

Registered Charity No. 1070904



**10**

**The Lesbian & Gay Foundation**

Ending Homophobia,  
Empowering People  
[www.lgf.org.uk](http://www.lgf.org.uk)

**2000-2010**  
CELEBRATING TEN YEARS

# LGF Impact Report 2010



**THE LESBIAN & GAY FOUNDATION  
ANNUAL REVIEW 2009/10**

**ENOUGH IS ENOUGH!**

ACTION against Homophobia

[www.lgf.org.uk/enough](http://www.lgf.org.uk/enough)



THE LESBIAN &amp; GAY FOUNDATION

# Ten years and the work continues...

David McGovern, Chair of the Board of Trustees, and Paul Martin, Chief Executive look back over a significant year for the LGF.



**Like many other voluntary organisations, we started the year facing stiff financial challenges. Furthermore, with many people in our communities similarly feeling the effects of the recession, we saw an increase in demand for our services and resources.**

It was also a year in which paradoxically the progression in equality legislation was marred by continued homophobia in our society, including some horrific homophobic attacks.

Against this backdrop, we successfully rallied the organisation to such an extent, that we actually grew. As a result, we provided more services and resources to more LGB people than at any point in our history.

None of this could have been possible without the dedicated support of our Trustees, volunteers, staff, funders and many other supporters and partners - to them all, we extend our sincere and grateful thanks.

Over the past year, we've continued to provide a wide range of interventions to help address the considerable health inequalities faced by LGB people. We have also developed our major new campaign "**Enough is Enough! Action Against Homophobia**" to address continued issues of discrimination and violence.

This campaign however, is not something we can deliver alone. It will only truly succeed if we can inspire others around us to also take action.

One such young man is Joe, a brave 14 year old who contacted us because he wanted to tackle head on the bullying he was facing at school. After sending out one of our packs, Joe wrote back with a determined plan of action:

*"The leaflets, posters and booklets etc. arrived today. Thanks so much. It's my birthday tomorrow, and I'm going to use the balloons instead of Happy Birthday ones. My head-of-year says she'll let me do a series of assemblies from Years 7-10 in a few weeks time. I received the presentation, and with all the info and resources you've kindly supplied, I'm sure it will be a great success!"*

In the run-up to Joe's plan, he continued to face personal challenges. *"I got another set of depression come on last night. It's just made this campaign and doing the assemblies more important to me. People need to see the horrible effects homophobia can have on people."*

Joe has since written back to report on his progress. *"I've done 2 out of 4 assemblies. It's been terrifying, but once I've gotten in to it, they've been great. Thanks again. Joe :)"*

Joe is an inspirational hero, who with others like him, continue to be a daily reminder of why we must increase our fight to end homophobia and to create a happier, safer and healthier world for lesbian, gay and bisexual people. We hope you'll join us - "Enough is Enough!" Visit [www.lgf.org.uk/enough](http://www.lgf.org.uk/enough)

*David & Paul*



**DAVID MCGOVERN**  
CHAIR

**PAUL MARTIN**  
CHIEF EXECUTIVE

## What is The Lesbian & Gay Foundation?

The Lesbian & Gay Foundation (LGF) is a vibrant charity with a wide portfolio of well-established services and a rapidly developing range of new initiatives aimed at meeting the needs of lesbian, gay and bisexual people. The LGF is committed to working with partners across all sectors in order to achieve more positive outcomes for LGB people. The LGF is reported by service users as being one of the first points of contact for them when they have been at a crisis point in their lives.

If you would like a copy of this document in large print, please ring 0845 3 30 30 30.

THE LESBIAN & GAY FOUNDATION

# Ending homophobia Empowering people

2010 is the LGF's tenth anniversary year and to mark our first decade, we have launched a major new campaign, *Enough is Enough! Action Against Homophobia*.

Because homophobia in any form or context is unacceptable and needs to stop. Sadly, it is still a daily reality for lesbian, gay and bisexual people and also their family and friends on the streets, at school, at work and in the home. Sign up to the campaign and take positive action against homophobia at [www.lgf.org.uk/enough](http://www.lgf.org.uk/enough)

**ANTHONY COTTON**  
LGF PATRON



## OUR IMPACT

**Every day lesbians, gay men and bisexual people are the targets of hatred and violence because of who they love.**

Homophobic abuse is more common than most people think. 1 in 3 LGBT people have experienced some kind of homophobic attack. To join the movement and take ACTION against homophobia visit: [www.lgf.org.uk/enough](http://www.lgf.org.uk/enough)

### Our Vision

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

### Our Mission

Ending Homophobia, Empowering People.

## Our Aims

### Supporting Individuals

The LGF will support lesbian, gay and bisexual people to increase their skills, knowledge, and self-confidence to improve health and well-being.

