

The Lesbian & Gay Foundation
Annual Review 2007/2008



Registered Charity No. 1070904



**WE CAN'T DO THIS
WITHOUT YOU!**





A WORD FROM THE CHIEF EXECUTIVE AND THE CHAIR OF THE BOARD OF TRUSTEES



PAUL MARTIN
Chief Executive



DAVID MCGOVERN
Chair of the Board of Trustees

Welcome to the Lesbian and Gay Foundation



Picture:
Some of the current
LGF staff team.
Photo: Karen Julia

THE LAST 12 MONTHS HAS SEEN US PLACE A VERY STRONG EMPHASIS ON REVIEWING AND EVALUATING OUR PERFORMANCE.

For the first time the LGF introduced a Balanced Scorecard Performance Management System last year, which closely tracked the in-year activities and performance of all the work programmes across the organisation. This framework identified 36 key performance indicators across 4 areas which were identified as requiring a priority focus and were closely measured by the Directors and Trustees. These were in the areas of customer focus, people focus, performance focus and finance focus.

Overall the LGF is pleased to report the following progress has been made. Of the 36 performance indicators, 24 (67%) ended the year as green and therefore these targets were either met or exceeded. A further 9 (25%) were amber which meant that although the target hadn't been met, good progress had been made in the year. Only 3 (8%) of the targets ended the year in red, which meant that progress had been slow or

insufficient and the target had not been met. Further information can be found in the Trustee's Annual Report for last year and is available on www.lgf.org.uk from the beginning of October 2008.

Further emphasis will be placed on continuing to improve our performance overall, and hopefully this demonstrates our intention for the LGF to fully come into its own and become THE lesbian, gay and bisexual person's charity of choice, with a real and dedicated commitment to ENDING HOMOPHOBIA and EMPOWERING PEOPLE throughout the North West region and beyond.

Building upon the hard work undertaken in previous years, the LGF is fully focussing its priorities on ensuring that our services are strongly evidence based, delivered to an uncompromisingly high standard of customer satisfaction, and bring real and enduring benefit to all people coming into contact with our organisation.

2008/09 sees significant projected growth for the LGF with a drive towards more appropriate staffing levels commensurate with our outputs, a root and branch review of all of our operational services to take them more meaningfully into the next phase of our development, and a commitment to reach out and more actively support the LGB voluntary and community sector, are just some of the highlights from an annual programme fundamentally committed to consolidation, growth and excellence in equal measure.

Expanding the reach and impact of the LGF is a strong and familiar tradition amongst our staff and volunteers, and the coming year will see extensive work focussed on reviewing and evaluating these comprehensive range of support services to LGB people. Meaningful consultation will see service provider and service user alike involved in the revitalisation and renewal of these essential services to our community.

Increasing our profile and expanding our influence will also be a key priority for the coming year. Building up the further capacity of the LGF and nurturing the potential of the LGB voluntary and community sector should and could become a reality this year. For the first time, real and meaningful opportunities exist with a number of Funders to establish more equitable and fairer access to development monies. The LGF has already positioned itself in previous years to fully benefit from these emerging opportunities, and our intention is to share these benefits with other LGB organisations to fully support their own growth and future developments.

Communicating the life experiences of LGB people will be a key driver of much of our work in the coming years. The anticipated development this year of 'The Big Gay Debate'; a regional 'LGB Census'; and a 'Sexual Orientation Roadshow' will assist enormously with the challenge of placing the everyday life experiences and aspirations of ordinary LGB people firmly within the mainstream. For too long, LGB people have remained on the margins of society, and the LGF will use all of its resources and communication channels to promote and champion LGB people's rights to equal treatment within and throughout society.

The LGF has a rich and vibrant history of innovation and delivering results, and our reputation, which is second to none, has been hard won. This coming year will see the LGF, its Trustees, Staff, and Volunteers building upon our previous success and more than ever before, 'Ending Homophobia and Empowering People'. Are you ready yet to come and join us? We really can't do this without YOU!

With very best wishes.

Paul Martin
David McGovern

**For a large print
format of this
report, please
call 0161 235
8035, or email
info@lgf.org.uk**

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

To help achieve our vision, our work includes providing a range of support groups, face-to-face counselling, the largest free condom scheme outside of London, anti-homophobia projects in schools, a substance-misuse project, organisational training, a regional magazine (outnorthwest), a range of guides and resources, a national website, an LGB Helpline, advice surgeries, support for LGB&T community groups, various research projects and policy campaigning.

