



Bi Pride UK

**Report and Financial Statements
For the year ended on 31 December 2019**

Charity Number: 1177128

Report Contents

Organisational details for the year ended on 31 December 2019	4
Trustee Board details for the year ended on 31 December 2019	5
About Bi Pride UK	6
Vision	6
Mission	6
Objectives	6
Values and Beliefs	6
Our work in 2019	8
The focus of our work in 2019	8
Governance developments	8
Operational developments	8
Finance	9
IT and technology	9
Fundraising	9
Volunteer management	10
How Bi Pride UK delivered public benefit	10
Our Events work	10
Our Education and Outreach work	12
Our Communications work	13
Impact and Achievements	14
Independent examiner's report for the year ended 31 December 2019	15
Independent Examiner's Report to the Trustees of Bi Pride UK	15
Responsibilities and basis of report	15
Independent examiner's statement	15
Trustees' Report	16
Statement of responsibilities of the Trustees	16
Structure, governance and management:	16
Governing Document	16
Organisational Structure	16
Risk Management	17
Reserves Policy	17
2019 Accounts Summary	18
Financial Report for the year ended on 31 December 2019	19
Accounting Policies	19
Basis of accounting	19

Fund accounting	19
Income breakdown	19
Details of donations	19
Details of charitable grants	19
Details of sponsorship fees	20
Details of other Income	20
Excluded income	20
Purposes of unrestricted funds	20
Purposes of designated funds	20
Purpose of restricted funds	20
Trustee Remuneration	21
Team Income and Expenditure	21
Details of Bi Pride UK Operations	21
Details of Communications work	22
Details of Education and Outreach work	22
Details of Events and Productions Work	22
Goals for future periods	22
Receipts and payments accounts	23
Additional information	24

Organisational details for the year ended on 31 December 2019

Bi Pride UK Reference Information

Charity Name: Bi Pride UK

Charity Number: 1177128

VAT Registration Number: N/A

Gift Aid Registration Number: ZD00027

Registered Office &
Operational Address: Bi Pride UK
5 Caledonian Road
London
N1 9DX

Independent Examiners: Macintyre Hudson
Rutland House
148 Edmund Street
Birmingham
B3 2FD

Bankers: Lloyds Bank
15 Blackheath Village
London
SE3 9LH

Solicitors: N/A

Insurers: Access Insurance
31 St Leonards Road
Eastbourne
East Sussex
BN21 3UR

Trustee Board details for the year ended on 31 December 2019

The Trustees who served during this period (up to sign off of accounts) are as follows		
Avi (Abigail) Kay	Chair	
Theresa Brooks	Vice Chair	
Samantha Neath	Secretary	Terminated – 4 June 2020
Nick Batley	Secretary	Appointed – 16 November 2020
Adam Taylor	Treasurer	Terminated – 21 March 2019
Alexia Pepper de Caires	Treasurer	Appointed – 29 June 2019 Terminated – 2 December 2020
Anna Bond	Legal Trustee	
Davey Nauth	Fundraising Trustee	Terminated – 01 July 2019
	Digital and Technologies Trustee	Appointed – 01 July 2019 Terminated – 15 September 2020
Rob Davey	Media and Communications Trustee	Appointed – 17 June 2019
Catherine Courte	Fundraising Trustee	Appointed – 16 November 2019 Terminated (deceased) – 21 February 2020
Paul Desson-Baxter	Events Trustee	Appointed – 16 November 2019 Terminated – 12 February 2020
Bola AJose	Events Trustee	Appointed – 18 May 2020
Rini Jones	Representation and Inclusion Trustee	Appointed – 18 May 2020

About Bi Pride UK

We are an organisation for anyone who is attracted to more than one gender, regardless of what label they use. We use 'bi' as an umbrella term.

Vision

People in the UK who experience attraction beyond gender can be proud of their identity and celebrate themselves in all spaces, both in physical spaces and online. They can participate freely and visibly in the GRSD (Gender, Romantic and Sexual Diversity) community without fear of their identity being questioned or ridiculed.

Mission

To create spaces where people who experience attraction beyond gender can be freely visible and celebrate themselves and their identities.

Our own Bi Pride event and our work with other Prides and local bi groups will make all Prides across the UK fully inclusive and celebratory for our community, while our communications work will create opportunities for people across the UK to celebrate their identities and be part of a larger virtual community, as well as promoting the work we do to a wider audience.

Objectives

1. Create the first Bi Pride in 2019, to be continued annually, where people who experience attraction beyond gender can be confident, proud and visible.
2. Work with local Prides to address and resolve bi-erasure in local Prides.
3. Facilitate strong relationships between local bi groups and their local prides.
4. Connect bi individuals by hosting an accessible Bi Pride.
5. Use our communication channels to promote a positive understanding and image of our community in response to instances of bi-erasure and biphobia.