### Strengthening Communities

The LGF will work in partnership with others to build a strong, cohesive and influential lesbian, gay, bisexual and trans community sector.

### Promoting Equality

The LGF will promote awareness, visibility and inclusion of lesbian, gay and bisexual people to achieve full equality.

### Developing Excellence

The LGF will continuously develop its people, systems and procedures to deliver and sustain excellence for all of our beneficiaries.

## Our Values

Innovation. Diversity. Excellence. Fairness. Integrity. Engagement.

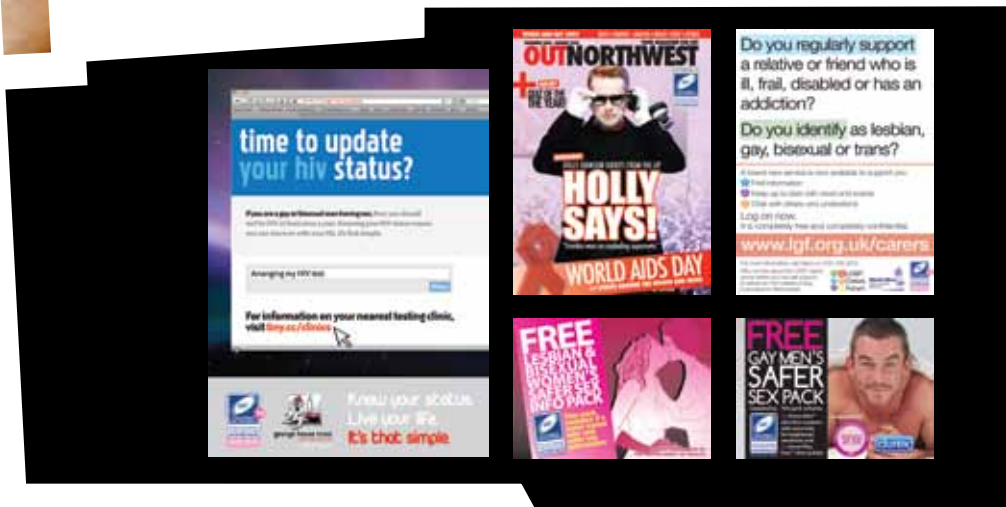
**"Your support means that we can continue to spread the word that enough is enough, we won't stand for homophobia in any form. There's just one more thing you can do today. Ask your friends and family to sign up too at [www.lgf.org.uk/enough](http://www.lgf.org.uk/enough)"**

**SIR IAN MCKELLEN**  
LGF PATRON



# Supporting Individuals.

The LGF will support lesbian, gay and bisexual people to increase their skills, knowledge, and self-confidence to improve health and well-being



## OUR IMPACT THIS YEAR:

- The Condom & Lube Distribution Scheme provided over 600,000 condoms and sachets of lube to gay and bisexual men across Greater Manchester.
- The delivery of sexual health workshops targeted to over 120 gay and bisexual men.
- The rapid HIV testing clinic served 165 clients, complementing our weekly sexual health outreach clinics which tested over 180 people.
- The counselling team served over 80 clients in more than 1,000 sessions.
- Chlamydia testing in partnership with the R.U.Clear programme tested nearly 100 people.
- At Manchester Pride 2009 we asked over 600 men who have sex with men for their opinions on our Condom & Lube Distribution Scheme. These views have since been reflected in our 'Proud To Be Safer' report
- The delivery of a Comic Relief funded young people's mental health project, including the production of targeted information resources.
- The delivery of sexual health campaigns including "Proud to be behind you", "Wear it, fill it, bin it", "Keep F\*cking Safe" and "Update your status".
- The production of the "Sex Tips for Men" resource, and a reprint of our "Sex Education" guide to support our sexual health work.
- Streamlined access to services through the introduction of new, front line service delivery systems, resulting in the needs of a growing number of callers by phone and in person being better met.
- The launch of "Caring with Confidence" a Department of Health pilot project providing tailored support for over 140 lesbian, gay, bisexual and trans carers.
- The enhancement of our counselling service, with the introduction of couples counselling and CORE monitoring (Clinical Outcomes Routine Evaluation).
- The provision of monthly support sessions for three groups of LGB patients of Rampton Hospital.
- The development of an online LGB&T carers' forum and support group.
- The continued success of our police and legal advice surgeries which served over 70 people last year providing vital information on a wide range of issues.
- The delivery of a Community Health Needs Assessment for Bolton's gay and bisexual residents.
- 'Beating around the Bush' our sexual health resource for women who have sex with women, was reprinted along with our lesbian and bisexual women's sexual health packs.
- Over 80 women attended Sugar and Spice 4 – our event in celebration of International Women's Day 2010 and over 60 women attended our "Secrets of the Lady Garden" event which took place as part of Manchester Pride's Fringe Festival in 2009.

