

Company registration number: 03476576

Charity registration number: 1070904

LGBT Foundation Ltd

(A company limited by guarantee)

Annual Report and Financial Statements

for the Year Ended 31 March 2019

LGBT Foundation Ltd

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Reference and Administrative Details

Chair	Smyth William Harper
Trustees	Matthew Webber Catherine Denise Poulton Sharmila Frances Kar Thomas Glyn Jenkins Lee Broadstock Smyth William Harper Olivia Butterworth Christina Richards (appointed 17 April 2018) Aderonke Apata Simon Mark Bracewell Anjalee Kashinath Pawasker
Company Secretary and Trustee	Charlie Jonathan Mallinson
Principal Office	5 Richmond Street Manchester M1 3HF The charity is incorporated in England & Wales.
Company Registration Number	03476576
Charity Registration Number	1070904
External Auditor	Beever and Struthers Statutory Auditors St George's House 215-219 Chester Road Manchester M15 4JE

LGBT Foundation Ltd

Trustees' Report

Chair and Chief Executive's Report – 2018/19

It's been another memorable, extraordinary, rollercoaster and record-breaking year for LGBT Foundation.

Throughout 2018/19 we played a full part in campaigning for equality, speaking truth to power and empowering LGBT communities to have a strong, loud and proud voice.

And as we work towards a fair and equal society where all lesbian, gay, bi and trans people can reach their full potential, we've reached more people in more places than ever before.

As you read through this report you will find stories of lives saved, and lives transformed. You will read astonishing statistics about the huge numbers of people we help each year. And you will read the powerful testimony of those whose lives have been touched by our wonderful team of staff and volunteers, who work day and night to make a difference.

We have a simple motto - we're here if you need us. And that applies to everyone in our beautifully diverse communities. If you're young, we're here for you; if you're older, we're here for you; if you're a person of colour, we're here for you; if you're a man, a woman, or non-binary, we're here for you; lesbian, gay, bi, trans - however you describe yourself - we're here for you. If you need help, if you're struggling, if you need a friendly face or reassuring voice, we are here for you if you need us. We are all family - and at LGBT Foundation, everyone is welcome.

This is an important year in our LGBT history. We mark 50 years since the Stonewall riots, when a brave group of the most marginalised lit a flame that still burns bright today. We stand on their shoulders. As you read this report I hope you will agree that our work and activism continues to fuel that fire of hope, acceptance and equality.

It's also 25 years since we started providing free safer sex packs. We believe it's the oldest continuous condom and lube distribution scheme in the world. Each year, we give away enough condoms to go around the M25, or the M60 twice. And we are at the vanguard of a movement that we believe will end new transmissions of HIV for good, within a generation. As well as helping so many people have safer sex, we're also providing more sexual health screenings than ever before, and campaigned for PrEP access to all those who need it.

And that's just one of our areas of work! Throughout this report you will read about the huge breadth of our services which include counselling, community safety, drug and alcohol support, and domestic abuse support. And you will see that we have a range of thriving programmes that provide a vital social and support space for different parts of our diverse family. You'll see we're expanding some of our most successful services from Greater Manchester to other parts of the country, including the introduction in Soho of the legendary Village Angels.

None of this could be done without a strong financial foundation and the talent of our hardworking finance and income generation team. For many years it has been a challenging time for the community and voluntary sector - and those challenges remain. But LGBT Foundation has worked hard to maintain the relationships it has with our valued funders, as well as developing new funding streams and financial partnerships, and encouraging more people to support us through donations. This gives us the confidence to know that we will be able to continue to support LGBT communities in the years to come.

We hope you're as bowled away by this report and the stories it contains as we are!

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In this landmark year for LGBT communities we have much to be thankful for, but much still to do to build a fairer, more equal society. You can be part of our story, by becoming a regular donor, raising money for us through fundraising events or challenges, or by giving your time by volunteering. Visit lgbt.foundation/takepart and find out more about how you can play your part.

Smyth Harper, Chair of the Board of Trustees and 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 OUTspoken, providing you with up to date news, views and events (at www.lgbt.foundation);**
- **For the very latest news, events, photos, reactions and comments, follow us on Twitter (@LGBTfdn); on Instagram (lgbtfdn) and on Facebook ('LGBT Foundation');**
- **Become a volunteer, helping to support our events, services and day to day functions (www.lgbt.foundation/volunteering); and**
- **Join our monthly donor scheme, helping to make sure we can finance our work and continue to support LGBT people in need (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 2019

The Board of Trustees are pleased to present their annual report and the audited financial statements of LGBT Foundation, for the year ended 31 March 2019. 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 applicable in the UK and Republic of Ireland (FRS 102) (effective 1st January 2015). 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 £10. 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.

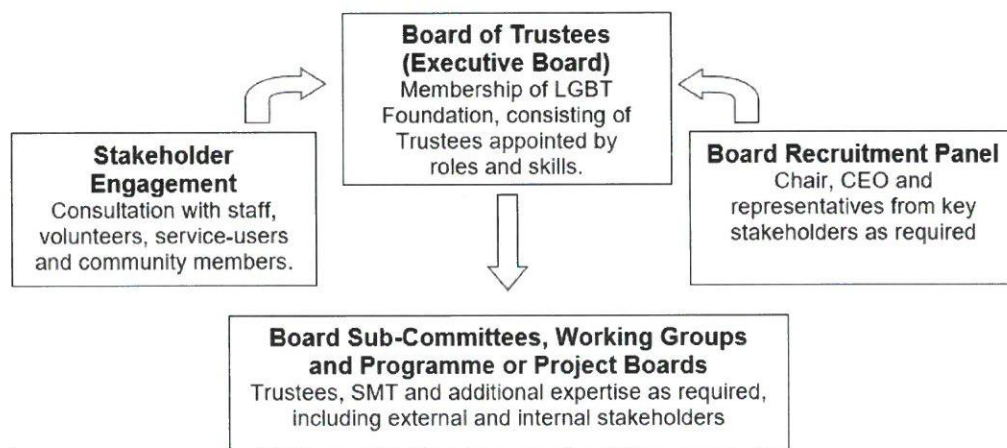
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LGBT Foundation's Leadership Model

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 2018-19 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 their Senior Management Team.

The Board sub-committees during 2018/19 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.

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- **People, 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.

Charity Governance Code Trustees Self-Assessment

The Board of Trustees delegate to the Governance Sub-Committee review and compliance with the Charity Governance Code principles. This committee includes the Chair, Deputy Chair and Company Secretary of the Board of Trustees.

Within this financial year trustees undertook an online self-assessment against the Charity Governance Code principles. This resulted in trustees answering to what extent they feel we meet each element of the code. The Governance Sub-Committee reviewed these findings and responses gave us confidence that we are meeting and surpassing the principles of the code. To support continuous improvement in this area we will be developing a short action plan from the findings to ensure we further enhance our compliance.

Remuneration of Key Personnel

LGBT Foundation is committed to a policy of equal pay and aims to ensure that salaries reflect the knowledge, skills, responsibilities and personal competencies required of each of the roles. The charity also takes into consideration the external jobs market, and comparative remuneration for similar jobs in other charities and relevant organisations. These factors apply in setting the pay of the Chief Executive, SMT, and all staff members.

The charity does not pay bonuses or other incentive payments. Any pay increases to the Chief Executive, SMT members and other employees are awarded subject to good performance; and take into account affordability and the financial circumstances of the charity at that time. For the past several years, cost-of-living increases for all posts have been limited to 1% per annum, in line with the public sector.

The Trustees are confident that the current level of reward has enabled the charity to recruit and retain a high-performing Senior Management Team, who represent good value for money. The Trustees are also mindful of the public, and our funders' and donors' expectations that the money they support the charity with, will be used wisely and appropriately.

Our highest to lowest pay ratio is currently 4.69:1 which demonstrates LGBT Foundation's commitment to resisting rising pay inequality. The charity is additionally a living wage employer, accredited with the Living Wage Foundation.

Senior Management Team (SMT)

The Board of Trustees delegate day-to-day management of the Charity to the Chief Executive and the other members of his Senior Management Team (SMT). Usually, they meet on a fortnightly basis to co-ordinate work-plans and oversee the charity at an operational level. Further strategic meetings are scheduled as required.

As of June 2018, the members of the SMT and their top-level responsibilities are Paul Martin, Rob Cookson and Rachel Waterman. Their roles are defined below.

The SMT are supported by a SLT (senior leadership team) of five assistant directors with responsibility for the following areas:

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- **Paul Martin OBE** – Chief Executive: strategic development; funding negotiations; Chair of the National LGB&T Partnership; networking and liaison with key contacts.
- **Rob Cookson** – Deputy Chief Executive: Business development, maintenance and initiation of funding contracts, strategic lead for income and finance, sexual health strategic lead.
- **Rachel Waterman** – Director of Operations: ensures day-to-day smooth running of the charity, provides strategic leadership for the services, public affairs and inclusion teams, oversight of performance and HR.
- **Rachel Bottomley**- Assistant Director of Contracts and Finance- development of funding bids and tenders; contract and funding initiation and negotiation, budget setting, management of financial processes.
- **Debra Nixon** Assistant Director of Self- Generated Income- Lead on all aspects of Self-Generated income, donors and legacies, engagement with Corporates, including the development of and securing investment opportunities
- **Laurence Webb**- Assistant Director of Inclusion- influencing health and social care landscape, Pride in Practice, system-wide implementation of sexual orientation monitoring and trans status monitoring, organisational lead for co-production
- **Charlotte Cooke** – Assistant Director of Services- Leadership of all service areas, including mental health, sexual health, wellbeing, community safety, drugs & alcohol, and domestic abuse.
- **Emma Meehan** – Assistant Director of Public Affairs: Research, policy, stakeholder liaison and management, policy development, community programmes, lead on external communications.

The SLT are supported by a team of managers, staff and volunteers, who are passionate, skilled and knowledgeable, and who share in the charity's vision and mission.

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 2017/18. 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.

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Objectives and Principal Achievements for 2018-19

All our principal activities support our objects and vision. Our four major activities during 2018/19 (referred to as our strategic goals) were:

- **Achieving Equality:** Making change happen with and on behalf of our beneficiaries
- **Encouraging Wellbeing:** Reducing isolation amongst our communities and enabling people to flourish
- **Promoting Safety:** Helping people more confident and in control of their lives

These goals are under-pinned by a fourth strategic goal, **Improving Our Performance**, which focuses on our internal approach to ensure the successful delivery of the goals above.

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

Goal one: Achieving Equality

"It helped me understand the issues important to LGBT community. I previously felt we dealt with people as individuals and hadn't understood a wider picture. Now I can see the point of asking the question of sexuality. Well done!!"

"It helps to clarify some of the terminology which increases knowledge. It makes me think how we as commissioners can ensure gender and sexuality monitoring can be included in the requirements of a service monitored"

- Feedback from two attendees of Pride in Practice training sessions

- In November 2018 LGBT Foundation welcomed the appointment of our Chief Executive, Paul Martin OBE, to the Advisory Panel of the Minister for Women and Equalities, following the publication of the 75 point LGBT Action Plan published by the UK Government in July 2018. The Panel will act as a sounding board, providing practical advice to the Minister on policy decisions and publications, collecting and presenting evidence on the experiences of LGBT people and acting as a link between Government and civil society.

- In the face of the ongoing challenges faced by the trans and non-binary population within Greater Manchester to accessing advice, support and specialist services, we have worked closely with NHS England and Greater Manchester Health and Social Care Partnership to co-design an alternative model to respond to these needs in GM. Greater Manchester has now been identified by NHS England as a potential pilot site to test a Primary Care-led Trans Health Service over a two year period. In the design process we have used the Pride in Practice model to bring together clinicians, commissioners and trans and non-binary people to co-produce solutions, held extensive community consultations, and used a range of evidence, including the results of our Pride in Practice Annual Patient Survey, to ensure that the voices of those with lived experience have been heard, and have played an integral role in the design of this exciting new service.