Values and Beliefs

When making decisions and designing programmes of work within our strategic goals, the Trustees and other Bi Pride UK volunteers, consultants and contractors are guided by our beliefs that:

- **Self-identification is paramount** – no one should ever have to justify or prove anything about their identity, and there is no such thing as 'not being bi enough.'
- **Language is complex and evolving** – not everyone will agree with the use of 'bi' as an umbrella term, and the use as such by Bi Pride UK is not definitive. We exist for anyone who experiences attraction beyond gender.
- **Being 'out' is not the superior experience** – there is no pressure on anyone to be out in any specific context, and it is not an aspirational state in and of itself.
- **Everyone deserves a space which celebrates their identity** – celebrating and being proud should not be the sole right of those holding the greatest power in a social context.
- **Maximum visibility is the aspiration** – we have a duty to use our privilege as a registered charity to amplify voices and increase the visibility of the bi community.

Central to our organisational decision-making is a commitment to the following values:

- **Inclusivity** – we will go above and beyond to ensure that we are catering for marginalised and minority experiences within the bi community.

- **Trust and reliability** – we want the whole of the bi community to know that we are there for people when we are needed and will not turn our backs on them.
- **Integrity** – we will strive always to be transparent, honest, consistent and true to ourselves and our values.
- **Responsibility** – we will work with other organisations, giving them space to be themselves and do their work while collaborating with them wherever possible.
- **Humility** – we recognise that we do not and cannot know everything and will actively seek to learn from and amplify experiences beyond our own.

Our work in 2019

The focus of our work in 2019

As the second year of the 2018-2020 charity strategy, 2019 has seen a significant increase both in delivering our charitable activity and in building appropriate and robust infrastructure to support this delivery. Beyond an obvious focus on delivering our first flagship Pride event in September, we have invested significant time into strengthening governance and operations at the charity to ensure that we can deliver our public benefit in a systematic manner, in many cases bringing in volunteers with specific operational expertise.

Governance developments

Following a fairly high Trustee turnover in 2018, we put a strong focus on strengthening the Board in 2019. We conducted a skills audit in February to identify the existing strengths and skills gaps in the Board's make-up, and this allowed us to identify in particular that we needed to bring in more experience in a few key areas (communications, PR/media, marketing, campaigning/political influencing and fundraising), and that we needed to increase the Board's collective knowledge and understanding of charity governance and charity finance.

Over the following months, we introduced training delivered by the Chair at two Trustee away days, one on governance and the responsibilities of a Trustee, and one on charity finance skills and finance for non-finance managers. We also began recruiting for three new Trustees, one with PR and marketing experience, one with a fundraising or income generation background, and one with specific events experience. The first was filled quickly, and the latter two by the end of the year.

By the end of the year, it became apparent that the current Board structure still lacked some key areas of expertise, and as part of a wider organisational restructure, we restructured the Board to include the following roles in addition to the existing Chair, Vice Chair, Secretary and Treasurer:

- Media and Communications Trustee
- Community Engagement Trustee
- Events Trustee
- Legal Trustee
- Fundraising Trustee
- Representation and Inclusion Trustee
- Digital and Technologies Trustee

Several of these roles (Legal Trustee, Media and Communications Trustee, and Digital and Technologies Trustee) had been filled by those already on the Board in the financial period.

In addition to strengthening the composition of the Board, we also implemented a full range of policies not yet adopted in previous years, including a Volunteering Policy, a Safeguarding Policy, an Environmental Policy, a Health and Safety Policy and a Social Media Policy.

Operational developments

As well as a focus on improving our governance infrastructure, 2019 also saw an emphasis on strengthening the charity's operations, particularly through bringing volunteers on board with particular specialisations within different operational functions.

Finance

Following our successful registration as a CIO in February 2018, we were then successful on 9th January 2019 in gaining recognition as a charity from HMRC, allowing us to begin to claim Gift Aid on donations.

From March to June, we were without a dedicated Treasurer, and during this time the Chair was appointed as the acting Treasurer until our new Treasurer was appointed at the end of June. With our new Treasurer came a review of our financial processes and procedures, and the finance function was also supported in the run-up to our flagship event in September 2019 through a dedicated finance officer within the Events Team. In the organisational restructure mentioned above, we also decided to introduce a finance officer volunteer role to support the Treasurer, with a view to beginning recruitment for this position in the new financial year.

IT and technology

In April we brought on our first volunteer dedicated to supporting Bi Pride UK's IT and technology needs, including managing allocation of email accounts and overseeing document storage drives. This allowed us to streamline the process of bringing new volunteers into the organisation and ensure that data protection compliant processes are embedded throughout the charity.

As a charity which has seen significant growth in team size across 2019, towards the end of the year we identified that our previous organisational communication methods (primarily WhatsApp groups along with emails) were not the most efficient way to facilitate charity operations, and so we have begun a process of identifying potential alternative communication platforms to future-proof the organisation for further growth and improve internal communications.