# Strengthening Communities.

The LGF will work in partnership with other to build a strong, cohesive and influential lesbian, gay, bisexual and trans community sector.



## OUR IMPACT THIS YEAR:

- The continued delivery of the LGB&T news service which particularly focused on the Single Equality Bill, legal protections for LGB&T people and stories of real people talking about their lives.
- The launch of "Flying the Flag" which was a very effective way for public sector organisations and especially local authorities to demonstrate their support for LGB&T communities and residents as part of the International Day Against Homophobia. This campaign received funding from the Association Greater Manchester Authorities and in 2009, 50 buildings, venues and public spaces took part throughout Greater Manchester.
- Promotion of "Homo Heroes" which was our Manchester Pride 2009 campaign. This saw us recruit an additional 800 subscribers to our database in conjunction with our highly successful Homo Heroes and Homo Zeroes Award Scheme.
- Our magazine, outnorthwest was refreshed and improved, and produced on a bi-monthly basis and distributed to over 500 regular venues.
- In partnership with Greater Manchester Police and Manchester NHS, we conducted an outreach initiative in Manchester's Gay Village to support people to have a safer night out.
- Our digital communications added Twitter to our current Facebook and online presence, with over 160,000 unique users visiting the LGF's revamped website for news, articles, information and advice.
- Hosting the Trans Resource and Empowerment Centre's monthly trans weekend events, providing valuable capacity building support.
- The facilitation and administration of the Manchester Pride Community Fund. As a result, we supported the distribution of over £33,000 to lesbian, gay, bisexual and trans voluntary and community groups from across Greater Manchester.
- We spoke to representatives of almost 70 lesbian, gay, bisexual and trans groups whilst undertaking a needs analysis in order to identify common issues and support requirements.

- We provided staff support to Liverpool Council for Voluntary Service to continue the work of Liverpool LGB&T network and contribute to the delivery of Liverpool Pride, which will launch in 2010.

- We delivered a series of community consultation events which aimed to identify issues locally and provide a foundation for strengthening local LGB&T community activity and engagement.

**"The LGF are always supportive and enthusiastic, helping us to shape our response in Trafford, which really helps our local LGB&T communities."**

**Gaynor Burton,  
Equality and Diversity Manager  
Trafford Council**



# Promoting Equality.

The LGF will promote awareness, visibility and inclusion of lesbian, gay and bisexual people to achieve full equality.



## OUR IMPACT THIS YEAR:

- The planning and development of our "Enough is Enough, Action Against Homophobia" campaign.
- The launch of "We're Here if You Need Us" which is a campaign targeted at GP surgeries across Greater Manchester. GPs surgeries have been asked to display a simple poster and leaflet, both as an indicator of LGB affirmative services and providing signposting to the LGF's provision.
- We attended the conferences of the Conservative, Labour and Liberal Democrat parties for the first time in 2009 and laid the ground for our 2010 LGB Manifesto.
- We opened up The Lesbian & Gay Foundation to new audiences by delivering a number of events directed around specific equality issues. Our Celebr8 event, focussed around bringing together black and minority ethnic communities and specific religious groups. Similarly, our Intergenerational Event brought together people of different ages to discuss their lives as LGB&T people and their experiences of Manchester City Council services.
- The continuation of the LGF's Hate Crime campaign, which responded quickly to the vicious and near fatal attack on a gay man in Liverpool. This led to our production of a pocket-resource in conjunction with a range of partners, which was on the streets of the North West's major gay areas within days of the attack. We also lobbied for Hate Crime to be placed higher on the agenda.
- Exceeding Expectations, our work to end homophobia through education, ran a play for young people in schools, which was seen by over 1,180 school children, produced newsletters that have reached every adult working in secondary and primary schools across Manchester. This resulted in 70% of pupils thinking it would be safe to come out at school, compared to 30% at the commencement of the project.
- The launch of our blocked email campaign which highlights and condemns the public sectors blocking of emails containing words such as "lesbian", "gay" and "bisexual", breaching the rights of LGB people and undermining the efforts of the public sector to support LGB people.
- The implementation of "Part of the Picture", a major national five year project funded by the Big Lottery. This project is researching the drug and alcohol usage of LGB people, undertaken in partnership with the University of Central Lancashire. This resulted in the collection of 1,700 LGB people's experiences of alcohol and drug use within the first year.
- The launch and promotion of our new Training and Consultancy service.
- The delivery of an employee survey of staff employed by Greater Manchester Fire and Rescue Service and an action plan to better support LGB staff.
- We hosted five events across the region through "North West Together We Can", this engaged with the public and voluntary sector and provided an opportunity to refresh people's understanding and support their implementation of "Breaking the Cycle", our LGB&T strategy.
- We provided training to over 160 staff at Cheshire Peaks & Plains Housing trust around sexual orientation and gender identity.