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In March, following reports that primary schools in Manchester had been contacted by parents unhappy over sex and relationships lessons that teach children about LGBT rights, LGBT Foundation launched a campaign on the importance of LGBT inclusive education in schools. The campaign saw 323 people share messages of support which generated approximately 1.3m impressions on Twitter, with support from senior figures in Greater Manchester including Mayor Andy Burnham. An edition of our OUTspoken e-bulletin sharing our open letter to schools in Greater Manchester generated the highest open rate for the bulletin on record.

This academic year, as part of our strategic goal to influence the curricula of health and social care students, we began our first year of collaboration with University of Manchester Medical School to improve the curriculum and exams of medical students by introducing more informed, co-produced, LGBT inclusive educational materials. This work combines a series of elements, including an evening lecture series to elevate LGBT health issues, and the development more LGBT inclusive medial case studies for medical students that aren't presented through an antiquated lens of LGBT behaviours or activities.

LGBT Foundation plays a key role in providing informed, highly valued contributions and perspectives via consultations across Greater Manchester and England. In 2018/19 LGBT Foundation engaged in 125 consultations with a broad range of stakeholders, with a significant emphasis on contributing to health care reform and broader governmental policies. A small sample of these consultations includes: UK Parliament Women and Equalities Committee (Mental Health of Men and Boys Inquiry), Government Equalities Office (Variations in Sex Characteristics (VSC) Call for Evidence, Care Quality Commission (CQC) New Equality Objectives 2019-2021, Trans Participation in Sport research (University of Brighton), and the Smoking Cessation Project Group (including representation from GMHSP, CRUK, The Christie NHS Foundation Trust).

In July the UK Government announced a consultation on possible changes to the 2004 Gender Recognition Act, the first step to securing much needed changes to the legislation allowing people to change the gender on their birth certificate. The consultation prompted a debate that was, at times, inflammatory and toxic, and in the second half of the year we saw continued attacks on LGBT organisations from some sections of the media. Through our trans programme, and our organisation wide ENOUGH campaign, we were able to support trans and non-binary people, the wider LGBT community, and our allies, to respond to the consultation and stand up for the rights of trans and non-binary people. This included the production of a guide to the consultation and how to complete it, which was downloaded over 700 times, an online campaign on the importance of reform, and community events including a 'Trans Positivity Pizza Party'.

Our LGBT Cancer Programme continued into its second year, with a full time Macmillan LGBT Cancer Programme Co-ordinator working within our Pride in Practice team. We delivered a training package to around 350 cancer professionals across 2018, including the team at The Christie's new Proton Beam Therapy Centre. The training received 100% satisfaction scoring across all markers. In addition the programme led on a multi-disciplinary Task and Finish Group around Emotional Support for LGBT people living with cancer – bringing together LGBT people with lived experience with local trusts and services to identify areas where services could be improved and co-design solutions. We authored a series of blog posts for Public Health England on including LGBT people within cancer screening programmes and developed an LGBT inclusion briefing to support the implementation of the Macmillan Recovery Package in GM. We advised the Macmillan Electronic Health Needs Assessment Team around sexual orientation and gender identity monitoring ahead of a national rollout of a new version of the form.

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- Pride in Practice, our quality assurance and social prescribing programme for primary care services and LGBT communities, continues to develop and strengthen relationships between clinicians and patients, and enable primary care services to link with community assets and utilise strength-based approaches to community healthcare delivery.

This year was a landmark year for Pride in Practice, who have now helped over 2 million people receive LGBT-inclusive primary healthcare since the programme's conception in 2012. Over the course of the programme to date, we have engaged with enough GP practices to cover 2,120,000 Greater Manchester GP patients. Since 2016 we have trained 3200 health professionals across Greater Manchester, and supported 1 in 5 of all Greater Manchester primary care providers to introduce sexual orientation and trans status monitoring as a result of our training & support. 72% of all Greater Manchester GP practices now display supportive, inclusive materials aimed specifically at LGBT patients as a result of Pride in Practice.

- In 2018/19, we trained 1420 health care professionals across 145 health care providers across Greater Manchester of which, 99.2% were satisfied with the training provided, 99.2% would recommend the training to other health care professionals, and 98% felt more informed on LGBT issues as a result of the training. The consistently positive feedback from this training means that these providers can better meet the needs of LGBT people by reviewing internal policies, displaying LGBT inclusive materials in waiting rooms and introducing sexual orientation and trans status monitoring.

- In addition, we successfully secured funding via the Government Equalities Office to roll out a 15-month pilot of Pride in Practice in Greater London and across some rural locations to test and develop the model outside of a Greater Manchester context. We also received funding from Manchester Foundation Trust to pilot Pride in Practice in an acute setting in partnership with them. Going forward we will continue to explore and develop new ways to utilise the Pride in Practice model to increase LGBT peoples' access to inclusive and equitable services.

- 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 2018-19, this significant partnership brought together 11 key LGB&T organisations across the country, as well as a stakeholder group of 774 organisations, (with a combined reach of over 1million people). The Partnership acts as a catalyst and connector to put LGB&T people firmly on the agenda of decision-makers. Highlights this year included the Partnership's biggest ever LBT Women's Health Week in March, which featured London and Manchester events, the launch of a network for women working in the LGBT sector, and a series of educational webinars aimed at community members and healthcare professionals. Other work has included working with the Office for National Statistics to successfully include questions on sexual orientation and trans status in the 2021 census, and working with Public Health England to launch an LGBT inclusive campaign to raise awareness of the importance of cervical screening.

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- We continued to act a programme partner in the GMCVO Ambition for Ageing programme across Greater Manchester, which has now completed its fourth year of delivery. In particular, we hosted three programme staff focusing on equalities research and communications; and we facilitated the Equalities Board, helping to ensure that marginalised communities are actively shaping the programme's plans and activities. In December the Equalities Board of Ambition for Ageing held a half-day event about research into ageing and inequality, called 'Ageing Equally in Greater Manchester?' The event shared the learning from the programme so far, and launched the new Ambition for Ageing research programme 'Ageing Equally?', which is funding short research projects into what makes a good place for growing older for people from minority communities. In addition, the Equalities Board produced and launched a well-received briefing document, 'Working Inclusively to Make Communities Age-Friendly', which supports those working to build age-friendly communities in an inclusive and diverse way.

- We continued to use our website and social media channels to promote our messages and calls for action. In 2018/19 our website recorded 712k page views from 281k individual users across 217 countries and independent territories. Our non-binary inclusion page was viewed 62k times, featuring at the top of google searches for non-binary for the majority of 2018/19, informing the world on non-binary identities.

- We published several articles and opinion pieces, informing the public on key LGBT issues and widening understanding of LGBT identities including: "5 things you should know about on pansexual visibility day" viewed 6.5k times by people in the UK, USA, Germany, and Brazil amongst other countries. The webpages hosting our national sexual wellbeing survey for women who have sex with women were viewed on our website 3.9k times by people in the UK, India, France, Canada and Malaysia. Going forward, we will further develop the news and views section of our website, allowing even more LGBT people to have their voices heard and providing a platform for our diverse communities. Our social media channels continued to be a valuable way to promote our services, message and campaigns and provide information and advice to our communities.

- We continued our commitment to celebrating and commemorating key LGBT dates. For IDAHOBIT in 2017 we launched our annual campaign, the ENOUGH campaign. In the midst of negative rhetoric towards trans and non-binary communities, LGBT Foundation's ENOUGH campaign sent a powerful message of hope, support, and solidarity. The ENOUGH campaign was an opportunity for LGBT communities and our allies to come together and demand an inclusive and equal society that celebrates all LGBT identities. On World Aids Day we participated in a city-wide fundraising and awareness initiative, engaging our volunteers over 3 days of fundraising, also participating in an evening vigil commemorating those who have died as a result of HIV and AIDS.

- Manchester Pride's Big Weekend is one of the most important dates in the LGBT Foundation calendar. As the only advertised dry space in the Village we offer a unique Pride experience with a relaxed social atmosphere, providing space for people to meet new friends, learn new skills, and feel empowered to be themselves. In addition we are able to highlight our year round offer through our Expo stand. Our Outreach team are the visible face of LGBT Foundation in the Village- handing out information resources, safer sex packs and offering advice and support. In 2018, 56 volunteers gave 978 hours of volunteering time over the Big Weekend. As well as our popular walking entry in the Pride Parade, 135 visitors attended events, workshops, and our community café in our Community Resource Centre on Richmond Street.

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This year, we continued to deliver on our commitment to engage our communities at all local Pride events across Greater Manchester. We were represented at Pride events across

- Greater Manchester, including Bury, Stockport, Trafford, Bolton, Salford, Levenshulme, Wythenshawe and more, in total engaging with 336 people at local Pride events. We also helped to promote local Prides across all of our communication channels.

Recognising a lack of up-to-date national evidence on sexual wellbeing for lesbian and bisexual women and other women who have sex with women, LGBT Foundation's Women's Programme delivered what is now the largest research project of its kind in the country- the National Sexual Wellbeing Survey for WSW (women who have sex with women). Previous research in this area took a more clinical approach to sexual health but excluded other factors

- including pleasure, exploration, health, access to services, confidence, and consent. Despite an initial target of 300-500 responses, we received with over 2,500 responses. A preliminary analysis of the findings was launched for International Women's Day and presented at our Lunch & Learn event to 50 professionals and community members, at the House of Lords for the APPG: Sexual & Reproductive Health to around 30, at the National LBT Women's Health Week webinar for 10, and at the Lesbian Lives Conference to 35.

We supported a range of initiatives related to smoking cessation and LGBT communities. Working with Greater Manchester Health and Social Care Partnership's Making Smoking History initiative, we provided guidance on how to make their campaign more LGBT inclusive, supported them to recruit volunteer LGBT ex-smokers for the campaign, and worked in partnership with them to identify how best to target LGBT people in smoking cessation efforts. We also gathered evidence surrounding smoking and smoking cessation support in LGBT

- communities. We released a survey to gather evidence on the smoking habits of trans and non-binary people and received 123 valid responses. Smoking prevalence was higher among the respondents compared to the smoking prevalence of the UK population. Notably it also found that 49% of respondents who smoked cited poor mental health as a smoking trigger. We received funding from Greater Manchester Health and Social Care Partnership to deliver an LGBT Making Smoking History Programme which launched at the beginning of March 2019.

We worked closely with Manchester Metropolitan University and Manchester Pride to audit our existing connections, with the ambition of creating an LGBT Research Network. We

- successfully bid for seed funding from the university to develop ideas and priorities for the network, which will take place in summer 2019.

Thanks to funding from the National Institute of Health Research (NIHR), in March 2019 we embarked upon a collaborative research project led by the Open University, which will look at trans and non-binary people's experiences of healthcare and how better to integrate the care

- available to them. The goal over the two year project is to produce a substantial body of research, which can further be analysed to produce educational materials which contain practical suggestions on how services across the UK can create positive experiences for trans and non-binary people within an integrated model of healthcare.

Goal two: Encouraging Wellbeing

"The therapy service the LGBT Foundation provides has helped me cope during some of the most profound changes in my life, and I think I know who I am more now than I did before. I feel like I'm going to be able to do more in my life now than just survive. That's a huge change for me to even feel that that is possible."