Fundraising

2019 has been a successful year for us in terms of fundraising. Our crowdfunder for a deposit for our event venue was successful, and even exceeded its target, allowing us to raise extra money towards a stretch goal of providing BSL interpreters at our Pride event. We secured our first funding grant through the LGBT+ Futures programme (Government Equalities Office funding administered by LGBT Consortium). This £4,202 grant covered a significant proportion of the access costs for our flagship Bi Pride event in September. In the run up to our first flagship Bi Pride event in September we also secured nine new corporate sponsors in addition to EY who came on board as a Gold sponsor in 2018, although a few had not yet been invoiced by the end of the financial year:

- Vodafone - Silver
- Clifford Chance - Silver
- Mayer Brown - Bronze
- WSP - Bronze
- Credit Suisse - Bronze
- Environment Agency - Bronze
- Macquarie - Bronze
- Pinsent Masons - Bronze
- AXA XL - Bronze

We have also raised a significant amount through events. The second Bi-Lights fundraising event for International Women's Day in March was successful in raising our profile as well as bringing in a modest amount through ticket sales, and our September event itself also exceeded our expectations in terms of income raised, through a combination of bar sales, merchandise sales, stall fees (only charged to large organisations), and individual donations on the day and in advance through Eventbrite.

To increase our fundraising capacity as a charity and to bring in more expertise, we appointed a fundraising Trustee in November.

Volunteer management

This year has seen a significant growth of the volunteer team, with nearly triple the volunteer numbers at the end of the year than that of the beginning of the year. This growth has been primarily in the communications and events teams, which have also been the teams delivering the greatest proportion of our public benefit (see below for more details).

Parallel to this growth, we have invested time in reviewing and improving our volunteer management processes and systems, including standardising recruitment processes and improving the induction process for new volunteers. We also brought on board our first volunteer dedicated to volunteer management, initially situated in the Events team focusing on events volunteers but then moving into a new Head of Volunteer Management role in the new organisational structure developed at the end of the year.

How Bi Pride UK delivered public benefit

Our activities in 2019 have seen a significant increase on those in 2018, and as a recognisable brand and well respected charity within our sector and beyond, we are proud of the public benefit that Bi Pride UK has been able to deliver over the past year. This spans three strategic areas: our events, our education and outreach work, and our communications work.

Our Events work

The highlight of 2019 for the Events team was delivering our first flagship Bi Pride event in September 2019. This was the first event of its kind in the UK, and it made history as the biggest bi-specific event ever to take place on a single day across the world, attended by 1,300 people. The event was at the Round Chapel in Hackney and its adjoining building of the Old School Rooms, with a performance and cabaret stage in the Round Chapel and a secondary stage (the 'I Am Proud' stage) and a community stalls area in the Old School Rooms. We also had two bars (run by us), various small business retailers and four food vendors on site.

In the community stalls area, we were very intentional about to whom we allocated the limited number of stalls. Approximately a third of the stalls were run by our corporate sponsors, a third by large LGBTQ+ charities such as Stonewall Housing and LGBT Switchboard, and the remaining third by small unfunded bi organisations such as the Bi Survivors Network and the London Bisexuals Meet-up Group. The corporate stalls were paid for as part of their sponsorship package, and we charged a small fee to the large funded charities, but stalls for unfunded bi organisations were free of charge to ensure that we were centring our community in the event.

As an organisation we put inclusion and access at the core of everything we do, including our Pride event, and a key part of that is recognising that we always have more to learn to ensure that we

are centring marginalised voices through the events and platforms we deliver. Thanks to the LGBT+ Futures grant we were awarded, we were able to provide a Mobiloo unit for the duration of the event, allowing people for whom a disabled toilet is not accessible enough to be able to participate fully in the event; this was used by approximately 5 people across the day. The grant also covered the costs of having a dedicated sensory room at the event, allowing people at risk of experiencing sensory overload to have some time away from the bustle of the main areas; at least 70 people used this space across the day. We also had specialist BSL performance interpreters on both stages throughout the day and three roving BSL interpreters working all day for anyone who needed them, with most of the costs of these also covered by the grant. We also considered other aspects of access, for example providing a private area for any trans person who wanted to get changed into more gender-affirming clothes at the event, ensuring that free tap water was available across both parts of the site, and working hard to make sure that the event was entirely free to attend.

In order to ensure that our event platformed as diverse a range of voices as possible we offered a fee to all the people performing or speaking at our event, because people from marginalised communities like ours deserve to be compensated for their time and labour, especially if they live on the intersection with other marginalised identities. We also put a strong focus on ensuring that any topic explored in a panel or workshop considered the topic with an intersectional lens, with no all-white or all-cis panels. We learned a lot from this event about how we can continue to improve this intersectional approach to centre more marginalised voices.

The event was a huge success, and the feedback from attendees and the wider community was overwhelmingly positive:

'As well as making space for neurodiversity, keeping accessibility paramount, and holding discussions on mental health, Bi Pride UK was the only Pride I'd ever been to with a sensory room, and the only Pride where I felt fully welcomed.' (Stonewall, <https://www.stonewall.org.uk/about-us/news/why-im-so-thrilled-bi-pride-uk-back-2020>)

'I attended the first Bi Pride on 7th September 2019. I was surprised at the turnout – it felt like hundreds of people were there! I was also pleasantly surprised at being at the most diverse mainstream bisexual event EVER. ... Overall I was impressed at how professional the event was – the scale of things to do, and the community marketplace. Also the Sensory relaxation room was small but it was AMAZING! *mainstream, as in the event was not for bi people of colour only'* (Bis of Colour, <https://bisofcolour.home.blog/2019/09/08/bi-pride-2019-2/>)