As a result, we provide more direct services and resources for more lesbian, gay and bisexual people than any other charity of our kind in the UK.

Our impact in 2007/08 included:

- 774,503 people accessing the LGF via our services, resources, magazine and other printed resources (excluding safer sex packs).
- Through providing safer sex packs, we enabled people to have safer sex over 500,000 times last year within Greater Manchester.
- We produced and distributed over 180,000 copies of outnorthwest and a further 584,936 resources informing and advising LGB people and our supporters – including vital information on local services, sexual

health, mental health and drug and alcohol related issues.

- Through our Helpline and email support over 3,000 people were supported and informed.
- We provided over 1,000 hours of counselling, helping to improve the mental health of LGB people across Greater Manchester and into the North West.
- During 1,183 visits to groupwork sessions, people were able to explore coming out, meet others and gain vital support and information in a safe and supportive environment.
- We helped the campaign to reduce sexually transmitted diseases and HIV infection by opening the doors to our unique, community based outreach sexual health clinic to 173 men.
- Our website took almost 7.75million hits to make a significant contribution to increasing access to information and services to LGB people who were unable or chose not to visit us in person.
- 11,982 people walked through our doors to receive crisis intervention, work in partnership or simply to receive information, advice or training.

Without our supporters and the dedicated Trustees, Volunteers and Staff of the Lesbian & Gay Foundation, none of this work would happen.

WE CAN'T DO THIS WITHOUT YOU.

Reg. Charity No. 1070904



Standing Order Form

Account to be debited (Your Bank Details)

Bank Name

Bank Branch

Bank Postcode

Sort Code

Account Number

Account Name

Payment Details

Donation amount £

Date of first payment DD/MM/YY

When paid (please tick box) Monthly (to be paid until further notice) One-off donation

Your contact information

Full Name

Address Line 1

Address Line 2

Address Line 3

Town/City

County

Postcode

Telephone Number

Email Address

Please note that the LGF will use this contact information only, and it will not be shared with any third parties without first requesting your permission.

Signed

Customer signature(s)

Date DD/MM/YY

Beneficiary Details (Our Bank Details)

Bank

Branch Details

Sort Code

Account Number

Beneficiary Name

The Lesbian & Gay Foundation, 4th Floor, Princess House, 105-107 Princess Street, Manchester M1 6DD Tel: 0161 235 8035

Thank you.

Please detach this panel and post to:



FREEPOST RLZG-SLUJ-RXKJ
The Lesbian & Gay Foundation,
4th Floor, Princess House,
105-107 Princess Street, Manchester, M1 6DD.



EXCEEDING EXPECTATIONS 5
 • ENDING HOMOPHOBIA THROUGH EDUCATION •
OUTLOUD ACROSS MANCHESTER SCHOOLS

1,500 PUPILS IN MANCHESTER SEE GROUNDBREAKING PLAY CHALLENGING HOMOPHOBIA AND BULLYING.

"The production is very powerful, especially the Matthew Shepard story, and the actors are very professional. We could actually learn the faces of the girls, the powerful impact which the production had on them!"
 - Marian Catterall, Head Teacher, North Manchester High School for Girls.

"The training our staff have received from the Exceeding Expectations Team and the positive reactions from our pupils to the Hope Theatre production OUTLOUD have provided us with a firm foundation on which to embed our commitment to tackle homophobia in our school community."
 - Sharon Austin, Assistant Head Teacher, Chorlton High School.

INSIDE - Find out how your school can be part of the initiative to 'End Homophobia through Education'.

INVEST IN THEIR FUTURE

"I'm glad you came into our school, and hopefully it will change the way people think. I think if we all try, we can make a difference. You should keep this up. Homophobia is unacceptable, and it upsets me that people laugh and use the word gay. It's horrible how people can be hurt for just being themselves." Manchester High School pupil

The LGF is pushing forward projects that help to end young gay people being bullied at school because of their sexuality.

experiences of homophobia and homophobic bullying in Manchester schools.