Talking Therapies Client

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"The service is so inclusive and friendly and work towards practiced and realistic goals which can help dramatically improve aspects of your life"

Trans Voice Coaching Workshop attendee

"After talking to someone on the helpline, my patient felt a lot better and this helped them to access the support they needed at the practice which they had not been doing for a while as there was such a lot going on in their life and they were highly anxious. It was a pleasure to speak with the helpline worker and it made me feel even more confident about referring patients on to your services as LGBT Foundation. You handled the situation which such great care and attention."

GP Practice Manager feedback

Our Community Centre is a thriving hub of activity for LGBT communities in the heart of Manchester's Gay Village. People visited our Community Centre approximately 27,000 times over the past year, accessing services, support, training, information and a range of activities and events. Groups and events within the building were attended by 5,700 people across approximately 40 different regularly scheduled groups or events. In 2018/19 we recorded a 98.6% satisfaction rate, and 97.9% of attendees would recommend our groups and events to others. This high recommendation rate has led to us continuing to reach new audiences, with a third of people reporting that they had come to one of our events for the first time.

Creating safe and accessible spaces where people are able to express themselves free from discrimination has been a fundamental part of our strategic goal in encouraging the wellbeing of LGBT people. Through our groups and events we are providing much-needed LGBT-specific spaces, with 9 out of every 10 people citing this as a reason for attendance. Events and groups provide important social and support spaces where LGBT people are able to meet likeminded others and reduce feelings of social isolation and build confidence levels. 82% of attendees reported an increase in confidence and 83% reported feeling less isolated as a result.

In addition to our own groups and services, our Community Centre acted as a space for 34 external LGBT groups across the year to hold meetings and events. Many of these are small LGBT groups who 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, such as First Wednesdays, a support group for people in the Greater Manchester area who are in the asylum process and Icebreakers, a self-help, mutual support group in Manchester that helps gay and bisexual men aged 18 to 80 plus. By utilising our building spaces for smaller community groups, we are able to act as an important and trusted hub in the centre of Greater Manchester.

Our Foundation Direct services offered a vital lifeline to 2,357 LGBT people this year who were able to access support and information on a variety of topics including issues relating to sexual orientation and/or gender identity; support with coming out; accessing information about general health, sexual health and mental health; support following instances of hate crime including reporting; and issues around social isolation. These services have enabled us to offer support to people in remote areas, including those with little or no contact with the LGBT community or other services. Our team of dedicated staff and volunteers that deliver the services receive extensive training and support to enable them to deliver the most effective support to LGBT people who reach out to us. Many of those accessing the services here doing so at the point of crisis and are expressing multiple complex needs.

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The helpline received a total of 1,714 calls in 2018/19, an increase of 14.1% compared to last year. 71.6% of all calls received came from people in Greater Manchester, 24% came from the rest of the UK and 4.4% came from outside the UK, including Belarus, Afghanistan, Iran, Lebanon, Malaysia, and Uganda. Many of the calls we received from outside of the UK have been from countries where homosexuality is still criminalised, and there is wide-spread discrimination and persecution of LGBT people. We also received a total of 553 e-mails over the past year, which along with the helpline has been beneficial channel to support people who wanted their contact to remain as discreet as possible.

Through our pop-in service, we were able to support 270 people in 2018/19, an increase of 11.1% on the previous year. All sessions were delivered on a one-to-one basis by trained staff at our Community Centre, enabling us to offer advice and support on many of the issues brought to the sessions by service users. Through this service, we have been able to make an immediate referral to internal and/or external services for further support.

During 2018/19, our Befriending Service supported 35 LGBT people who'd been experiencing social isolation and low confidence through 136 sessions. Many of those accessing the service experienced loneliness and a difficulty in being able to socialise and/or build support networks. The service offers regular one-to-one contact with a supportive Befriender who can help with issues around confidence, self-esteem and motivation, and support individuals to seek new social networks. A reduction in social anxiety and isolation is achieved by empowering service users to attend social groups, start new hobbies to expand their social networks, and working with them to build new social skills. As a result of their involvement, 100% of service users reported a substantial increase in self-confidence.

A total of 136 assessments have been delivered in 2018/19 through our intake and triage service. We have managed all of our referrals into our services through a single point of access to ensure that assessments are robust and that service users are directed to the appropriate services to meet their needs at the point of entry. As a high number of service users are presenting with complex needs which require multiple interventions, this process has enabled us to ensure that our different areas of service delivery are able to work collaboratively to support the individual from the outset.

We have further refined the process for service referrals through our Intake and Triage service, ensuring that it is fit for purpose and meets the incredibly complex needs of our service user base. All assessments are now completed by a member of the front-line services team, which has increased the efficiency of the process and ensures consistency across our intake and triage processes.

Our Talking Therapies programme continues to provide non-judgmental and professional support to LGBT people in need. The counselling team deliver LGBT-affirmative and inclusive therapies across a range of modalities. We have provided support to 565 people through our Talking Therapies programme, delivering a total of 1,626 hours of counselling, the equivalent of 10 weeks of continuous non-stop counselling.

85% of those who used the counselling service accessed it via the route of self-referral, which is a testament to the growing need for LGBT-specific counselling services and the reputation of the Talking Therapies programme within LGBT communities. Our volunteer-led counselling service welcomes therapists from a wide range of backgrounds, identities and modalities. All therapists undergo an interview process and attend monthly clinical supervision in adherence with BACP guidelines.

LGBT Foundation Ltd

Trustees' Report

- Two thirds of people accessing our counselling services sought support with their mental or emotional health, however we also supported people struggling with relationships, bereavement, domestic abuse, substance misuse, childhood trauma and physical health. Two thirds of clients accessing the services wanted support with something unrelated to a previously diagnosed condition.

- Half of all clients that accessed the service in 2018/19 presented with moderately severe or severe depression as determined via client self-assessment tools, and 38% presented with severe levels of anxiety via the same self-assessment. We have also seen an increased level of need and complexity, which has been particularly prevalent in the referrals received from the Domestic Abuse, Substance Misuse and Motiv8 programmes.

- Our Trans programme has delivered a broad range of events and initiatives in 2018/19 that were aimed at building communities, encouraging wellbeing and providing safe and accessible spaces for trans and non-binary people. This included the ever-popular TransMCR, which welcomed approximately 700 attendees across 12 monthly events. TransMCR has provided trans and non-binary people with opportunities to learn new skills, attend workshops and access a broad range of services which has resulted in 91% felt more informed or having gained new skills as a result of the workshops or groups. These activities have had a direct improvement in the wellbeing for attendees, with 82% reporting that activities had helped deal with a personal problem or challenge, and 77% reporting an increase in confidence as a result of attending TransMCR. The programme of events has also helped to reduce social isolation within trans and non-binary communities, 79% of attendees reported feeling less isolated and 86% expressing an interest in joining a regular group or activity.

- Our partnership with Dr Sean Pert at the University of Manchester continued in 2018/19, providing trans and non-binary people with an introduction to voice, language and non-verbal communication, with workshops focusing on human voice, how it works and how to protect your voice when considering changing it. We have been able to support 23 people with this service this year with high-demand for places. Of those attendees, 100% reported that they would recommend the intensive course to other trans people, and many reported increased confidence as a result of attending.

- Sessions are led by volunteers who are predominantly speech and language therapists or students wanting to gain more experience working with trans and non-binary people. One of the aims of the course is to provide mutual benefit by providing speech and language therapy students and speech and language therapists with experience of providing care, so that they feel able to provide services on qualification or in their local services.

- Our voice-coaching series of 12 videos has been published on our website to help those waiting for a place and to provide support for those further afield who are unable to attend. As part of this area of work, we also hosted the Royal College of Speech & Language Therapists Trans Voice Conference and spoke to speech and language therapists interested in improving access of trans people to their services across the country.

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This year saw the launch of our Trans Advocacy Service to provide practical support to trans and non-binary people facing barriers to services or experiencing discrimination related to their gender identity. The service consists of targeted one-to-one support for individuals. Through the service, 48 short-term advocacy sessions and 71 long-term advocacy sessions were delivered to a total of 42 people. Of those accessing the service, approximately 73% identified as trans women 19.5% identified as trans men and 10% identified as neither male nor female. The majority of those accessing support were unemployed (63%), with discrimination and problems arising from societal transition in the workplace leading to some service users having lost their jobs. 18% of those accessing the service identified as BAME and 26% identified as disabled.

A high percentage of people accessing the service experienced enduring and/or frequent suicidal ideation during the time they were accessing the service (46%), and a relatively high percentage who attempted suicide since accessing the service (15%). This underlines the vulnerability of these service users, both in terms of their mental health and the level of stress they experience from societal factors.

100% of people who used the service were satisfied, and 66% were very satisfied. 100% reported feeling more informed. Two thirds of those who accessed the service reported an increase in confidence and feeling more involved in decisions about their own life. The wellbeing of service users improved as a direct result of the service, with 83.3% of people reporting an improvement.

Our Women's Programme supports and empowers LBT women to improve their health and wellbeing; increase skills, knowledge and confidence; reduce feelings of isolation; and ensure inclusion in all aspects of our work. Over 2018/19 our Women's Programme delivered 70 different types of groups & events, welcoming 770 people through our doors to engage in a broad range of activities, events and skills workshops. Accessibility of all spaces that we operate has been a key priority this year, and this is evidenced by 97% of attendees reporting the event was easy to access. Offering LGBT-specific spaces for women was valued by attendees, with 84% attending because the offering was LGBT-specific, and 76% attending because it was a women-specific space. 94% of attendees felt supported with their multiple minority identities, and as a result 90% felt an increased sense of belonging. 97% of those who attended would recommend our events to others.

In response to feedback from the community, we radically overhauled the format of Sugar & Spice, our annual wellbeing festival for LBT women. We extended the festival to take place over 7 days to increase accessibility of the events, and because of high-demand in previous years. We saw 157 people attend events over the week with 100% satisfaction. 96% of those who attended reported an increased sense of belonging, 91% reported gaining skills as a result of the events and 80% said that they had an increase in confidence.

Utilising the online platform Meetup, we have been able to grow a user-base of 2,700 women who access LGBT Foundation events and spaces. Our goal to support community members to establish and facilitate groups and events has seen significant progress this year. In 2018/19, we have had a total of 13 community leaders creating their own activities for their communities through the platform, including our most successful BREW, a monthly dry evening space for LBT women which has reached 138 since being established in November.

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Our National Lottery Community Fund funded Women's Programme Inclusion project has continued to increase the diversity of women engaging with the programme. The project has reached 247 people this year through events targets at groups within the community which have been underrepresented or marginalised for too long. We now operate regular group spaces and events specifically for older LBT women and for BAME LBT women, and in partnership with the Trans Programme, groups and events for non-binary people.

Following a structural review of these events from October, we saw a 60% increase in engagement with 80% of the overall attendance coming from the last half of the year. Overall this year, 22% of our service users have been aged 50+, 18% have identified as disabled, 31% have been from non-white BAME backgrounds, 13% identify as trans, 8% as non-binary (some of whom also identify as trans) and 3% identify their gender in another way, often as gender fluid or gender queer.

In 2018/19 we piloted a tailored programme of support for gay, bisexual, and trans men, particularly those facing disadvantage. The pilot events were accessed by 108, proving the need for this programme of work. The new Men's Programme offered a wide range of creative activities for men of all ages and backgrounds, aimed at improving wellbeing, reducing isolation, and increasing confidence. Through this approach, we aim to reach out to the most disadvantaged men within LGBT communities, providing an outlet to overcome the barriers created by factors such as poverty, disability, racism and discrimination. Activities ranged from self-portraits, to creative writing to life drawing, where men not only improved their general wellbeing, but also offers a space where men can be who they are and celebrate their identities.