'There were tears, there were giggles, there were terrible (incredible) pan-related puns - THANK YOU to this wonderfully talented bunch & a huge congratulations to the @BiPrideUK team for a super-queer, fantastic day' (Emmanuelle, Twitter)

'I just wanna say a massive THANK YOU to everyone over at @BiPrideUK for putting on the first ever bisexual pride, inviting me to be part of it & having conversations about gender & race. I honestly had the best time.' (Sharan, Twitter)

'What an honour and a privilege to be at the UK's FIRST EVER #bipride event last week! Thank you from the bottom of my bi heart @BiPrideUK for organising. I felt so seen, so happy, so proud.' (Sadie, Twitter)

'I have never seen so many incredible bi performers in one place. In fact, I didn't even know there were so many! Today really did give me the freedom to be my true self and it's the first time I've felt 100% comfortable with my pan identity.' (Jess, attendee)

No event will ever be perfect, and we learned a lot from running our first large-scale event that we will take forward into our next event especially in terms of how we can make future events even more accessible and inclusive. For example, the way we used our venue itself meant that there were a few areas which bottlenecked easily and this crowding made it difficult for people to navigate if they had mobility issues, and we will take this into consideration when finding future venues, as well as when planning how best to lay out the event once a venue has been selected. It was also wonderful that the 'I Am Proud' stage, where we hosted panels, speakers and workshops throughout the day, was more popular than we had predicted, and so we will make sure to find a bigger space for this stage at future events.

Our Education and Outreach work

In 2019 we began to expand our Education and Outreach team, recognising that it was the least developed of our three strategic delivery areas. We recruited a number of regional outreach officers, including in Belfast, Brighton, Liverpool and Cambridge, to help us to build stronger local relationships and partnerships with bi organisations, LGBT groups and networks and other key activists. The team also developed a range of new educational resources for use in a range of settings from youth groups or workplaces.

Building on previous years, we continued with our programme of attendance at local Prides across the UK, with our volunteers attending 30 Prides on our behalf across the year. This included a mixture of larger Prides like Pride in London, Manchester Pride, Brighton Pride and Northern Pride in Newcastle, and medium and smaller Prides. We were unable to attend any of the Scottish Prides in 2019, but we attended Pride Cymru for the third year in a row, and attended our first Pride in Northern Ireland, Pride in Newry, 2019's UK Pride. Our attendance at Prides has included a combination of marching in the parades, running a stall in the community areas, and running workshops. Among other highlights, one of our volunteers was invited to speak on the main stage at Northern Pride, and our Chair was interviewed for Pride Radio at Pride in Newry, allowing us to publicise our London event which was taking place the following week.

Attending Pride Cymru and Pride in Newry were particularly significant for us, because at both we joined with local bi groups (Bi Cymru and Bi+ Ireland respectively) who were already attending the Prides, and this allowed us to build our relationships with these important regional groups. Wherever possible our approach to attending Prides is to join with existing local bi groups while taking on the cost of attendance for them if possible, as it is important for us that we are using our privileges as a national registered charity to amplify local bi voices. As in previous years, volunteers from Bi Pride UK also attended key events in the bi communities' calendars, including BiCon and London Bi Fest, allowing us to connect more closely with bi activist communities.

Our growing reach and reputation have opened opportunities for us to deliver bi inclusion training to different organisations and companies. For example, developing on existing relationships with the UK Pride Organisers Network (UKPON), we delivered sessions at both the spring and autumn network conferences. At the April conference in London, we delivered two bi inclusion workshops (one session offered twice) to the conference delegates, and we know that as a direct result of this training at least two Prides added specific training on bi identities and bi erasure to their

compulsory training for all volunteers. At the October conference in Doncaster attended by representatives from dozens of Prides, we delivered a plenary session on building bi inclusion into Prides all year round to the entire conference, and followed this up with a well-attended break out session on thinking about what strategic bi inclusion looks like. We use UKPON as a space to hold Prides continually accountable for how they build bi inclusion into their events and engage their local bi communities in the process.

Our Communications work

It has been a busy year for our Comms team, and one of significant growth. What began 2019 as a one-person team closed the year with 25 volunteers. As well as providing all of the visual publicity and other assets for our flagship Bi Pride event, the team has been working hard on raising the charity's profile in a range of media sectors, improving our website and preparing our new project Unicorn for launch.

Early in the year, the team prepared a refreshed version of our existing branding, giving us a strong position to begin building up the design work that we needed for our first flagship Pride event and all of its associated activities. Our brand recognition has increased significantly as a result, and the assets and designs that the team created for the event itself will act as a template for design work for future events.

2019 has also been a strong year for reaching new audiences through our work. The team has built up some valuable media partnerships with both LGBTQ+ media and mainstream media, with articles or mentions through Diva Magazine, Pink News, Gay Times, Openly, Time Out, Go London and Thomson Reuters among others. A significant highlight was also securing heavily discounted prime-time animated advertising space on the London Underground in the week running up to our Pride event, which we believe was the first time there has been bi-specific advertising on the tube.

