hr/>
	<hr/>	<hr/>

LGBT Foundation Limited: Notes to the Accounts 31 March 2016 (continued)

14. Creditors: Amounts falling due within one year

	2015/16	2014/15
	£	£
Trade creditors	53,906	41,416
Taxation and social security	91,655	58,315
Deferred income (note below)	233,574	62,896
Accruals	44,416	4,712
Other creditor	7,345	1,727
	<hr/>	<hr/>
	430,896	169,066
	<hr/>	<hr/>
	<hr/>	<hr/>

Deferred income

	2015/16	2014/15
	£	£
Brought forward	62,896	42,646
Incoming resources from prior years released	(62,896)	(42,646)
Incoming resources deferred in year	233,574	62,896
	<hr/>	<hr/>
Carried forward	233,574	62,896
	<hr/>	<hr/>
	<hr/>	<hr/>

LGBT Foundation Limited: Notes to the Accounts 31 March 2016 (continued)

15. Restricted Reserves

	Balance at 1 April 2015 £	Incoming resources £	Outgoing resources £	Balance at 31 March 2016 £
Ben Cohen Foundation	-	900	(900)	-
Big Lottery – Reaching Communities (Trans Programme)	-	68,531	(68,531)	-
Bridgewater Community Healthcare	-	70,000	(70,000)	-
Big Lottery – Researching Communities (Women's Programme)	-	73,633	(73,633)	-
Central, North & South Manchester CCG	-	13,855	(13,855)	-
Department of Health – IESD Fund – Strategic Partners	-	186,000	(186,000)	-
Department of Health – IESD Fund – Community Leaders	-	48,789	(48,789)	-
Garfield Weston Foundation	-	11,250	(11,250)	-
GMCVO – Ambition for Ageing	-	42,000	(42,000)	-
Henry Smith Charity	-	24,522	(24,522)	-
HIV Prevention England	-	27,000	(27,000)	-
Jack Essex Memorial Fund	3,157	-	(3,157)	-
Local Investment – Heywood, Middleton & Rochdale	-	24,643	(24,643)	-
MAC Aids Fund	-	38,215	(38,215)	-
Manchester City Council – Youth Fund	-	15,136	(15,136)	-
Manchester City Council – Trans Research Study	-	14,841	(14,841)	-
Manchester City Council – Equalities Fund	400	35,000	(35,400)	-
Manchester City Council – Wellbeing Grant	-	7,350	(7,350)	-
Manchester City Council – Woman's Day	-	500	(500)	-
Ministry of Justice – Victims and Witness Support Fund	-	3,500	(3,500)	-
Office of Greater Manchester PCC (Village Angels)	-	85,000	(85,000)	-
Office of Greater Manchester PCC	-	21,500	(21,500)	-
OPCC Cheshire	-	8,160	(8,160)	-
Survivors Manchester	2,980	-	(2,980)	-
PHE HIV Prevention Innovation Fund	-	61,789	(61,789)	-
Race Equality Foundation	-	4,250	(4,250)	-
NHS England – Lancashire & Greater Manchester SCN	-	500	(500)	-
NHS England -Sexual Orientation Monitoring	-	32,338	(32,338)	-
NHS Pride in Practice	-	28,341	(28,341)	-
Newham CCG	-	500	(500)	-

Independent Choices	-	3,416	(3,416)	-
Woman's Aid	-	750	(750)	-
NHS Commissioning Board	-	21,675	(21,675)	-
	<u>6,537</u>	<u>973,884</u>	<u>(980,421)</u>	<u>-</u>

LGBT Foundation Limited: Notes to the Accounts 31 March 2016 (continued)

15. Restricted Reserves (continued)

Grants are treated as restricted reserves where the funder closely specifies the service which is to be performed.

16. Unrestricted Income Funds

	Balance at 1 Apr 2015 £	Incoming resources £	Outgoing resources £	Transfers	Balance at 31 Mar 2016 £
General Fund	232,575	961,847	856,495	---	337,927
Designated Funds:				-	
Accommodation	24,916	-	-	---	24,916
Operational Costs	21,346	-	-	---	21,346
	<u>278,837</u>	<u>961,847</u>	<u>856,495</u>	<u>-</u>	<u>384,189</u>

The Trustees have retained a Designated Fund for Accommodation as a resource for any future dilapidations costs on the charity's rented premises. The Designated Fund for Operational Costs has been allocated to provide a financial buffer (as required) during a continued period of change in the external environment.

17. Analysis of Net Assets Between Funds

	Tangible fixed assets £	Net current assets £	Total £
Restricted Income Funds	-	-	-
Unrestricted Income Funds	487	383,702	384,189
Total Funds	<u>487</u>	<u>383,702</u>	<u>384,189</u>

18. Commitments under Operating Leases

At 31 March 2016 the LGBT Foundation had aggregate annual commitments under non-cancellable operating leases as set out below.

	2015/16 £	2014/15 £
Operating leases which expire: Within 2 to 5 years		
Leased Premises – Richmond Street	87,880	87,880
Spiritel Phone Rental	4,980	4,980
Photocopier Rental Charge	14,196	14,196
	<u>107,056</u>	<u>107,056</u>

LGBT Foundation Limited: Notes to the Accounts 31 March 2016 (continued)

19. Trustee Remuneration

- The Trustees received no remuneration in the course of their duties.
- During 2015/16, there have been no related party transactions.
- The Charity has taken out Trustee Liability insurance on behalf of the Trustees.
- This has been taken out in conjunction with professional liability insurance with the organisation's brokers.

Glossary of Terms

- **BME** Black & Minority Ethnic
- **CCG** Clinical Commissioning Group
- **CEO** Chief Executive Officer
- **CLDS** Condom and Lube Distribution Scheme
- **CORE** Clinical Outcomes Routine Evaluation
- **CRM** Customer Relationship Management
- **DH** Department of Health
- **FASC** Finance & Administration Sub-Committee
- **FRSB** Fundraising Standards Board
- **GB** Gay and bisexual
- **GP** General Practitioner
- **H&WB** Health & Wellbeing (Strategy)
- **HIV** Human immunodeficiency virus
- **HPE** HIV Prevention England
- **HR** Human Resources
- **IAPT** Improving Access to Psychological Therapies
- **ICRF** Investment and Contract Readiness Fund
- **ICT** Information and Communications Technologies
- **IDAHOBIT** International Day Against Homophobia, Biphobia & Transphobia
- **IT** Information Technology
- **JSNA** Joint Strategic Needs Assessment
- **LB** Lesbian and bisexual
- **LGB** Lesbian, Gay & Bisexual
- **LGB&T** Lesbian, Gay, Bisexual & Trans
- **LGF** The Lesbian & Gay Foundation
- **MPHDS** Manchester Public Health Development Service
- **NAVCA** National Association for Voluntary and Community Action
- **NW** North West
- **OCS** Office of Civil Society
- **PHE** Public Health England
- **SMT** Senior Management Team
- **SORP** Statements of Recommended Practice
- **STI** Sexually Transmitted Infection
- **VBA** Village Business Association