- The Lesbian & Gay Foundation is the lead partner in Exceeding Expectations, Manchester's multi-agency campaign working towards ending homophobia through education.
- Almost 3,000 young people have seen a new play entitled OUTLOUD which tells of young peoples' experiences of homophobia and homophobic bullying in Manchester schools.
- Over 32,000 newsletters have been distributed to 13,000 education professionals across 176 schools in 2007/08, to help combat homophobia.
- A steering group has been established to ensure that our work is guided by the views of young people.
- A new website has been developed to offer virtual support to both education professionals and young people.



Picture by Karen Julia

IT PAYS TO TALK IT OVER

"I was nervous and almost didn't go in for my first appointment at LGF but my counsellor was relaxed and made me feel at ease. The session wasn't as harrowing as I thought it was going to be. I actually looked forward to going for my weekly appointments. I think everyone should take the opportunity to talk to someone like this." Michael, Tameside

The LGF is here to support lesbian, gay and bisexual people during times when they particularly need someone to talk through their problems with.

- We have been serving the North West's LGB community for over a decade and are there to support all aspects of people's lives. Last year we provided over 1,000 hours of counselling to LGB people.
- Our service is a member of the British Association of Counselling and Psychotherapy and as such, agrees to work to the BACP Ethical Framework and receives referrals from individuals and health care professionals.

- The face-to-face counselling service at the Lesbian & Gay Foundation is a well-established and supportive counselling service. We have a team of over 30 lesbian, gay, bisexual, transgender and heterosexual counsellors, who help people during their times of need.



Picture by Karen Julia

GOOD ADVICE IS PRICELESS

"You never know when you may need someone to just listen and that is exactly what I received. I am so appreciative of the service and would like to say thanks. You make a difference and I just wanted you to know that you made a massive difference when I needed it."

David, October 2007

The LGF continue to provide information, support and advice on everything from LGB rights and hate crime, through to social club nights.

- We all need information and support from a friend in the know and LGF's Helpline Service provides thousands of hours of advice and support to thousands of LGB people every year.
- It is a major achievement that this service has continued to support
- so many people over the last 30 years.
- The Helpline is staffed by a dedicated team of 50 volunteer operators, 365 days a year, as well as providing an email service for those online (helpline@lgf.org.uk).
- We also provide advice surgeries on housing, legal issues and policing/hate crime, attended by 115 LGB people in the last year.
- Helpline 0845 3 30 30 30 (local call rates apply). 6pm-10pm: Operators answering your calls. 10am-6pm: Automated System.



Picture by Paul Jones

IT'S GOOD TO GIVE & RECEIVE

"I would just like to say a huge thank you to all at LGF for the services you provide and in particular, I would like to thank the nurse for screening me at the Outreach Clinic. A member of staff told me after my screening that she had stayed beyond her normal working hours to see me. I cannot express how grateful I am for her to do this for me."

Outreach Clinic User.

The LGF continues to focus around HIV prevention and sexual health promotion for gay and bisexual men.

- We provide over 600,000 individual condoms and 600,000 individual sachets of water based lube per year, to men who have sex with men throughout Greater Manchester.
- The LGF continues to run a weekly outreach clinic for gay and bisexual men in partnership with Manchester Public Health Development Service
- and Manchester Centre for Sexual Health.
- 25,000 copies of our Sexual Health Guide have been distributed with information on the most common sexually transmitted infections and advice on how to try and avoid them.
- The LGF also plan to develop a series of training packages ranging from basic sexual health and HIV awareness through to confidence building and relationships.



Picture by Paul Jones



This year's theme is Women Seen and Heard: in your personal and professional relationships, in your community, and in society.

Saturday 1st March 2008

Groups, charities, business organisations and members of the community are invited to workshops for the event which should relate to the theme.

This is a unique opportunity to debate, share good practice, discuss successes and failures, and to learn from each other in order to take the lesbian and bisexual women's agenda forward.



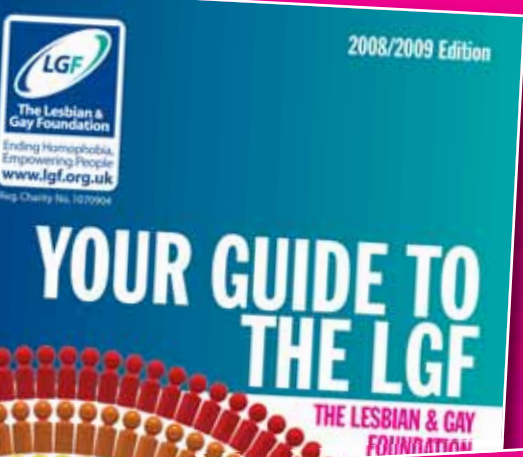
BE A WONDER WOMAN

"I gained a better understanding of my life and other people of the same and similar orientation. I also saw the work that goes into days like this - very impressive!"