This year saw the launch of the Our LGBT Manchester initiative, whereby LGBT Foundation in conjunction with volunteers and local stakeholders champion LGBT life and spaces in Greater Manchester. The initiative has had a considerable impact and has made a number of significant physical enhancements to the Village and Sackville Gardens, including upgrading the electrical connection provision in Sackville Gardens, making it safer and more accessible for community groups running events there; securing funding to complete maintenance works on the trans memorial in Sackville Gardens; setting up a Christmas tree with lights and stalls over the festive period in Sackville Gardens; and the installation of an upgraded community notice board in the Village to promote support groups and events.

Through the newly-launched Community Day of Action, the programme has been able to bring together members of the community and local stakeholders to take action in making improvements to LGBT spaces. The volunteer Village Clean-Up Crew has also been relaunched under the Our LGBT Manchester programme and runs weekly to clean up the Village, which in turn has led to an increased sense of community ownership on LGBT spaces.

As part of the initiative to improve and preserve LGBT spaces, a partnership has been established with the Canals and Rivers Trust to undertake a monthly clean-up of the historic Rochdale canal and pathways which run through Canal St.

2018/19 saw the establishment of the Greater Manchester LGBT Arts + Culture Network, a partnership led by LGBT Foundation with cultural organisations from across the city-region. The network builds upon and centralises previous informal partnerships to provide much greater support, training and awareness for cultural organisations in delivering events and projects in all boroughs with LGBT artists, participants and audiences.

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Thanks to funding from Barclays Spectrum, the Greater Manchester Combined Authority, Manchester City Council, and Age Friendly Manchester, we began a new programme of work in 2018/19 to support end the inequalities faced by LGBT people over 50 in Greater Manchester and ensure that they have access to inclusive housing and care later in life. Pride in Ageing will also tackle the social isolation faced by LGBT people over 50 in the UK, which we know is commonplace and has a significant impact on their health, happiness and wellbeing. It will also celebrate the positive aspects of being an LGBT person in mid-to-later life in our city region, bringing people together to share their stories and experiences, and building a community of active and empowered LGBT people.

- Many LGBT people over 50 have grown up in a world hostile to their identities. Some will have come of age before the partial decriminalisation of homosexuality in 1967, and may have experienced significant discrimination and prejudice in their lifetimes. Only 12% of LGB people aged over 50 living in Greater Manchester said that they had never experienced a mental health issue, with over half having experienced depression or low self-esteem, and 48% having experienced feelings of isolation. Three in five older LGB people were not confident that social care and support services would be able to understand and meet their needs. More than two in five had the same concerns about mental health services, and one in six about their GP and other health services. 59.4% of trans people have indicated that 'not being able to access appropriate care that is trans-friendly' is a major concern for care in later life.

- Our work to provide skills-based training and support to LGBT people continued in 2018/19 through our delivery partnership of the Motiv8 programme. Motiv8 aims to improve the lives of people living in Greater Manchester presenting multiple complex issues, including those who may be homeless, long-term unemployed, living with disabilities and health conditions, dependent on substances, experiencing domestic violence or in debt. The programme provides people with more opportunities for education and training, improved health and wellbeing services and better financial help in order move participants toward job search, training and employment. Over the course of the year, 34 people have benefited from the Motiv8 programme and from LGBT Foundation services as a result.

Goal three: Promoting Safety

"LGBT Foundation has been life-saving - recommended by a friend. I always sing your praises. Thank you."

– Attendee at 'Guide to Good Sex Workshop.

"I received support with personal safety issues, considering future relationships, housing issues, accessing local services and information and encouragement about engaging in the community.

Without this support, I would have either given up and/or done myself serious harm. I am now thriving, feeling much better, optimistic, independent, and confident because of the professional and well-coordinated holistic service I have been able to access and benefit from.

I take part in a range of creative activities, have a fulfilling social life and support other people through voluntary work. I know that the service is there for me if I need further help in the future. I am not alone."

– Domestic Abuse Service User

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The Village Angels, our flagship community safety programme, continued to provide support to people in Manchester's Gay Village during Friday and Saturday nights. This is a volunteer-led harm reduction programme, where groups of volunteers alongside first aid trained shift leads will patrol Manchester's Gay Village from 9pm to 3am keeping people safe in the LGBT night-time economy. This can be helping people with basic aid, who may be lost or who's phones have died to responding to serious mental health crises and helping people who are alone and vulnerable to get home safely. Over the past year, the team undertook 820 interventions with vulnerable members of the public of which 45% were related to drug and/or alcohol related vulnerabilities and 1 in 5 people were given first aid or medical attention.

Other support included helping those experiencing homelessness (3%), victims of assault (4%), and experiencing mental health issues (5%). The Village Angels provided signposting and advice to a further 6500 people in the Village over the last year

Our Village Angels programme workings in tandem with our Village Haven programme, where vulnerable individuals can receive more intense support in a safer, enclosed environment. The Village Haven is a night time safe haven, which operates from 11pm to 5am every Friday and Saturday night in the Village in Manchester, and is run as a partnership project between LGBT Foundation, Serenity Security, and Barnabus. The service supports people who are vulnerable as a result of alcohol or drug consumption, people who are highly distressed, are unable to get home safely, or have lost their belongings and need to contact someone.

In the last year our volunteers supported a further 480 vulnerable individuals of which three in five people were admitted due to an alcohol or drug related vulnerability and one in five people required some form of medical attention. Approximately one in fourteen people the team supported were admitted due to an assault related incident

The team was recognised for their work by being awarded the Dedication to Volunteering Award at the GM Health & Care Champion Awards 2018. Furthermore, the Angels team was shortlisted for the 'Volunteering Team of the Year 2018' and 'Volunteer Involving Organisation of the Year 2018' at the Spirit of Manchester Awards 2018.

This year, we sought to expand our night-time safety provision. We partnered with The Warehouse Project, providing a Haven style service on selected more LGBT-centric nights across their season.

We recognised that many younger LGBT people were choosing to embrace nightlife outside of Manchester's Gay Village. This presented a challenge for us with how we can help keep all LGBT people safe in the night-time economy whilst our existing services only operated within the Village. With The Warehouse Project being one of the biggest nightlife organisers in the region it was a perfect fit for beginning to expand our model of night-time harm reduction outside of the Village.

Across four nights in Autumn/Winter 2018, we supported 58 vulnerable/at risk service users. We saw these service users for an average of 30 minutes. We had a further 492 interactions with Warehouse Project attendees. These ranged from giving water, talking about our service and why we are working at Warehouse Project this season to giving directions around Store Street.

We were approached to support Manchester University Student's Union in their work to set up Angels and Haven projects to meet the needs of vulnerable students. This was a response to student surveys reporting that students felt unsafe when walking home. It was also in response to a number of tragic deaths of students who had fallen in the canal on their way home from a night out.

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- The LGBT Foundation and Manchester University Student's Union Partnership was awarded funding from Manchester City Council to run a 3 stage project between January and April 2019 – the Student Angels.

- The project was a partnership between LGBT Foundation, and Manchester University Students' Union. LGBT Foundation provided consultancy and guidance, training for volunteers and loaned shift leads to the early delivery of the project. Manchester University Student's Union recruited and managed all volunteers, led on project administration, and provided shift leads once the student angel volunteers were experienced enough to take on this role. LGBT Foundation provided initial equipment procurement responsibilities; these were taken over by the Students' Union during the running of the project.

- The structure of the partnership allowed Manchester University Student's Union to be supported as they learnt how to operate a night-time economy harm reduction project; learning that they will be able to use and develop on for the long term implementation on the project. LGBT Foundation were able to use their consultancy role in this project to ensure LGBT inclusion was embedded from the outset.

- Over the first quarter of the Student Angels delivery we delivered a total of 355 interventions, with a 69 of those being drug/alcohol incidents. We had 18 active volunteers and 4 shift leads.

- In December 2018 we held a trial month for the Soho Angels, followed by a full operational launch in February 2019. Modelled on the Village Angels and done in partnership with Westminster City Council and supported by Smirnoff, our volunteers and shift leads will be supporting vulnerable people in the night-time economy of Soho – an area of high significance to the LGBT community.

- In the first quarter of delivery over 9 shifts, the Soho Angels have supported 63 people in the Hub and 159 people on the street. They currently have over 40 actively engaged volunteers.

- LGBT Foundation strives to be a key place for LGBT people to report or discuss incidents of hate crimes or being the victims of crime. Within the helpline and across our other services (befriending, counselling etc.) we received 470 reports of hate crime from service users.

- As a fundamental part of our long-standing work to help prevent the transmission of HIV and other STIs, we distributed 154,160 loose condoms and 65,180 sachets of lube across Greater Manchester.

- Thanks to continued support and funding from Manchester Pride we distributed 88,900 Safer Sex packs to LGBT community venues including bars, clubs, saunas, community centres and more. Our safer-sex scheme not only offers protection but provides vital information about risk reduction and different ways to access sexual health support and services.

- We also posted 250 Play Packs in partnership with the MAC AIDS fund. These are packs designed for gay, bi and other men who have sex with men, specifically for people taking part in group sex, and for people who are engaging in chemsex. Each pack contains fingering and fisting gloves, condoms, lube, antibacterial wipes, a vibrating ring, and information about our testing clinics and drug and alcohol service. Approximately 7% of the people accessing our testing services have declared using chems during sex. Manchester has the 2nd highest prevalence of chems usage (after Brighton) in the UK (SIGMA, 2016).

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As part of our strategic objective to end all new cases of HIV transmission in Greater Manchester within a generation, we delivered 460 HIV tests and a further 800 sexual health interventions for LGBT people, with 3 reactive results. This equates to a reactivity rate of 6 in 1000 (HIV testing is considered to be cost-effective if there's one positive result found per 1,000 tests). 1 in 5 of the people that attended our rapid HIV testing clinics had never been tested for HIV before.

Through our sexual health clinics and screenings we provided 764 instances of full sexual health screening in partnership with The Northern Contraception, Sexual Health and HIV Service. This includes screening for syphilis, gonorrhoea and hepatitis immunity – STIs which have rising prevalence amongst gay, bi and other men who have sex with men.

For both full screening and rapid HIV clinics LGBT Foundation staff provide a comprehensive sexual health and wellbeing assessment. This offers service users the opportunity to discuss the sex they are having or want to have, and can result in service users being directed into additional LGBT Foundation services where further support has been identified. As a result of our face to face interventions 83% of service users reported an improved knowledge of HIV testing, 80% reported an improved knowledge of STI's and 74% felt more able to practice safer sex.

We delivered sexual health 38 group work sessions across a broad range of topics including healthy relationships, HIV and introductions to sexual health. Over this time we recorded 335 attendees, of which 100% reported that they were satisfied with the sessions delivered.

We delivered sexual health themed outreach to approximately 1000 people at over 60 events across Greater Manchester, including at every Pride event across Greater Manchester's ten boroughs.

We've commenced workshops with LGBT sex workers in developing resources for sex workers to navigate safer sex from increasing knowledge of PEP and U=U to navigating hook-up apps and street work. This is the Manchester City Council Prostitution Strategy-funded project in partnership with Men's Room.

We hosted EveryMonth Manchester's period poverty packs packing day and are looking at how we can support them further. They donated 100 period packs for our service users and we're looking at running a workshop together to address how menstruation affects LGBT people.

We launched 3 LGBT-inclusive Sex Guides focused on the types of sex LGBT people may be having - anal sex, oral sex, and/or vaginal sex. Our LGBT-inclusive sex guides have been downloaded 1700 times and we've distributed 1200 printed copies since they launched in September. They are also now included in the MAC AIDS funded group Play Packs for gay, bi and other men who have sex with men taking part in group sex and ChemSex.