# Developing Excellence.

The LGF will continuously develop its people, systems and procedures to deliver and sustain excellence for all of our beneficiaries.



## OUR IMPACT THIS YEAR:

- The launch and development of an internal project which significantly changed the way in which we understand the needs of our front line service users.
- The introduction of seven day a week opening of our building to enable more groups and individuals to use our facilities and receive our support.
- A renewed focus on financial processes and the monitoring of income and expenditure which helped in ensuring that the LGF broke even in 2009/10.
- Securing and negotiating the lease for a new home for the LGF for the next ten years, which will help us to better meet the needs of our service users.
- The development of our people management systems as part of our journey towards Investors In People recognition.
- Planning major enhancements to our information technology infrastructure, including the implementation of a new server, and to our internal systems, including customer relationship management software, which will enable us to work more effectively and support our service users and other stakeholders better.
- The establishment of our Human Resources Task Force to focus on ensuring the LGF's values and vision are part of everything we do.
- Significant work in developing our credit control systems and reducing our debtors.
- The development of our cashflow management and cashflow planning systems.
- Significant financial modelling work to underpin our Business Plan and five year Strategic Plan.
- Successful applications to a range of funders to continue and develop our services. These included the Hardship Fund, the Big Lottery, the EHRC and the Department of Health.

**"I've admired the LGF for a while and found its visibility very reassuring when becoming confident in my sexuality."**

**LGF Volunteer**

# Financial Information

## Where our resources came from 2009/10

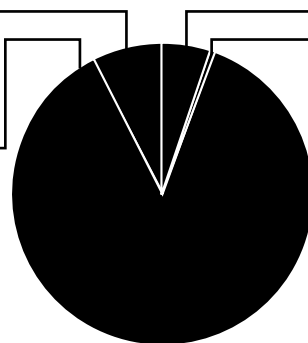
The Lesbian & Gay Foundation cannot exist without continuing financial commitment from a range of funders, grant makers and donors. We would like to thank every one of them for their vital support.

**£127k - Fees and other sales**  
Income from training and consultancy, advertising in outnorthwest, room hire, and counselling.

**£1,501k - Charitable Activities Income**  
Income received for goods and services provided for the benefit of the LGF's beneficiaries.

**£89k - Events, donation and corporate sponsorship**  
Income received from charity challenges, corporate sponsorship and other donations.

**£7k - Donor supporters scheme**  
Money received through individual monthly donations



## How we used our funding 2009/10

Over 88% 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.

**£448k – Information**  
Expenditure on our magazine, website, resources and other types of information giving.

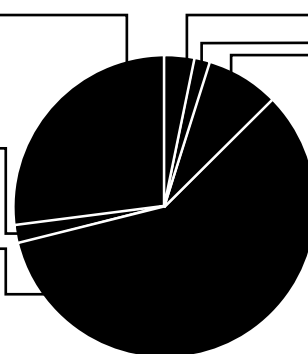
**£34k – Grants Paid**  
Support to smaller LGB groups in the local area.

**£976k – Services**  
Expenditure on our services including health, therapeutic and advice centres and our condom and lube scheme.

**£53k – Research**  
Expenditure on our research projects.

**£26k – Cost of governance**  
Running costs to meet constitutional and statutory requirements.

**£134k – Cost of generating funds**  
This is the cost of raising voluntary income and the costs associated with raising our other generated income.



## Expenditure 2001-2010

2001/02	£616,000
2002/03	£742,000
2003/04	£1,030,000
2004/05	£912,000
2005/06	£1,015,000
2006/07	£1,166,000
2007/08	£1,321,000
2008/09	£1,418,000
2009/10	£1,672,000*

\* The Lesbian & Gay Foundation's audited statutory accounts will be submitted for ratification by the members at the Annual General Meeting in October 2010. A full set of these accounts will be available after this date from the website of the Charity Commission [www.charity-commission.gov.uk](http://www.charity-commission.gov.uk) or by application in writing to The Company Secretary, LGF, 5 Richmond Street, Manchester. M1 3HF.

Registered Charity No. 1070904



**The Lesbian & Gay Foundation**  
5 Richmond Street, Manchester. M1 3HF

**Tel:** 0845 3 30 30 30 **Fax:** 0161 235 8036  
**Email:** [info@lgf.org.uk](mailto:info@lgf.org.uk) **Web:** [www.lgf.org.uk](http://www.lgf.org.uk)  
**Twitter:** @lgfoundation

Registered Charity No. 1070904 Registered Company No. 3476576



**INVESTORS  
IN PEOPLE**