Feedback from Sugar & Spice 2008 attendee

The LGF are developing projects to support the health and wellbeing of lesbian and bisexual women.

- In addition to our generic services such as counselling, helpline, website and resources, we also run two women's specific support groups and have set up the LGF's Women's Service Panel. This helps to ensure that the needs of lesbian and bisexual women are highlighted in our specific work programs.
- Over the last year our women's work has included Sugar and Spice (our annual women's conference); 'Beating around the Bush' (a unique guide to lesbian sexual health); provided 4,000 lubricant sachets for lesbian and bisexual women; and produced 'Thanks for The Mammaries' (a new booklet that takes an in-depth look at breasts and how to look after them).
- We also conducted focus groups with lesbian and bisexual women regarding their understanding of sexual health.



INFORMATION IS VALUABLE

My partner and I would like to comment on the excellent work that the foundation has been undertaking, and especially the publication of the wonderfully informative 'A Guide to Your Rights' booklet. We are very appreciative, and trust that this will be particularly helpful for young gay people coming to terms with their particular circumstances."

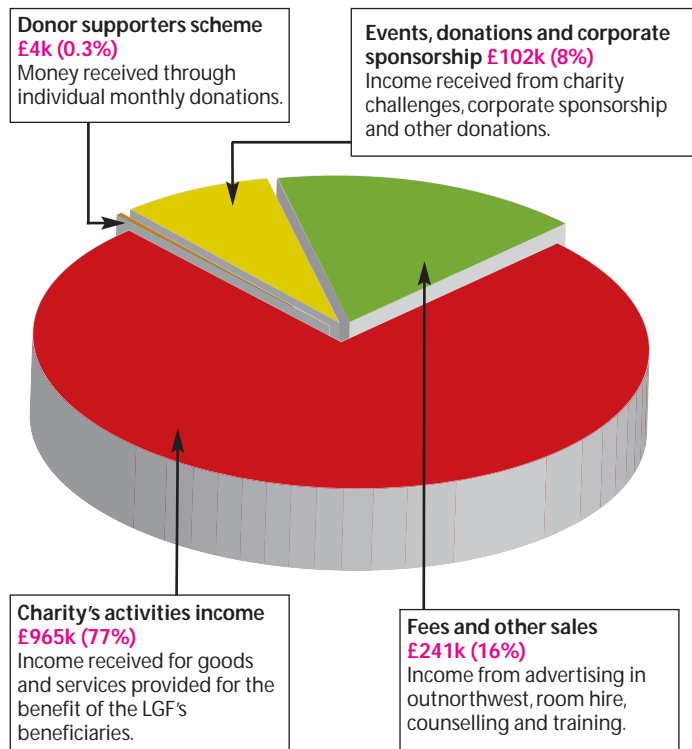
David, Greater Manchester

The LGF want to ensure that lesbian, gay and bisexual people in the North West are among the most well informed in the country.

- Published by the Lesbian and Gay Foundation, outnorthwest is the UK's leading, regional community magazine. 185,000 copies were distributed for free in 2008/09 in both scene and non-scene venues, with thousands more copies downloaded from our website.
- Our website (www.lgf.org.uk) regularly receives more than 1 million hits a month, with over 67,000 unique visitors last year.
- The LGF provided over half a million printed resources in 2007/08 and numerous large-scale community campaigns. From guides on civil partnerships and legal & civil rights for lesbian, gay and bisexual people, through to information on HIV and sexual health for and women's health and wellbeing.