Our sex-positive #SexWithoutShame campaign also launched on 24th September to mark the start of Sexual Health Week. We did a takeover over of our social media accounts with our #SexWithoutShame censorship bars and are encouraging people to change their social media profile photos using our Twibbon.

LGBT Foundation worked with Ambition for Ageing to talk about how to make services and groups more inclusive of Older LGBT people, and talked about sexual health barriers and stigma surrounding HIV. Community leaders found it very helpful to think about these issues and to be aware of how to deal with stigma within their usual demographics.

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- We had a presence in every Greater Manchester locality aside from Wigan between National HIV Testing Week and World AIDS Day. During that period, we tested 49 people through point of care, of which 12% had never tested for HIV before and 18% hadn't tested in the last 12 months. We also distributed 82 HIV self-test kits through our Test & Trim event at Barber Below, at Gatehouse (a sex-on-premises venue in Bolton), Basement and Base Saunas in Manchester, and through our ongoing partnership with Barclays Spectrum.
- 37 people attended the 'party boi: black diamonds in ice castles' ChemSex film screening and panel discussion, in partnership with Director Michael Rice and Rainbow Noir. The majority of attendees were LGBT people of colour. This marked the start of a partnership with Rainbow Noir and BAME LGBT social influencers to increase our engagement with LGBT people of colour. 1 in 8 men who have sex with men diagnosed with HIV are BAME.
- The #SexWithoutShame Takeover at Partisan Collective on 8 December, was attended by approximately 90 people with 54 completing feedback forms. Feedback from the event was overwhelmingly positive with 94.4% of respondents saying they'd attend future SexWithoutShame events and the remaining responding 'maybe'. 41% of attendees had never accessed LGBT Foundation services or spaces before.
- Our Drug and Alcohol Programme, funded by CGL (Change, Grow, Live), entered its third year of delivery, offering support to LGBT people in Manchester affected by drugs, alcohol and chemsex. The programme now offers one to one support, Chemsex support, telephone and online support, referral for specialist GBL/GHB and alcohol detox and rehab, and access to mutual aid and peer support groups
- This year, our Substance Misuse team created a host of new support groups and expanded their support with 190 people engaging with the 1-2-1 service provision including keywork sessions, extended brief interventions and pod working.
- In total we have conducted 701 DUDITS (Drug Use Disorders Identification Test), of whom 4% presented with increasing risk or possible dependence on substances, as well as 744 AUDITS (Alcohol Use Disorders Identification Test), of which 24.3% presented with increasing risk, and 6.4% as higher risk or possible dependence.
- Our SMART Recovery group - a CBT (Cognitive Behavioural Therapy) based programme that supports people to manage their recovery from any type of addictive behaviour – has welcomed 270 attendees.
- In summer 2018 we set up our SMART Family & Friends & Concerned group - a space for people who are affected by a loved one's addiction - with acupuncture and meditation available. Within this short time the group has been accessed 28 times.
- Since its inception in summer 2018, our group Chemsafe has welcomed 70 attendees to the peer support group for self-identified men affected by chemsex.
- We had 325 attendees to our Here & Now group - a safe space for LGBT people to support each other through reflection, motivation & change.
- In November 2018 we launched the Queers Without Beers group - an LGBTQ+ night out with no alcohol or drugs. The group is inclusive of people you have never drunk alcohol, have given up, moderating their drinking or just want a less alcohol-centred social night out.
- In autumn 2018 we launched Free Bees - a safe space for self-identified LGBT women affected by substance misuse with acupuncture and meditation available. The group has already helped 22 lesbian and bisexual women attendees.

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- In summer 2018 we established Co-dependency Anonymous. The self-help support group has since gone on to welcome 100 attendees to work through issues of co-dependency and work towards having healthy relationships.

- This year we welcomed 460 attendees to Alcoholics Anonymous (AA) – our long standing mutual aid group where members meet to support each other to achieve abstinence from alcohol, representing one of the most consistently attended groups at LGBT Foundation for recovery associated with substance misuse.

- We remain a committed part of the chemsex pathway for the City of Manchester. Chemsex is defined by the use of any combination of drugs that includes three specific drugs (“chems”) before or during sex by MSM (Men who have Sex with Men). These three drugs are methamphetamine (crystal/crystal meth/ Tina/meth), mephedrone (meph/drone) and GHB/GBL (G/Gina). We work in collaboration with the REACH Clinic providing face to face casework to individuals affected

- Our provision to support victims of domestic abuse continues to grow and gain a greater insight into the needs and circumstances of those affected. In 2018/19 alone we engaged with 53 people seeking support or refuge from domestic abuse.

- Of these service users 58% identified as men, 40% were aged 40 or above and 50% identified as unemployed and eligible for benefits, underlining the role that financial independence can play in abusive relationships, particularly financial abuse (the perpetrator getting them into debt, the perpetrator being the appointee for their benefits, forcing them to sex work for money etc.)

- 71.5% of clients reported that prior to engaging in the service, they hadn't considered accessing domestic abuse support.

- People accessing the service typically stay under our supervision and care for months at a time, with 46% of clients receiving support for more than 3 months.

- Beyond our 1-2-1 support, LGBT secured 3 safe living spaces for LGBT people affected by domestic abuse. These spaces provide a place for victims to safely live while they progress through their support and recovery. LGBT Foundation hopes to expand the number of living spaces in 2019/20.

Goal four: Improving Our Performance

“I got into volunteering by accessing LGBT Foundation services. I came here in crisis, and had an assessment and was given a crisis plan, then referred to a Support Worker. They then suggested volunteering once I got myself settled in the area.

I feel welcome, accepted as part of a team, and treated equally to paid staff. It has added to my confidence and self-esteem as an older gay man and as a human being, and given me the belief that it's never too late to either come out or offer yourself and your experience to help others.

If people are thinking of volunteering at LGBT Foundation, I'd say just do it! There's no harm in asking, and there's no obligation to follow through on anything if you change your mind.”

Paul- Helpline/Reception Volunteer

“The work is life-changing and fulfilling in terms of igniting passion within people”

LGBT Foundation staff member, staff survey 2018-19

LGBT Foundation Ltd

Trustees' Report

"First impressions of the organisation were very positive. Staff are open, welcoming and engaging and the passion for what they do is immediately evident."

Investors in People Assessor, 2018

In October 2018 we had our 24 month independent review for Investors in People, a widely respected quality mark and benchmark of good people management, and we continue to receive Silver status. The review covered the processes that LGBT Foundation has in place to support colleagues, which includes access to additional benefits such as counselling, mentoring, and personal development opportunities, as well as measures to involve colleagues in decision making processes and the tools we use to collect feedback.

We continue to develop strong relationships with corporate organisations who share our values. Thanks to the support of Smirnoff, in December 2018 we launched the Soho Angels, a community safety programme based on the success of the Manchester Village Angels, in partnership with Westminster City Council. Barclays Spectrum Gala Fundraiser with co-hosts Visa & corporate friends Eversheds Sutherland and Pinsent Masons hosted their annual gala to raise money for our Pride in Ageing Programme. allowing us, with additional support from the public sector, to launch a new programme for LGBT people aged 50+.

In 2018/19 we grew our family of volunteers to 230, enabling us to help more LGBT people if they need us. We highly value our volunteers and the contributions they make and always endeavour to improve our offering to them. To that end, in April 2018, LGBT Foundation retained its Investors in Volunteers mark (the UK quality standard for good practice in volunteer management).

As well as a member of staff assigned to support and supervise each volunteer, we have a central team who keep our volunteers up to date via shout-outs, e-bulletins, volunteers socials, the Christmas party; as well as demonstrating our recognition of their efforts through our annual Volunteer Awards Ceremony. As a result, 92% said that they felt supported as a volunteer, 92% said that they were treated with fairness and respect, and 89% would recommend LGBT Foundation as a place to volunteer.

In addition, we recognise the positive impact that volunteering can have on an individual. In our 2018/19 volunteer survey, 61% of our volunteers said that they had increased their skills, 63% reported increased confidence, and 51% reported increased wellbeing as a direct result of volunteering with LGBT Foundation.

We continue to strive to increase the diversity of our service user base, as well as our volunteers, staff and trustees. In February we announced new initiatives to tackle racism within LGBT communities and improve representation and inclusion of BAME (Black, Asian and minority ethnic) people in our own organisation, including improvements to recruitment processes to increase the number of BAME staff as well as an audit of BAME participation in LGBT Foundation events, groups and services. The review is underway and all outcomes will be communicated widely.

Communicating our services to our service users and supporters remains a critical part of our work. Over the year we circulated 241 bulletins, which were opened 74,000 times.

Our five regular e-bulletins, which respectively focus on volunteers, women, minority LB women, trans and non-binary people, and our general bulletin, have a total subscribership of 10,900 people.

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- In 2018 members of our Trustee Board undertook a semi-independent review of the LGBT Foundation in relation to how the organisation manages risk and how it establishes definitions with relationships and boundaries between staff, volunteers and service users. The review
- reported that “overall we consider the organisation is in a good position with the challenges faced around relationships and safeguarding”, additionally with a number of recommendations to further increase the robustness of our processes, policies and procedures.

- We continued to take steps to further streamline the collection of our data and make better use of the information, which it gave us, following the recruitment of a Performance Manager in 2017. We now have a much more usable and valuable data analysis system providing regular performance management updates to trustees, the senior management team, and staff. This includes the implementation of paperless provision for service users to self-refer via tablets within the building and all Sexual Health appointments being booked online and have been testing this with the sexual health team. This has been successful as the initial findings show that we are collecting much more comprehensive data from service users and have reduced the administrative burden.
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- In autumn 2018 work was undertaken to refresh our brand, following a range of consultative workshops and desk based research. New brand guidelines were rolled out to the organisation in January 2019 alongside a new brand strategy, allowing us to communicate our services, campaigns and impact more effectively to our increasing audiences.
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- In 2018 we undertook a review of our service model, in response to the increasing level and complexity of need of our service users. Areas where changes were recommended included safeguarding, helpline, advocacy & drop-in support, digital innovation, and a Greater Manchester wide approach to commissioning and service provision for LGBT communities.
-

- LGBT Foundation has received a wide range of media coverage in the last year, having been featured in publications including The Telegraph, The Sunday Mirror, The Independent, Global News Group, Attitude, Manchester Evening News, PinkNews, BBC Radio Lancashire, BBC Radio Wales, Evening Standard, Metro, Gaydio, Pink News, Gay Star News, ITV Granada, Canal Street Media, the Drum, London Live, BBC London, Qweerist, PR Newswire, LADBible, and the Mail on Sunday. Thanks to a reshaped Communications team, we have further developed our relationships with both national and regional mainstream media outlets as well as the LGBT media, and are regularly called upon to comment on issues of interest to LGBT communities.
-

Whilst these principal activities are just a flavour of the work we've done during 2018/19 they help to build an understanding of the LGBT Foundation's comprehensive programme of activities to help benefit LGBT people and communities.

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.