The team also put a lot of time into improving our website; the website was much the same as it had been when we launched it in late 2017, but the charity has moved on significantly in this time, so we dedicated a large amount of volunteer time into updating and refreshing it. At the start of the process we worked in partnership with design agency Make It Red, who offered their time on a pro bono basis, and then continued using our in-house skills and expertise. This project is nearly complete as of the end of the year, and we plan to relaunch the website in early 2020.

Alongside the website redevelopment, the team has been working on a new project for Bi Pride UK: Unicorn. In development since the spring, Unicorn will be the first bi arts and culture magazine in the world, showcasing the multimedia talents of people who experience attraction beyond gender from across the UK and further afield. We have recruited a volunteer team to work exclusively on this project, and it will also launch in early 2020 as a section on the Bi Pride UK website. It is a very exciting project, as it will provide a platform for exploring topics and themes which are more sensitive or creative than the current charity platform can facilitate and will be a valuable vehicle for bringing a wider audience to Bi Pride UK's work.

Also bringing in new audiences, we were delighted to see the BBC documentary that radio journalist Will Chalk had spent much of 2018 filming go live in March. Called *Battling To Be Bi*, it followed much of our journey as a charity getting ourselves established, including the unfortunate decision we had to take to delay our first Pride event from March 2019 to September 2019. As well as our journey, however, it also explored a few really important topics for the community,

including the increased rates of sexual violence experienced by bi people (and especially bi women), the biphobic attitudes some have towards dating bi people, and the high prevalence of mental health conditions in the bi communities. The documentary was on the front page of BBC iPlayer for several weeks, providing a huge platform of visibility for bi identities which has rarely been experienced before, and anecdotally we experienced a significant increase in engagement from individuals and organisations as a result of people learning about us through this documentary.

Impact and Achievements

Amongst our most significant achievements in 2019 have been:

- Delivering our first flagship Bi Pride event in September 2019 in Hackney, London
- Attending 30 Prides across the UK, including our first Pride in Northern Ireland
- Featuring in a BBC documentary which was on the front page of BBC iPlayer
- Putting advertising on the London Underground, a first for the bi community
- Delivering four educational sessions to Pride organisers at UKPON conferences
- Increasing our volunteer capacity significantly, including building a sustainable structure
- Bringing nine new corporate sponsors on board to support the charity
- Winning our first grant to cover the majority of our accessibility costs at our first Bi Pride
- Exceeding our crowdfunder target for the deposits for our flagship event venues

Independent examiner's report for the year ended 31 December 2019

Independent Examiner's Report to the Trustees of Bi Pride UK

I report to the trustees on my examination of the accounts of the above charity for the year ended 31 December 2019.

Responsibilities and basis of report

As the charity's trustees, you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ("the Act").

I report in respect of my examination of the Charity's accounts carried out under section 145 of the 2011 Act and in carrying out my examination, I have followed the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

Independent examiner's statement

I have completed my examination. I confirm that no material matters have come to my attention in connection with the examination which gives me cause to believe that in, any material respect:

- accounting records were not kept in accordance with section 130 of the Act or
- the accounts do not accord with the accounting records

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in order to enable a proper understanding of the accounts to be reached.

Signed



Name

Helen Blundell LLB FCA FCIE DChA

Date

29 January 2021

Address

MHA MACINTYRE HUDSON

Chartered Accountants

Rutland House,

148 Edmund Street,

Birmingham,

West Midlands

B3 2FD

Trustees' Report

Bi Pride UK is a Charitable Incorporated Organisation (CIO), registered charity number 1177128.

Statement of responsibilities of the Trustees

At the end of this Financial Period, the trustees of Bi Pride UK are:

- Avi (Abigail) Kay, Chair
- Theresa Brooks, Vice Chair
- Alexia Pepper de Caires, Treasurer
- Samantha Neath, Secretary
- Anna Bond, Legal Trustee
- Davey Nauth, Digital and Technologies Trustee
- Rob Davey, Media and Communications Trustee
- Paul Desson-Baxter, Events Trustee
- Catherine Courte, Fundraising Trustee

After this financial period, while still during the period of time preparing these accounts, we note the following changes in the Trustee Board:

- Paul Desson-Baxter – terminated 12 February 2020
- Catherine Courte – terminated (deceased) 21 February 2020
- Rini Jones – appointed 18 May 2020
- Bola Ajose – appointed 18 May 2020
- Samantha Neath – terminated 4 June 2020
- Davey Nauth – terminated 15 September 2020
- Nick Batley – appointed 16 November 2020
- Alexia Pepper de Caires – terminated 2 December 2020

The Trustees are responsible for preparing the Trustees' Report and the accounts in accordance with applicable law and the Statement of Recommended Practice (SORP), preparing accounts for each financial year which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources of the charity for that year.

The Trustees are responsible for keeping sufficient accounting records that disclose with reasonable accuracy at any time the financial position of the charity. They are also responsible for safeguarding the assets of the charity, for taking reasonable steps for the prevention and detection of fraud and other irregularities, and for guiding the strategic direction of the charity.

Structure, governance and management:

Governing Document

Bi Pride UK's governing document is the Constitution of a CIO. It was adopted by the prospective Trustees in November 2017, and registered with the Charity Commission on 12 February 2018.