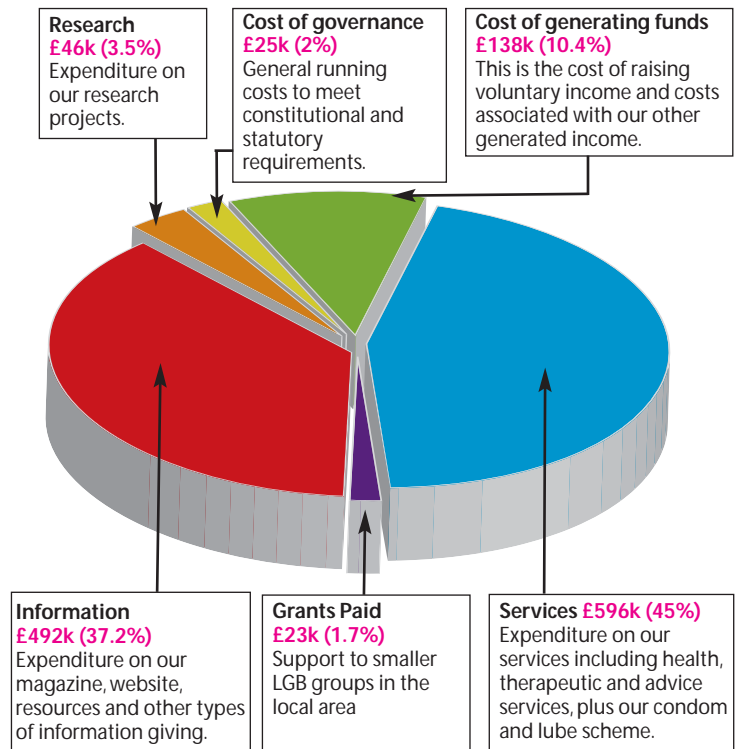
Where our resources came from 2007/08*

The Lesbian and Gay Foundation cannot exist without continuing financial investment from a range of Funders, grant makers and donors. We would like to thank every one of them for their vital support.



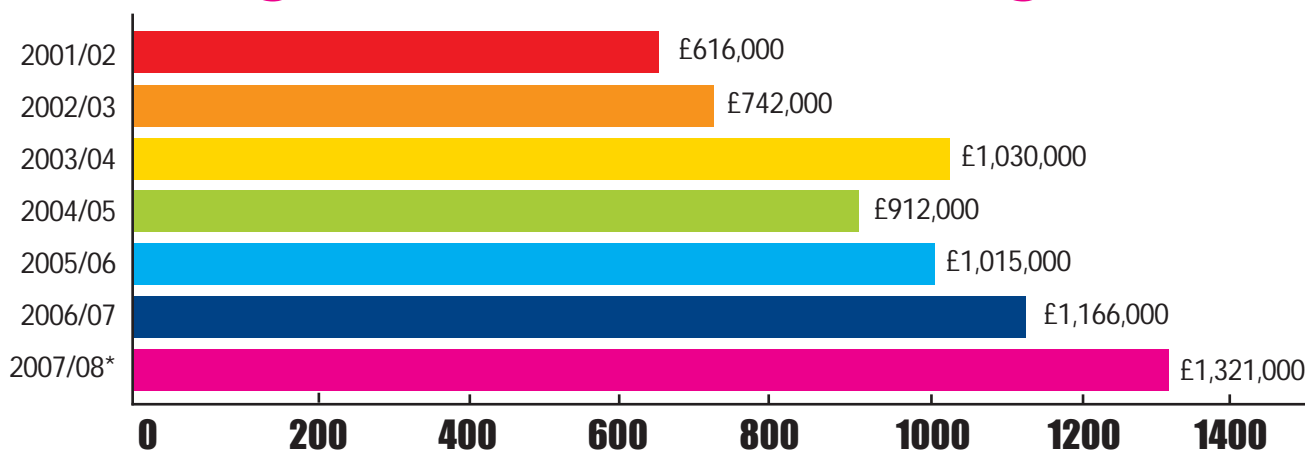
How we used our funding 2007/08*

Over 90% of our expenditure was spent on delivering our strategic programmes - services, information and research. Our largest areas of expenditure continue to be in delivering first class and accessible community, health and support services and producing high quality information resources.



Expenditure 2001-2008

Over the past seven years £6.8m has been spent on 'Ending Homophobia, Empowering People'



* The Lesbian and Gay Foundation's audited statutory accounts will be ratified by the members at their Annual General Meeting in October 2008. A full set of these accounts will be available after this date by writing to The Company Secretary, LGF Ltd, Princess House, 105-107 Princess Street, Manchester, M1 6DD or emailing: info@lgf.org.uk

PLEASE SUPPORT...