Financial Review and Results for the Year

As with other recent years, 2018/19 began with financial uncertainty, and a considerable gap to address in the projected budget. Therefore a significant amount of staff time was devoted to income generation activity; as well as prudence regarding expenditure. Thankfully, through hard work and vigilance, we were able to secure new grants and contracts, and make cost-savings as the year progressed. Very welcome examples of new funding sources include:

LGBT Foundation Ltd

Trustees' Report

- **Barclays Spectrum Gala-** One of our longstanding corporate partners, in 2018 Barclays Spectrum Gala Fundraiser with co-hosts Visa & corporate friends Eversheds Sutherland and Pinsent Masons hosted their annual gala with LGBT Foundation as the beneficiaries. Generous donations from attendees on the night, and match funding from Barclays Spectrum meant we were able to launch our new programme for LGBT people aged 50+, Pride in Ageing. The programme aims to ensure that the voices of LGBT people over 50 are at the heart of ageing strategy in Greater Manchester. It will also ensure promotion of a variety of social networks and events for older LGBT people across the region, and accredit services to deliver equal care and housing for LGBT people over 50.
- **Smirnoff – Soho Angels** Following on from a successful partnership with Smirnoff in 2017 through their 'We're Open' campaign, we continued to partner with Smirnoff to help bring the Village Angels project to other cities across the UK. In London, LGBT Foundation and Westminster City Council, proudly supported by Smirnoff, launched the Soho Angels, based on our Village Angels model in Manchester. The Soho Angels are designed to make London's nightlife safer for everyone. They will reflect Soho's roots as a place of cultural significance for LGBT people and will work to ensure Soho nightlife remains a safe, inclusive and understanding space for everyone who visits.
- **Government Equalities Office – LGBT Health Grant Fund** Thanks to funding from the Government Equalities Office, we have been able to launch an exciting expansion of our ground-breaking Pride in Practice programme, a quality assurance and social prescribing programme that strengthens and develops primary care practices' relationships with their LGBT patients within the local community. This funding has enabled us to expand Pride in Practice to a number of new locations nationwide, ensuring that more LGBT people than ever before can access primary care that respects their identity and recognises their needs.

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

- **Voluntary Income:** Corporate Support, Charity Challenges, and Individual Donations
- **Earned Income:** Training & Consultancy
- **Fundraising applications:** both to statutory and private sources

As a result, LGBT Foundation continued to deliver against its goals, providing high quality services and innovative insight; helping to meet the diverse and complex needs of our LGBT communities. LGBT Foundation was also able to finish the year with a surplus.

In 2011/12 and 2012/13, the Trustees set aside a 'Designated Reserve 2' for operational purposes, to help adjust during hard economic times. In 2014/15, 2015/16, 2016/17 and 2017/18, this reserve has remained unused, with £21,346 remaining. Within 2016/17 £140,265 (being the surplus figure for the year) was transferred to the 'Designated Reserve 2' and it therefore now totals £161,611. As discussed in more detail within the 'Reserves Policy' on pages 26 and 27, the Trustees have determined to allocate the surplus from 2017/18 to the unrestricted reserves. Additionally, a new 'Designated Reserve 4' has been established, to pump-prime to develop the way we define our brand and increase voluntary and unrestricted income.

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

LGBT Foundation Ltd

Trustees' Report

Funders

We would like to thank the following funders for their generous financial support during 2018/19:

GREATER MANCHESTER LOCAL AUTHORITIES

& GREATER MANCHESTER CCGs

(Bolton (Bury (Heywood, Middleton

- Manchester (Oldham (Rochdale (Salford (Stockport (Tameside (Trafford (Wigan

OTHER FUNDERS

(Action on Smoking and Health (Arts Council England (Asda Hulme (Barclays Spectrum (Bar Pop (Bondara (Bowel Cancer Network

((Change, Grow, Live (CGL) (Department of Health (Government Equalities Office (GMCVO (GMP Pride Network (Greater Manchester Combined Authority (Greater Manchester Sexual Health Improvement Programme (GSK Impact Fund (

(Greater Manchester Health and Social Care Partnership (Healthcare at Home (

(Henry Smith Charity (Heritage Lottery Fund (HIV Prevention England

(Independent Choices (In the Style (Jaded London (Jagger & Associates (JP Morgan (Kro Hospitality (Lord Mayor of Manchester's Charity Appeal Trust (MAC Aids Fund (Macmillan Cancer Support (Manchester Athena (Manchester Health and Care Commissioning (

(Manchester City Council (Manchester Pride (Manchester University NHS Foundation Trust (Ministry of Housing, Communities and Local Government (National Coordinating Centre for Public Engagement (National Institute for Health Research ((National Lottery Community Fund (Nesta (NHS England (

(Nottinghamshire Healthcare NHS Trust (Proud Beer (Siemens (Smirnoff (Superbia ((The Precious Frog (The Sock Shop (Tesco (Virtual Racing UK (VCSE Health and Wellbeing Alliance (VISA (Waitrose Wilmslow

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.

BECOMING A MONTHLY DONOR

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 Daniel Walsh at:

Email: Daniel.Walsh@lgbt.foundation **Phone:** 0345 3 30 30 30

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

LGBT Foundation Ltd

Trustees' Report

Reserves Policy

The Charity Commission recommends 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.

Although some progress has been made over the last few years, the Trustees recognise that the current level of reserves is substantially below the minimum desired level. However, continued uncertainty in the economic situation, combined 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 term, rather than the short term.

Unrestricted Reserves: As of 31 March 2019, unrestricted and undesignated reserves amounted to £293,739. This is equivalent to just over 7.5 week's running costs, based on the projected budget for 2019/20. 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.

The unrestricted reserves generated during 2018/19 being £228 will be added into the Unrestricted Reserves.

We will continue to have Designated Reserves, please see the respective notes below for more information.

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 2018/19.

Designated Reserve 2: A designated operational fund was originally established in 2011/12 and 2012/13 by the Trustees. This was mostly used in 2013/14 to provide mental health services and to adjust to changes in our financial income. As a result, this left £21,346 to underpin future budgets as required. Since then, this reserve has remained untouched, including during 2018/19. In 2016/17 the Trustees agreed that the £140,265 surplus generated during 2016/17 should be added to Designated Reserve 2, and it therefore now totals £161,611.

Designated Reserve 3: The Trustees established a designated reserve in 2017/18, which will be used to fund initiatives to increase voluntary and unrestricted income. The intention is that this funding will enable us to generate more independent funding and contribute more to unrestricted reserves in the future. As agreed, £45,000 has been reallocated from unrestricted reserves to pump-prime this initiative.

LGBT Foundation Ltd

Trustees' Report

Designated Reserve 4: The Trustees established a new designated reserve in 2017/18, which will be used to develop the way we define our brand. This initiative will enable us to diversify and increase voluntary and unrestricted income. The intention is that this funding will enable us to generate more independent funding and contribute more to unrestricted reserves in the future. As agreed, £10,625 was reallocated from unrestricted reserves to pump-prime this initiative which was funded by the surplus generated within 2017/18.

Future Plans

LGBT Foundation continued to start the financial year with funding gaps to address in-year. However, it is important to note that continued and consistent success concerning income generation has enabled the Charity to again achieve a modest surplus. In order to ensure that we fully meet our ambitions within the Strategic Plan, we will continue to invest in a range of functions across the organisation which help us to grow in a sustained manner. Key to our future financial plans is maintaining strong partnerships with a range of stakeholders, including other third sector organisations, and the private and public sectors.

Strategic Plan 2018-2023

Looking ahead, the charity is now almost one year into our five year strategic plan for 2018-2023. This Strategic Framework in which we've chosen to operate is where we'll focus our energies for the next four years. The plan outlines the considerable inequalities that continue to face LGBT people, and against which our services and bold ambitions for the future are determined.

The plan includes our **continued mission of We're Here If You Need Us** and our continued vision: **We believe in a fair and equal society where all lesbian, gay, bisexual and trans people can achieve their full potential**

We have already made significant progress to deliver on our **strategic priorities** directly in line with our mission, as follows:

- **Achieving Equality:** Making change happen with and on behalf of our communities
- **Encouraging Wellbeing:** Reducing isolation amongst our communities & enabling people to flourish
- **Promoting Safety:** Helping people feel more confident & in control of their lives
- Voice: Amplify the voices of our communities and empower people to take social action
- Influence: Achieve systems change by producing quality evidence and ensuring public services are informed by the needs of those using them
- Access: End the inequity that LGBT people face in health and social care services through learning and collaboration
- Services: Expand our offer for wider groups of people, with a broader set of needs, in a greater range of locations
- Skills: Encourage and invest in the expertise and talents of our communities so they can achieve their goals
- Education: Inform community members and those serving them on the most effective ways to meet the needs of LGBT people
- Action: Increase personal resilience through the delivery of pioneering and impactful health care provision

LGBT Foundation Ltd

Trustees' Report

- Justice: Promote and protect the personal rights and freedoms of our communities
- Place: Maintain and expand the number of safe public and private spaces for LGBT people
- Quality: Ensure excellence in everything we do to better meet the needs of the people we serve
- People: Champion a culture that enables us to live our values and invests in its communities
- Growth: Broaden our family of allies and secure a sustainable financial future

We've also set out a priority of '**Improving Our Performance: Professional and knowledgeable in our approach, friendly & helpful with everyone.**' This outlines our plans to continually develop and improve as a charity and deliver excellence for our beneficiaries.

Auditors

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

This report has been prepared in accordance with the special provisions relating to Companies subject to the small companies regime within Part 15 of the Companies Act 2006.

Approved by the Trustees on 27/11/19 and signed on their behalf by:



.....Charlie Jonathan Mallinson - Company Secretary

LGBT Foundation Ltd

Statement of Trustees' Responsibilities

The trustees (who are also the directors of LGBT Foundation Ltd for the purposes of company law) are responsible for preparing the financial statements in accordance with the United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) and applicable law and regulations.

Company law requires the trustees to prepare financial statements for each financial year. Under company law the trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and of its incoming resources and application of resources, including its income and expenditure, for that period. In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and 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; 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 adequate accounting records that are sufficient to show and explain the charitable company's transactions and 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 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 1.

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 auditor is aware of that information.

Approved by the trustees on 23/11/19 and signed on their behalf by:



Charlie Jonathan Mallinson
Company Secretary

LGBT Foundation Ltd

Independent Auditors' Report to the Members of LGBT Foundation Ltd

Opinion

We have audited the financial statements of LGBT Foundation Ltd "the charitable company" for the year ended 31 March 2019 which comprise the Statement of Financial Activities (Incorporating the Income and Expenditure Account), the Balance Sheet, the Statement of Cash Flows and the related notes. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" (United Kingdom Generally Accepted Accounting Practice).

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 2019 and of its incoming resources and application of resources for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

We have nothing to report to you in respect of the following matters in relation to which the ISAs (UK) require us to report to you where:

- the trustees' use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or
- the trustees have not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the charitable company's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the financial statements are authorised for issue.

Other information

The other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon. The trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the other information. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

LGBT Foundation Ltd

Independent Auditors' Report to the Members of LGBT Foundation Ltd

In connection with our audit of the financial statements our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the trustees' report, which includes the directors' report and the strategic report prepared for the purposes of company law, for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the strategic report and the directors' report included within the trustees' report have been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the strategic report or the directors' report included within the trustees' report.

We have nothing to report in respect of the following matters in relation to which 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.

Responsibilities of trustees

As explained more fully in the Statement of Trustees' Responsibilities set out on page 31, 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 they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

LGBT Foundation Ltd

Independent Auditors' Report to the Members of LGBT Foundation Ltd

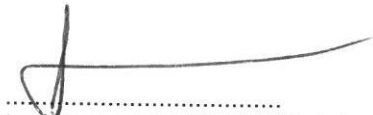
Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's web-site at www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

Use of our report

This report is made solely to the charitable 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 charitable 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 charitable company and the charitable company's members as a body for our audit work, for this report, or for the opinions we have formed.