Organisational Structure

Bi Pride UK's volunteers are divided into Trustee roles and non-Trustee roles. Those named above comprise the Board of Trustees at the close of our financial year. For most of 2019, the charity's non-Trustee volunteers were grouped into four teams: Events, Education and Outreach, Media and Communications, and Diversity and Inclusion. Each of these teams had a manager, and each

manager is responsible for designing the structure of their own team and appointing volunteers to their team's roles.

Following a restructure at the end of the financial period, the organisational structure has expanded, now featuring:

- Events team
- Media and Communications team
- Education and Outreach team
- Diversity and Inclusion team
- Fundraising team
- Volunteer Management team
- Legal team
- Finance team
- IT and Operations team

Each of these teams will have an assigned Trustee acting as a liaison between the team and the Board, and every team other than the Legal team and the Finance team will have a non-Trustee Head of the team responsible for designing their team structure, proposing strategic direction for the team and turning strategy into delivery. Larger teams (Events, Media and Communications and Education and Outreach) will also have a Deputy Head of the team to support the Head. Some teams already have a Trustee for the team and/or a Head of the team, and those posts which are currently vacant will be a focus for recruitment in the coming year.

We have worked on improving our processes and systems for recruiting and inducting new volunteers, including for Trustees. Trustees are recruited on an open recruitment basis, through advertising roles on our social media channels, public platforms such as LinkedIn, Reach Volunteering and Do-It, and word of mouth through existing volunteers. All candidates are interviewed by a panel of a minimum of two Trustees. Once a position has been offered, we seek two professional references, and on receipt of suitable references, the successful candidate is co-opted at the next Trustees' meeting. After three months, they will have a meeting with the Chair and Vice Chair to discuss progress and allow feedback from each party, and provided that they wish to continue in the role, they will then be reconfirmed at the next Trustees meeting.

[Risk Management](#)

We do not have a risk management policy at present, although we have introduced a risk register in 2019. Risks are assessed on a case-by-case basis and entered into the risk register, with a verification of the facts and circumstances in each case, and a decision taken by the prospective Trustees to determine the best course of action for the charity.

[Reserves Policy](#)

The Trustees of Bi Pride UK may decide to set aside fiscal reserves as a responsible practice to ensure that the CIO remains financially resilient against unexpected costs that may arise through the standard operation of a charitable incorporated organisation. The Trustees plan to set the charity's first reserves aside in the 2020 financial period. These funds, when raised, would only be used in the event of emergency at the discretion of the Trustees. As of the end of this financial period, Bi Pride UK does not have a formal reserves policy.

2019 Accounts Summary

Balance carried forward from 31 December 2018 - £9,725.99

Total Income in 2019 - £30,589.92

Total Expenditure - £36,137.60

Balance as of 31 December 2019 - £4,178.31

Approved by the Trustees on 28 January 2021 and signed on their behalf by:



Avi (Abigail) Kay

Chair

Financial Report for the year ended on 31 December 2019

Accounting Policies

Basis of accounting

These accounts have been prepared on a receipts and payment basis in accordance with the Charities Act 2011.

Fund accounting

Bi Pride UK uses the principles of Fund Accounting as indicated in the Statement of Recommended Practice 2015 to determine the different types of income received as Unrestricted, Designated and Restricted Funds.

Unrestricted funds are the funds which are used by the trustees to further the objectives and activities of Bi Pride UK. Designated funds are the funds which are set aside at the discretion of the trustees to meet particular costs and restricted funds are the funds that are raised on the strict understanding that they can only be spent for a specific purpose.

Income breakdown

Bi Pride UK began the financial year ending on 31 December with £9,725.99 held in the bank.

	Unrestricted Funds	Designated Funds	Restricted Funds	2019 Total	2018 Total
	£	£	£	£	£
Donations	5,315.94	-	1,715.41	7,031.35	2,462.76
Charitable Grants	-	-	4,202.00	4,202.00	500.00
Sponsorship Fees	7,000.00	-	-	7,000.00	4,500.00
Other Income	12,356.57	-	-	12,356.57	4,878.52
	24,672.51	0.00	5,917.41	30,589.92	12,341.28

Details of donations

Bi Pride UK received the following Donations during this financial period:

- £4,507.28 donated from Budweiser as one of their nominated charities for their Pride in London 'Fly The Flag' campaign;
- £784 raised through individuals running Facebook fundraisers on Bi Pride UK's behalf;
- £1,715.41 raised in a crowdfunder finishing in early 2019, bringing in the cost of the venue deposits for September's Bi Pride event and a stretch target towards BSL interpreter costs for the event;
- £8.39 raised through Amazon Smile;
- £16.27 raised through Give As You Live donations.

Details of charitable grants

Bi Pride UK received a charitable grant of £4,202 through the LGBT+ Futures Fund (a Government Equalities Office funding pot administered by the LGBT Consortium) for the majority of the access costs for the September Bi Pride event. This grant covered the costs of having a Mobiloo unit at the event and the majority of the costs of BSL interpreters on both event stages and roaming BSL interpreters. It also originally covered the costs of transporting sensory equipment belonging to Coventry Pride to London for the event, but this cost was waived by the courier company and we were permitted to apply the balance to the remainder of the costs of BSL interpretation.