The Lesbian and Gay Foundation, 4th Floor, Princess House, 105-107 Princess Street, Manchester, M1 6DD
 Tel: 0161 235 8035 Fax: 0161 235 8036 Email: info@lgf.org.uk Web: www.lgf.org.uk



THANK YOU

The Lesbian & Gay Foundation would like to thank the following for all their help and support over the last year:

42nd Street
5 Counties Partnership
Acevo
Adactus Housing
Adam Zane
Age Concern
Albemarle & Bond
Albert Kennedy Trust
All Exceeding Expectations partners
All LGF Research participants
Antony Cotton
Anything Theatrical
APM Arts
Armistead Centre
Ashton College
Ashton, Leigh & Wigan PCT
AstaBGay.com
Awards for All
AXM
Baa Bar
Bar Below
Bar Wave
Barnard Atkins Ltd
Barnardos Health Through Action
Barry Harwood
Basement Sauna Complex
Beliz Catering
Ben Crouch
Bent
Berkley Scott
Big Lottery Fund
Billy Rox
Bishop of Manchester
Bishops Advisory Group on Sexuality
Black Health Agency
Blackpool Accommodation for Gays
Blackpool Central Library
Blackpool CVS
Blackpool Pride
Blades Hair Design
Blue Arrow
Blue Banana Agency
Blue Room
Body Positive North West
Bolton PCT
Bradford University
Brian Hore Unit
Bridgestreet Worldwide
Bridgewater House
Britannia Hotel
British Council
Broken Rainbow
Bury 6th Form College
Bury PCT
Cass Business School
Central Manchester PCT
Change Up – ICT
Channel M
CHAPS Partnership
Cheshire PCT's
Christie Hospital
Churchills
Clarities Hair
Climax
Clone Zone
Club Alter Ego
CN4M
Community Chest
Company Bar
Condom Models
Connexions
Consortium of LGBT Community & Voluntary Organisations
Costco
Council Richard Leese
Councillor Jeff Smith
Councillor Jim Battle
Councillor Paul Fairweather
Coyotes
Crown Prosecution Service
Cruz 101
Cumbria PCT
Department for Education & Skills
Department of Health
Department of Transport & Industry
Drug & Alcohol Sexual Health Service
Durex
Ear to the Ground
East Manchester Beacon's Project
Eden

Edge Hill University
Eon
Equality & Human Rights Commission (EHRC)
Essential
FFLAG (Families & Friends of Lesbians and Gays)
Foreafters.co.uk
Frank at V Communications
Fringe
Fylde PCT
Garfield Weston Foundation
Gasp UK
Gay Men Fighting AIDS
Gaydio
Genesis
George House Trust
GLADD
Glentop Stimulant Service
GMCVO
GMP Recruitment
GMPTE
Government Office North West
Great British Bear Bash (Manbears)
Greater Manchester Council for Voluntary Service
Greater Manchester Health Protection Agency
Greater Manchester Health Protection Unit
Greater Manchester Police
Greater Manchester Police Authority
Greater Manchester Sexual Health Network Members
Greater Manchester Strategic Health Unit
Greater Manchester Voluntary Sector Support
Green Room
H20 Sauna
Heals
Health and Well Being Network
Health First
Heat Sauna
Heywood & Middleton PCT
Holocaust Memorial Day Trust
Homotopia
Honeycombe Sauna
Hope Theatre Company
Hot Village
Hygenium
Icebreakers
In The Pink Leisure Ltd
International Day Against Homophobia (IDAHO)
Jarman Clinic
Job Centre Plus
John Moores University
John Robson
John Ryan
Joint Health Unit
Julie Hesmondhalgh
Kath Locke Centre
Kelvin Graphics
Kevin Bolton
King's College Students Unit
LAGSA
Lancashire Sexuality Equality Forum
Laughing Cows
Laeds Pride
Legends
Lesbian Community Project
LGBT Health Summit Steering Group
LGBT Outloud
LGF Groupwork
LGF Patrons
LGF Social Work Placements
LGF Staff
LGF Volunteers
Lifeline
Lifeshare
Lightclare Clinic
Lime Pictures
Liverpool Guild of Students
Lloyds TSB Foundation England
Macmillan
Mahtarr Samba
Manchester Alliance for Community Care
Manchester and Salford Drug Action Teams
Manchester Central College
Manchester Centre for Sexual Health
Manchester City Council
Manchester City Football Club
Manchester Community Alcohol Team
Manchester DAST
Manchester Drugs Service
Manchester Gay Skinheads
Manchester Joint Health Unit
Manchester Lesbian & Gay Chorus