.....
Lee Cartwright (Senior Statutory Auditor)
For and on behalf of Beaver and Struthers, Statutory Auditor

St George's House
215-219 Chester Road
Manchester
M15 4JE

Date: 02 December 2019

LGBT Foundation Ltd

Statement of Financial Activities for the Year Ended 31 March 2019 (Including Income and Expenditure Account)

	Note	Unrestricted funds £	Restricted funds £	Total 2019 £
Income and Endowments from:				
Donations and legacies	3	269,463	-	269,463
Charitable activities	4	231,394	1,520,804	1,752,198
Other income	5	92,435	-	92,435
Total income		<u>593,292</u>	<u>1,520,804</u>	<u>2,114,096</u>
Expenditure on:				
Raising funds	6	(51,073)	-	(51,073)
Charitable activities	6	(540,050)	(1,520,804)	(2,060,854)
Total expenditure		<u>(591,123)</u>	<u>(1,520,804)</u>	<u>(2,111,927)</u>
Net income		<u>2,169</u>	<u>-</u>	<u>2,169</u>
Net movement in funds		2,169	-	2,169
Reconciliation of funds				
Total funds brought forward		<u>535,663</u>	<u>-</u>	<u>535,663</u>
Total funds carried forward	17	<u>537,832</u>	<u>-</u>	<u>537,832</u>
	Note	Unrestricted funds £	Restricted funds £	Total 2018 £
Income and Endowments from:				
Donations and legacies	3	94,907	-	94,907
Charitable activities	4	341,528	1,664,842	2,006,370
Other income	5	81,340	-	81,340
Total income		<u>517,775</u>	<u>1,664,842</u>	<u>2,182,617</u>
Expenditure on:				
Raising funds	6	(47,384)	-	(47,384)
Charitable activities	6	(459,182)	(1,664,842)	(2,124,024)
Total expenditure		<u>(506,566)</u>	<u>(1,664,842)</u>	<u>(2,171,408)</u>
Net income		<u>11,209</u>	<u>-</u>	<u>11,209</u>
Net movement in funds		11,209	-	11,209
Reconciliation of funds				
Total funds brought forward		<u>524,454</u>	<u>-</u>	<u>524,454</u>
Total funds carried forward	17	<u>535,663</u>	<u>-</u>	<u>535,663</u>

LGBT Foundation Ltd

**Statement of Financial Activities for the Year Ended 31 March 2019
(Including Income and Expenditure Account)**

All of the charity's activities derive from continuing operations during the above two periods.

The funds breakdown for 2018 is shown in note 17.

The notes on pages 38 to 50 form part of these financial statements.

LGBT Foundation Ltd


(Registration number: 03476576)
Balance Sheet as at 31 March 2019

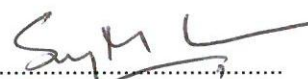
	Note	2019 £	2018 £
Current assets			
Debtors	13	314,683	93,435
Cash at bank and in hand		<u>579,622</u>	<u>766,596</u>
		894,305	860,031
Creditors: Amounts falling due within one year	14	<u>(356,473)</u>	<u>(324,368)</u>
Net assets		<u>537,832</u>	<u>535,663</u>
Funds of the charity:			
Unrestricted income funds			
Unrestricted funds		<u>537,832</u>	<u>535,663</u>
Total funds	17	<u>537,832</u>	<u>535,663</u>

The financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies regime and in accordance with FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland."

The notes on pages 38 to 50 form part of these financial statements.

The financial statements on pages 34 to 50 were approved by the trustees, and authorised for issue on 29/11/19 and signed on their behalf by:


.....
Lee Broadstock
Trustee


.....
Smyth William Harper
Chair and Trustee

LGBT Foundation Ltd

Statement of Cash Flows for the Year Ended 31 March 2019

	Note	2019 £	2018 £
Cash flows from operating activities			
Net income		2,169	11,209
Working capital adjustments			
(Increase)/decrease in debtors	13	(221,248)	55,938
Decrease in creditors	14	(86,768)	(217,189)
Increase in deferred income		<u>118,873</u>	<u>85,751</u>
Net cash flows from operating activities		<u>(186,974)</u>	<u>(64,291)</u>
Net decrease in cash and cash equivalents		(186,974)	(64,291)
Cash and cash equivalents at 1 April		<u>766,596</u>	<u>830,887</u>
Cash and cash equivalents at 31 March		<u><u>579,622</u></u>	<u><u>766,596</u></u>

All of the cash flows are derived from continuing operations during the above two periods.

The notes on pages 38 to 50 form part of these financial statements.

LGBT Foundation Ltd

Notes to the Financial Statements for the Year Ended 31 March 2019

1 Charity status

The charity is a private company limited by guarantee, incorporated in England & Wales, and consequently does not have share capital. Each of the trustees is liable to contribute an amount not exceeding £10 towards the assets of the charity in the event of liquidation.

The address of its registered office is:
5 Richmond Street
Manchester
M1 3HF

The charity registration number is 1070904.
The company registration number is 03476576.

2 Accounting policies

Summary of significant accounting policies and key accounting estimates

The principal accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all the years presented, unless otherwise stated.

Statement of compliance

The 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 applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102). They also comply with the Companies Act 2006 and Charities Act 2011.

Basis of preparation

LGBT Foundation Ltd meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy notes.

The financial statements are presented in sterling and rounded to the nearest £.

Going concern

The trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern nor any significant areas of uncertainty that affect the carrying value of assets held by the charity.

Income and endowments

All income is recognised once the charity has entitlement to the income, it is probable that the income will be received and the amount of the income receivable can be measured reliably.

LGBT Foundation Ltd

Notes to the Financial Statements for the Year Ended 31 March 2019

Donations and legacies

Donations are recognised when the charity has been notified in writing of both the amount and settlement date. In the event that a donation is subject to conditions that require a level of performance by the charity before the charity is entitled to the funds, the income is deferred and not recognised until either those conditions are fully met, or the fulfilment of those conditions is wholly within the control of the charity and it is probable that these conditions will be fulfilled in the reporting period.

Legacy gifts are recognised on a case by case basis following the grant of probate when the administrator/executor for the estate has communicated in writing both the amount and settlement date. In the event that the gift is in the form of an asset other than cash or a financial asset traded on a recognised stock exchange, recognition is subject to the value of the gift being reliably measurable with a degree of reasonable accuracy and the title to the asset having been transferred to the charity.

Deferred income

Deferred income represents amounts received for future periods and is released to incoming resources in the period for which, it has been received. Such income is only deferred when:

- The donor specifies that the grant or donation must only be used in future accounting periods; or
- The donor has imposed conditions which must be met before the charity has unconditional entitlement.

Expenditure

All expenditure is recognised once there is a legal or constructive obligation to that expenditure, it is probable settlement is required and the amount can be measured reliably. All costs are allocated to the applicable expenditure heading that aggregate similar costs to that category. Where costs cannot be directly attributed to particular headings they have been allocated on a basis consistent with the use of resources, with central staff costs allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use. Other support costs are allocated based on the spread of staff costs.

Raising funds

These are costs incurred in attracting voluntary income and those incurred in trading activities that raise funds.

Charitable activities

Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.

Support costs

Support costs include central functions and have been allocated to activity cost categories on a basis consistent with the use of resources, for example, allocating property costs by floor areas, or per capita, staff costs by the time spent and other costs by their usage.

LGBT Foundation Ltd

Notes to the Financial Statements for the Year Ended 31 March 2019

Taxation

The charity is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the charity is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

Tangible fixed assets

Tangible fixed assets are stated at cost. All assets costing more than £1,000 and with an estimated useful life of more than one year are capitalised.

Depreciation and amortisation

Depreciation is provided on tangible fixed assets so as to write off the cost or valuation, less any estimated residual value, over their expected useful economic life as follows:

Asset class	Depreciation method and rate
Furniture, Fixtures & Fittings	33% straight line basis

Trade debtors

Trade debtors are amounts due from customers for merchandise sold or services performed in the ordinary course of business.

Trade debtors are recognised initially at the transaction price. They are subsequently measured at amortised cost using the effective interest method, less provision for impairment. A provision for the impairment of trade debtors is established when there is objective evidence that the charity will not be able to collect all amounts due according to the original terms of the receivables.

Trade creditors

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of business from suppliers. Accounts payable are classified as current liabilities if the charity does not have an unconditional right, at the end of the reporting period, to defer settlement of the creditor for at least twelve months after the reporting date. If there is an unconditional right to defer settlement for at least twelve months after the reporting date, they are presented as non-current liabilities.

Trade creditors are recognised initially at the transaction price and subsequently measured at amortised cost using the effective interest method.

Fund structure

Unrestricted income funds are general funds that are available for use at the trustees' discretion in furtherance of the objectives of the charity.

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

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.

LGBT Foundation Ltd

Notes to the Financial Statements for the Year Ended 31 March 2019

Financial instruments

Classification

Financial assets and financial liabilities are recognised when the charity becomes a party to the contractual provisions of the instrument.

Financial liabilities are classified according to the substance of the contractual arrangements entered into.

3 Income from donations and legacies

	Unrestricted funds General £	Unrestricted funds Total 2019 £	Unrestricted funds Total 2018 £
Donations and legacies;			
Manchester Pride	42,250	42,250	37,500
Supporters Scheme & Individual Donations	114,825	114,825	42,822
Legacy Donation	56,000	56,000	-
Siemens	1,800	1,800	-
Barclays Spectrum	16,388	16,388	-
Smirnoff	38,200	38,200	-
Sponsorship	-	-	14,585
	<u>269,463</u>	<u>269,463</u>	<u>94,907</u>

4 Income from charitable activities

	Unrestricted funds General £	Restricted funds £	Total 2019 £	Total 2018 £
Ashton, Leigh & Wigan Council	-	-	-	6,036
Bolton Council	-	-	-	5,394
Bury Council	-	-	-	6,838
Manchester Council	-	-	-	49,825
Oldham Council	-	-	-	3,125
Rochdale Council	-	-	-	3,370
Salford Council	-	-	-	22,500
Stockport Council	-	-	-	4,842
Tameside Council	-	-	-	2,390
Trafford Council	-	-	-	5,400
Ben Cohen Foundation	-	-	-	2,500

LGBT Foundation Ltd

Notes to the Financial Statements for the Year Ended 31 March 2019

	Unrestricted funds		Total 2019 £	Total 2018 £
	General £	Restricted funds £		
Big Lottery - Reaching Communities (Trans Programme)	-	144,983	144,983	119,704
Big Lottery - Reaching Communities (Women's Programme)	-	123,640	123,640	136,670
Beacon of Hope	-	-	-	2,811
CGL	-	108,313	108,313	108,315
Clothworkers	-	-	-	15,000
Department of Health LGBT Alliance	-	60,000	60,000	200,445
Manchester City Council Domestic Abuse Housing	-	68,494	68,494	59,664
HIV Eradication	-	-	-	32,435
HPE LAP	-	14,183	14,183	15,802
HLF Safer Sex	-	6,774	6,774	49,320
GMCVO - Ambition for Ageing	-	71,904	71,904	52,016
Henry Smith	-	27,479	27,479	26,090
GMCA (Village Angels)	-	85,000	85,000	85,000
IAPT Improving Recovery	-	-	-	51,671
MacMillan	-	34,863	34,863	11,201
Central, North & South Manchester CCG	106,324	-	106,324	106,218
Greater Manchester CCG's Mental Health	103,230	-	103,230	103,750
Lankelly Chase	-	-	-	58,927
MAC Aids Fund	-	24,575	24,575	25,603
MAC Aids Trans	-	-	-	3,756
MAC Aids Man Net Plus	-	-	-	10,203
MCC - Sugar & Spice	-	-	-	795
MCC - Neighbourhood	-	-	-	1,170
MCC - Youth Fund	-	-	-	15,147
MCC - Equalities Fund	-	-	-	35,000
MCC - Wellbeing Grant	-	-	-	7,815
GMCA Victims Fund	-	29,580	29,580	29,580
New Charter	-	26,611	26,611	21,504
Nottinghamshire Healthcare NHS Trust	21,840	-	21,840	21,840
OPCC Cheshire	-	-	-	10,385
Superbia	-	500	500	930