Details of sponsorship fees

In this financial period, Bi Pride UK received £7,000 in corporate sponsorship fees; this included the fees from AXA XL (XL Caitlin), Pinsent Masons, Macquarie, Vodafone and the Environment Agency. Two of these fees were taken by card machine rather than through BACS/cheque, and the card fee was not recovered.

The remaining four sponsors (Clifford Chance, Mayer Brown, WSP and Credit Suisse), at a total value of £4,000, had not yet been invoiced by the end of this financial period. These fees will be invoiced for and received in the next financial period.

Details of other income

Bi Pride UK received the following income during this financial period:

- £3,578.71 was raised through Bi Pride UK's presence at other Prides across the UK - this is predominantly income from merchandise sales with a very small unquantifiable amount from donations;
- £142.50 was raised as entry fees at a fundraising event (Bi-Lights) held in London during this financial period;
- £162 was raised through selling Bi Pride UK merchandise to other bi groups at slightly higher than cost price;
- £118 was received as compensation for a banking error;
- £8,355.36 was raised as event income from the Bi Pride event in London in September - this is a mixture of bar profits, merchandise sales, selling exhibition spaces, and donations from attendees, with insufficient records to categorise the amount between these three sources.

Excluded income

Income values which are refunds of expenditure during this financial period have been excluded. This includes the returned deposits for the September Bi Pride venues, a refund on a cancelled hotel room no longer required, and the refund for alcohol not sold at the Bi Pride event bars.

One item of expenditure excluded for this reason (to the value of £7.90) does not match an income value in the 2019 financial period. This is due to it not yet having been refunded in this financial period; the refund will appear in the 2020 accounts.

Purposes of unrestricted funds

The unrestricted income during this financial period was for the purposes of raising awareness of Bi Pride UK, delivering Bi Pride UK's charitable objectives, and generating future income for Bi Pride UK's future work.

Purposes of designated funds

No funds have been designated by the Trustees during this financial period.

Purpose of restricted funds

The restricted funds that Bi Pride UK received were the LGBT+ Futures grant for access costs at the September Bi Pride event, and the crowdfunder donations for the venue deposit costs for the Bi Pride event and some access costs (BSL interpretation) at the event.

Trustee Remuneration

The Trustees have not received any financial benefit from Bi Pride UK, either historically, or within this financial period. All reasonable expenses incurred in the delivery of the charity's work have been reimbursed. Expenses were for travel costs, accommodation and subsistence costs incurred through the delivery of Bi Pride UK's work, and one-off events, postage and fundraising costs. Travel, accommodation and subsistence expenses relate to attending local Prides and a conference to represent the charity, attending away days, and attending the September Bi Pride event.

A total of £3,984.84 was paid as Trustee expenses by Bi Pride UK in this financial period. These expenses relate to nine Trustees, including one former Trustee. £2,334.58 of this was for expenses incurred in previous financial periods (£1,485.88 in 2018 and £848.70 in 2017; these expenses are noted on p. 19 of the 2018 accounts, broken down by individual). These historic expenses claims are from two current Trustees and one former Trustee, all of whom chose, with agreement from the Board, to delay claiming their expenses (dating back to the charity's formation) in order to claim them at a time when Bi Pride UK would be in a stronger financial position.

£1,650.26 of expenses were incurred within the 2019 financial period, relating to eight Trustees.

Team Income and Expenditure

	Income	Expenditure	2019 Net Total	2018 Net Total
	£	£	£	£
Bi Pride UK Operations	12,487.95	4,741.20	7,746.75	2,469.81
Communications	0.00	2,309.73	(2,309.73)	-
Education & Outreach	3,691.71	5,088.55	(1,396.84)	1,550.28
Events & Productions	14,410.26	23,990.22	(9,579.96)	5,137.80
<i>Expenditure to be reimbursed</i>	-	7.90	(7.90)	-
	30,589.92	36,137.60	(5,547.68)	9,157.89

Notes on these figures:

- There was no true deficit in the 2019 financial period, as Bi Pride UK began the year with £9,725.99 cash in hand in the bank account;
- All excluded values match between income and expenditure other than an excluded £7.90 payment made erroneously which is due to be refunded in the 2020 financial period.

Details of Bi Pride UK Operations

Bi Pride UK held five team away days in this financial period: two for the entire team (one led by the communications team and one led by the events team) and three specifically for the Trustees to address budget management, policy adoption and strategic planning. There was also expenditure in this financial period on fundraising costs (including fundraising event expenses and fundraising paraphernalia), governance costs such as LGBT Consortium membership, insurance costs, and the purchase of card payment machines.

In the previous financial period (year ending 31 December 2018), corporate sponsorship was accounted for as Events income, but as this income is unrestricted income rather than restricted to events costs, in this financial period and henceforth sponsorship fees have been considered as Operations income rather than through Events work.

Details of Communications work

The largest expenditure (£2,000) of Bi Pride UK's communications work was on discounted premium animated advertising space on the London Underground in the week preceding the September Bi Pride event. Other work has been to develop and establish Bi Pride UK's visibility, event promotion and brand awareness, including costs such as marketing materials, promotional banners and website hosting. No income streams have yet been established for Bi Pride UK's communications work.