Manchester LGBT Network
Manchester Mental Health & Social Care trust
Manchester Metropolitan University
Manchester Pride Community Fund
Manchester Pride Ltd
Manchester Print Graphics
Manchester Public Health Development Service
Manchester University
Manchester Wind Orchestra
Manhunt.net
Manpower
Manto
Maria Oakley
Mark Ince
Marketing Manchester
Marks & Spencer
Mary Howwell
MCC Report Line
MCIN
Medway Convenience Store
Midwifery Service – Zion Centre, Moss Side
Millivres
Miss Ellies Travel
Miss Gay UK
NAAPS
Nandos
Napoleons
Nathan Bryson
Neighbourhood Renewal Fund
New Deal for East Manchester
New Start Trust
New Union Hotel
New York New York
Newcross Dental Surgery
Newton Health GP
NHS North West
Nice & Naughty
Nine Lives Productions
North Manchester GUM Clinic
North Manchester PCT
North Trafford PCT
North West Development Agency
North West Equality and Diversity Group
North West Infrastructure Partnership
North West LGBT Network
North West Regional Assembly (Equality & Leadership Group)
Northern Aces Tennis Group
Northern Counties
Northern Wave
Nua
O'Neill Patient Solicitors
Oklahoma
Oldham PCT
Oldham Pride
Olive Delicatessen
One North West
Open Athletics
Outdoor Lads
Outeverywhere.com
Outlastnight.com
outnorthwest Advertisers
outnorthwest Contributors
outnorthwest Distribution Outlets
outnorthwest Photographers
P Hair
P.C. Samuel Tennant
Paddy's Goose
Pankhurst Centre
Paradise Factory
Parklands High School
Pasante
Paul Jones
Pauline Newman
PCP Ltd
Philip Bradley
Phoenix Centre for Sexual Health, Oldham
Pink Paper
Pink Parents
Plain Sense
Pink Sofa
Pokusevski's Delicatessen
Poplastic
Pride Games
Pure Tanning
Purple Chris
Queer
Queerscape
Queerupnorth
Rainbow Partnership Network Members

Rampton Hospital
Razor's Edge
Real Manchester.com
Regional Syphilis Forum
Rembrandt Hotel
Ribblesdale Dr.Bury
Rochdale CVS
Rochdale GUM
Rochdale PCT
Royal Northern College of Music
Salford City Council
Salford CVS
Salford Library
Salford PCT
Salford University
Sapporo
Schools Out
Scottish life
Selfridges
Sigma Research
Simon Harkinson
Sir Ian McKellen
SKV Communications
Slade Cooper
Slade Cooper
SM Dykes
Smithfield Project
South Manchester PCT
South Trafford PCT
Sparkle
Spirit
Stockport Centre for Health Promotion
Stockport GUM Clinic
Stockport PCT
Stockport Sexual Health Joint Screening Project
Stonewall
Stonewall Citizen 21 Project
Strong Roots Consultancy
Sugar Pops
Supenwide Digital
Sure Start
Tameside & Glossop PCT
Tameside Third Sector Coalition
Taurus
Terrence Higgins Trust
Terry Waller
The Birdcage
The DOcs
The Joseph Rowntree Foundation
The Kings Arms (London)
The Lowry
The Outpost
The Ritz
Thompsons Arms
Tony & Guy
Tony Warren MBE
Trade
Tribeca
T-Shirt Express
Turning Point
Unite LGBT Group
University Challenge
University College London
University of Central Lancashire (UCLan)
University of Manchester Student's Union
Urban Splash
Uzma Allen
Vanilla
Velvet
Via
Victim Support
View
Village Business Association
Village Manchester Football Club
Village Off Licence
Virtual Construction
Voluntary Action Manchester
Voluntary Sector North West
Voluntary Sector Policy & Grants (MCC)
West Properties
Wet Wet Wet Sauna
White Ball Group
White Ribbon Campaign
Wigan PCT
Wirral MBC
Withington GUM Clinic
Yorkshire Mesmac
Youth Fund Panel (Manchester)

WE CAN'T DO THIS WITHOUT YOU!

The Lesbian & Gay Foundation, Princess House, 105-107 Princess Street, Manchester M1 6DD Tel: 0161 235 8035 Fax: 0161 235 8036

Registered Charity No. 1070904 Registered Company No. 3476576