LGBT Foundation Ltd

Notes to the Financial Statements for the Year Ended 31 March 2019

	Unrestricted funds		Total 2019 £	Total 2018 £
	General £	Restricted funds £		
Stonewall Consultancy	-	-	-	10,000
BHA (PASH)	-	327,870	327,870	245,661
NHS Practice In Pride	-	-	-	208
Pride in Practice GMHSCP	-	130,000	130,000	130,608
Pride in Practice NHS	-	45,000	45,000	45,000
POCT	-	-	-	3,300
Independant Choices	-	-	-	5,238
GMCA (Village Haven)	-	25,000	25,000	25,000
Celebrate Pride	-	-	-	10,000
People History Museum	-	-	-	368
Manchester City Council - Our Manchester	-	56,197	56,197	-
Student Angels	-	5,793	5,793	-
Smoking Cessation	-	2,500	2,500	-
Arts Council England	-	1,000	1,000	-
GEO LGBT Health Grant (PIP London)	-	74,675	74,675	-
Association of Mental Health Providers	-	8,370	8,370	-
Homeless Link	-	3,500	3,500	-
UK Health Foundation	-	3,500	3,500	-
Young People's Health Partnership	-	5,750	5,750	-
Race Equality Foundation	-	1,000	1,000	-
Maternity Action	-	3,750	3,750	-
	<u>231,394</u>	<u>1,520,804</u>	<u>1,752,198</u>	<u>2,006,370</u>

5 Other income

	Unrestricted funds	Unrestricted funds	Unrestricted funds
	General £	Total 2019 £	Total 2018 £
Venue Hire	52,911	52,911	42,888
Training & Consultancy Income	11,005	11,005	1,200
Other Income	28,519	28,519	37,252
	<u>92,435</u>	<u>92,435</u>	<u>81,340</u>

LGBT Foundation Ltd

Notes to the Financial Statements for the Year Ended 31 March 2019

6 Analysis of Resources Expended

	Direct Costs £	Staff Costs £	Support Costs £	Total Fund 2018/19 £	Total Fund 2017/18 £
Cost of Raising Funds					
Voluntary Income	(2,146)	(4,209)	(2,199)	(8,554)	(10,826)
Cost of Sales	(14,959)	(21,027)	(6,533)	(42,519)	(36,558)
Cost of Charitable Activities					
Services	(194,353)	(1,043,381)	(325,506)	(1,563,240)	(1,664,697)
Information	(1,231)	(148,692)	(30,726)	(180,649)	(220,806)
Research	(160,267)	(90,563)	(32,990)	(283,820)	(206,501)
Governance Costs	(10,600)	(19,311)	(3,234)	(33,145)	(32,020)
Total Resources Expended	<u>(383,556)</u>	<u>(1,327,183)</u>	<u>(401,188)</u>	<u>(2,111,927)</u>	<u>(2,171,408)</u>

7 Support Costs

	Voluntary Income £	Fees & Other Sales £	Services £	Information £	Research £
Premises Costs	(889)	(2,643)	(131,695)	(12,432)	(13,347)
Admin Costs	(466)	(1,384)	(68,938)	(6,507)	(6,987)
Support Staff Costs	(844)	(2,506)	(124,873)	(11,787)	(12,656)
	<u>(2,199)</u>	<u>(6,533)</u>	<u>(325,506)</u>	<u>(30,726)</u>	<u>(32,990)</u>
			Governance £	Total Fund 2019 £	Total Fund 2018 £
Premises Costs			(1,308)	(162,314)	(168,459)
Admin Costs			(685)	(84,967)	(242,918)
Support Staff Costs			(1,241)	(153,907)	(160,313)
			<u>(3,234)</u>	<u>(401,188)</u>	<u>(571,690)</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 Ltd

Notes to the Financial Statements for the Year Ended 31 March 2019

8 Net incoming/outgoing resources

Net incoming resources for the year include:

	2019	2018
	£	£
Operating lease charges - land and buildings	87,780	87,780
Operating lease charges - other	19,360	22,012
Audit fees	5,015	4,912
Irrecoverable VAT	32,197	33,915
	138,352	148,624

9 Trustees remuneration and expenses

No trustees, nor any persons connected with them, have received any remuneration from the charity during the year.

No trustees have received any reimbursed expenses or any other benefits from the charity during the year.

10 Staff costs

The aggregate payroll costs were as follows:

	2019	2018
	£	£
Staff costs during the year were:		
Wages and salaries	1,248,233	1,155,501
Social security costs	109,643	102,237
Pension costs	123,214	114,488
	1,481,090	1,372,226

The monthly average number of persons (including senior management team) employed by the charity during the year expressed as full time equivalents was as follows:

	2019	2018
	No	No
Senior Management Team	3	6
Other Employees	42	38
	45	44

The number of employees whose emoluments fell within the following bands was:

	2019	2018
	No	No
£80,001 - £90,000	1	1
	1	1

The key management personnel comprise the trustees, the Chief Executive, the Deputy Chief Executive, and the Director of Operations.

LGBT Foundation Ltd

Notes to the Financial Statements for the Year Ended 31 March 2019

The total employee benefits of the key management personnel of the charity were £202,444 (2018 - £186,100).

11 Taxation

The charity is a registered charity and is therefore exempt from taxation on its charitable activities.

12 Tangible fixed assets

	Furniture and equipment £	Total £
Cost		
At 1 April 2018	63,020	63,020
At 31 March 2019	63,020	63,020
Depreciation		
At 1 April 2018	63,020	63,020
At 31 March 2019	63,020	63,020
Net book value		
At 31 March 2019	-	-
At 31 March 2018	-	-

13 Debtors

	2019 £	2018 £
Trade debtors	247,581	78,795
Prepayments	4,008	2,308
Accrued income	63,094	12,332
	314,683	93,435

14 Creditors: amounts falling due within one year

	2019 £	2018 £
Trade creditors	35,109	58,465
Other taxation and social security	62,970	64,019
Other creditors	21,886	19,812
Accruals	31,884	96,321
Deferred income	204,624	85,751
	356,473	324,368

LGBT Foundation Ltd

Notes to the Financial Statements for the Year Ended 31 March 2019

Deferred Income

	2019	2019
	£	£
Brought forward	(85,751)	(222,849)
Income released in the year	85,751	222,849
Income deferred in the year	<u>(204,624)</u>	<u>(85,751)</u>
Carried forward	<u><u>(204,624)</u></u>	<u><u>(85,751)</u></u>

15 Obligations under leases and hire purchase contracts

Operating lease commitments

Total future minimum lease payments under non-cancellable operating leases are as follows:

	2019	2018
	£	£
Leased premises - Richmond street		
Operating leases not later than one year	88,080	88,080
Operating leases later than one year and not later than five years	<u>-</u>	<u>87,780</u>
	<u><u>88,080</u></u>	<u><u>175,860</u></u>

	2019	2018
	£	£
Other operating leases		
Operating leases not later than one year	19,176	19,176
Operating leases later than one year and not later than five years	<u>14,196</u>	<u>33,372</u>
	<u><u>33,372</u></u>	<u><u>52,548</u></u>

16 Pension and other schemes

Defined contribution pension scheme

The charity operates a defined contribution pension scheme. The pension cost charge for the year represents contributions payable by the charity to the scheme and amounted to £123,214 (2018 - £114,488).

LGBT Foundation Ltd

Notes to the Financial Statements for the Year Ended 31 March 2019

17 Funds

	Balance at 1 April 2018 £	Incoming resources £	Resources expended £	Balance at 31 March 2019 £
Unrestricted funds				
<i>General</i>				
General Fund	293,511	593,292	(591,123)	295,680
<i>Designated</i>				
Accommodation	24,916	-	-	24,916
Operational Costs	161,611	-	-	161,611
Initiatives	45,000	-	-	45,000
Define Our Brand	10,625	-	-	10,625
	<u>242,152</u>	<u>-</u>	<u>-</u>	<u>242,152</u>
Total unrestricted funds	535,663	593,292	(591,123)	537,832
Restricted funds				
Restricted Funds	-	1,520,804	(1,520,804)	-
Total funds	535,663	2,114,096	(2,111,927)	537,832

	Balance at 1 April 2017 £	Incoming resources £	Resources expended £	Transfers £	Balance at 31 March 2018 £
Unrestricted funds					
<i>General</i>					
General Fund	292,927	517,775	(506,566)	(10,625)	293,511
<i>Designated</i>					
Accommodation	24,916	-	-	-	24,916
Operational Costs	161,611	-	-	-	161,611
Initiatives	45,000	-	-	-	45,000
Define Our Brand	-	-	-	10,625	10,625
	<u>231,527</u>	<u>-</u>	<u>-</u>	<u>10,625</u>	<u>242,152</u>
Total unrestricted funds	524,454	517,775	(506,566)	-	535,663
Restricted funds					
Restricted Funds	-	1,664,842	(1,664,842)	-	-
Total funds	524,454	2,182,617	(2,171,408)	-	535,663

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Notes to the Financial Statements for the Year Ended 31 March 2019

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.

18 Restricted reserves

	Balance at 1 April 2018 £	Incoming Resources £	Outgoing Resources £	Balance at 31 March 2019 £
Our Manchester	-	56,197	(56,197)	-
Pride in Practice - Trans	-	45,000	(45,000)	-
Pride in Practice - GM NHS	-	130,000	(130,000)	-
Department of Health - IESD Fund	-	85,870	(85,870)	-
GMCA (Village Angels)	-	85,000	(85,000)	-
Ministry of Justice - Victims Fund	-	29,580	(29,580)	-
Village Haven	-	25,000	(25,000)	-
DCLG Domestic Abuse	-	68,494	(68,494)	-
HPE LAP	-	16,044	(16,044)	-
Student Angels	-	5,793	(5,793)	-
Action on Smoking	-	2,500	(2,500)	-
GMCVO Ambition for Ageing	-	71,904	(71,904)	-
MAC Aids	-	30,322	(30,322)	-
Henry Smith	-	21,665	(21,665)	-
LGBT Cancer Alliance	-	34,863	(34,863)	-
CGL Drug & Alcohol Contract	-	108,313	(108,313)	-
Passionate About Sexual Health	-	327,870	(327,870)	-
Motiv8	-	26,611	(26,611)	-
Big Lottery - Womens	-	123,640	(123,640)	-
Big Lottery - Trans	-	144,983	(144,983)	-
HLF Safer Sex	-	5,480	(5,480)	-
GEO PIP	-	74,675	(74,675)	-
Arts Council	-	1,000	(1,000)	-
Total	<u>-</u>	<u>1,520,804</u>	<u>(1,520,804)</u>	<u>-</u>

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

LGBT Foundation Ltd

Notes to the Financial Statements for the Year Ended 31 March 2019

19 Analysis of net assets between funds

	Unrestricted funds General £	Total funds £
Current assets	894,305	894,305
Current liabilities	<u>(356,473)</u>	<u>(356,473)</u>
Total net assets	<u>537,832</u>	<u>537,832</u>

20 Related party transactions

There were no related party transactions in the year.

LGBT Foundation Ltd

Glossary of Terms

- **BAME** - Black, Asian, and 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
- **GUM** - Sexual health or genitourinary medicine
- **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&** - Lesbian, Gay, Bisexual & Trans
- **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
- **PrEP** - Pre-exposure prophylaxis
- **SMT** - Senior Management Team
- **SORP** - Statements of Recommended Practice
- **STI** - Sexually Transmitted Infection
- **VBA** - Village Business Association
- **VCSE** - The voluntary, community and social enterprise
- **WSW** - Women who have sex with women