Details of Education and Outreach work

The majority of both income and expenditure related to Education and Outreach work in this financial period has been related to Bi Pride UK's attendance of 30 Prides across the UK. Costs include the cost of attendance (e.g. having a stall or marching group), volunteers' costs (travel, accommodation and subsistence), and the postage costs of getting merchandise and marketing materials to volunteers in advance of the Pride events. The cash raised at Prides, through merchandise sales and some low value donations, roughly offsets the costs associated with being present at these events. Bi Pride UK also donated a third of the profits from some of these Prides to grassroots bi organisations (Bis of Colour at UK Black Pride, Bi+ Ireland at Pride in Newry, and Bi Cymru at Pride Cymru).

The remaining costs for this area of work relate to volunteers' attendance at various networking or community consultation events, such as the UK Pride Organisers Network conference, the annual BiCon event and the LGBT Consortium annual conference, and the costs of delivering training or workshops to other organisations.

Details of Events and Productions Work

Within this financial period all income and expenditure for Events work at Bi Pride UK relates to the flagship Bi Pride event in September 2019. This includes venue costs, accessibility costs, fees for performers and contracted workers such as security and first aiders, volunteer costs, bar equipment and supplies, decorations and other miscellaneous costs.

Income relating to this area of work is predominantly money raised through the event itself, including donations on the day, profits from running two bars, sale of merchandise, donations made with Eventbrite ticket bookings, and selling exhibition space to large organisations.

Goals for future periods

Bi Pride UK's main goals for future financial periods include:

- Generating more donations and sponsorship for two Bi Pride UK events in 2020 (a small event in Wales and the flagship event in London)
- Raising awareness for the bi community across the UK
- Use our communications channels to create welcoming spaces for bi people, including by launching our new online Unicorn magazine
- Generate unrestricted income sufficient to begin to designate funds as reserves to ensure resilience as charitable activity continues to grow

Receipts and payments accounts

	Restricted Funds (£)	Unrestricted Funds (£)	2019 Total (£)	2018 (£)
Receipts:				
Donations (Received)	1,715	5,316	7,031	2,463
Sponsorship	-	7,000	7,000	4,500
Event Revenue: fundraisers and Bi Pride	-	8,498	8,498	612
Funding Grants	4,202	-	4,202	500
Consultancy Fees	-	-	-	416
Merchandise Revenue: wholesale and at Prides	-	3,741	3,741	2,274
Reclaimed Tax	-	-	-	-
Other Income	-	118	118	1,577
Total Receipts:	5,917	24,673	30,590	12,342
Payments:				
Event Costs	-	3,865	3,865	254
Event Performers and Contractors	-	7,971	7,971	-
Venue Hire	1,395	4,510	5,905	-
Marketing & Advertising	-	2,158	2,158	-
Merchandise	-	3,658	3,658	1,044
Donations (Given)	-	183	183	34
Travel Costs	-	4,071	4,071	1,308
Subsistence	-	466	466	71
Accommodation	-	942	942	-
Website Hosting	-	152	152	-
Accessibility	4,522	25	4,547	150
Insurance	-	603	603	161
Accountancy	-	-	-	-
Fundraising Costs (including card machine fees)	-	141	141	-
Legal & Governance	-	264	264	-
Equipment Hire	-	720	720	-
Training	-	-	-	-
Vehicle Hire	-	-	-	-
Sundry Costs	-	108	108	-
Postage & Packaging	-	353	353	85
Storage	-	-	-	-
Reserves (Saved)	-	-	-	-
Reserves (Spent)	-	-	-	-
Taxes and duties	-	23	23	77
Erroneous expenses to be refunded	-	8	8	-
Total Payments:	5,917	30,221	36,138	3,184
Net of Receipts/(Payments):	0	(5,548)	(5,548)	9,158
Cash funds last year end	0	9,726	9,726	568
Cash funds this year end	0	4,178	4,178	9,726

Approved by the Trustees on 28 January 2021 and signed on their behalf by:



Avi (Abigail) Kay
Chair

Statement of Assets and Liabilities on 31 December 2019

	2019 (£)	2018 (£)
Cash Funds:		
Unrestricted Funds	4,178	9,726
Designated Funds	-	-
Restricted Funds	-	-
General Reserves	-	-
Total Assets:	4,178	9,726
Current Liabilities:		
Outstanding Debts - unrestricted funds	-	2,335
Debts Written Off	-	
Total Liabilities:	0	2,335
Net Assets:	4,178	7,391

Additional information

At the end of this Financial Period, Bi Pride UK will take £4178.31 of Net Assets into the next Financial Period. The charity has no current liabilities.

As set out above, due to a delay in Bi Pride UK's financial processes, four of the charity's 2019 sponsors have not yet been invoiced for their fee at the end of the financial year, to the total of £4000, as well as two stallholders from the 2019 Bi Pride event, to the value of £750. These outstanding payments due will be invoiced and followed up at the beginning of the next financial period in 2020.

Approved by the Trustees on 28 January 2021 and signed on their behalf by:



Avi (Abigail) Kay

Chair