

# **LGBT+ Network for Change Trustees Annual Report 2021 – 2022 & Financial Statement**



**Charity Commission Registered charity number: 1171911**

The document comprises two components, the Annual Report and the Financial Statement:

- Trustees Report (pages 1 – 12) which includes an Appendix 'Notes from our Constitution on Structure, Governance & Management,' and the main section on Charitable Activities in the 31st January 2021 to 30th January 2022 period
- Financial Statement (pages 13 – 16)

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## **Trustees Annual Report**

Information concerning trustees, staff, charity address, and bank account:

**Trustees** (as at January 30<sup>th</sup> 2022: end date of the 31<sup>st</sup> January 2021 to 30<sup>th</sup> January 2022 period):

Erin Greenslade  
Ria Patel (Honorary Secretary and PR Officer)  
Louise Clarke (Treasurer)  
Mattie Viner (Chair)  
John Hyde  
Bruno Sousa

Paid Staff (1 only – part-time: paid, subject to dedicated projects grants receipt, and with remainder of time per week given on a voluntary, unremunerated basis). Network Lead Officer/Convenor: Alan Mercel-Sanca

**Charity Address:**

Gipsy Cottage  
Bridge  
Canterbury  
Kent  
CT4 5HJ

**Charity Bank Account:**

HSBC (Westbourne)  
Account Name: LGB&T Dorset Equality Network  
Sort Code: 40 – 46 – 11  
Account Number: 71654284

**1. Name:** The name of the Charitable Incorporated Organisation ("the CIO") is LGBT+ Network for Change (formerly, the 'LGB&T Dorset Equality Network': a pan-Dorset area section continues under the revised, Charity Commission approved, Charity constitutional Objects, where the area is specifically referred to and many of its operational activities continue).

**2 Office:** The office of the CIO is in England, Bridge near Canterbury, Kent.

**3. Objects:** The Charitable Objects of the LGBT+ Network for Change CIO are:

- (1) The promotion of equality and diversity for the public benefit in the UK (including rural areas such as but not restricted to Dorset and adjacent areas, conurbations, such as but not limited to Bournemouth-Christchurch-Poole, and metropolitan areas), and in the broader British Isles (UK and Ireland), by the elimination of discrimination on the grounds of sexual orientation and gender identity by;
- (a) advancing education and raising awareness in the issues (such as prejudice, poor mental health due to prejudice, hate, discrimination, superficial acceptance, rejection) faced by lesbian, gay, bisexual and trans & non-binary people ('LGBT+' and 'LGBTQ');
  - (b) promoting activities and services, orientated towards practical and policy solutions to the issues faced by LGBT+ & LGBTQ people, and in conjunction with the latter to foster understanding between LGBT+ & LGBTQ people and those from other backgrounds;
  - (c) conducting or commissioning research on LGBT+ & LGBTQ issues, particularly for more marginalised or disempowered sections of the LGBT+ & LGBTQ community, publishing the results to the public, and creation and provision of related information resources to assist in addressing LGBT+ & LGBTQ issues;
  - (d) cultivating a sentiment in favour of LGBT+ & LGBTQ inclusion, and equality and diversity.

Source: <https://register-of-charities.charitycommission.gov.uk/charity-search/-/charity-details/5089151/governing-document>

**4. Network services beneficiaries:**

Network principal beneficiaries include in particular members of sexual & gender minorities (LGBT+) and those who are coming Out or to self-realisation that they belong to a sexual orientation or

gender minority (LGBTQ+). Network secondary beneficiaries include, but are not limited to the following:

- Those identifying, as individuals and/or organisations/agencies [statutory sector, business/private sector, and voluntary the community & voluntary sectors] as LGBTQ+ 'Allies'
- All public, private, voluntary & community sectors organisations/agencies/entities that are seeking to of their own volition, or required to demonstrate compliance with Equality Act 2010 legal obligations compliance on counteracting and eradication direct and indirect discrimination and prejudice against sexual & gender minorities

#### **5. Structure, governance & management:**

Particulars are detailed below.

#### **Notes from our Constitution on Structure, Governance & Management:**

##### **4. Powers**

The CIO has power to do anything which is calculated to further its objects or is conducive or incidental to doing so. In particular, the CIO has power to:

- (1) borrow money and to charge the whole or any part of its property as security for the repayment of the money borrowed. The CIO must comply as appropriate with sections 124 and 125 of the Charities Act 2011, if it wishes to mortgage land,
- (2) buy, take on lease or in exchange, hire or otherwise acquire any property and to maintain and equip it for use;
- (3) sell, lease or otherwise dispose of all or any part of the property belonging to the CIO. In exercising this power, the CIO must comply as appropriate with sections 117 and 119-123 of the Charities Act 2011;
- (4) employ and remunerate such staff as are necessary for carrying out the work of the CIO. The CIO may employ or remunerate a charity trustee only to the extent that it is permitted to do so by clause 6 (Benefits and payments to charity trustees and connected persons) and provided it complies with the conditions of that clause;
- (5) deposit or invest funds, employ a professional fund-manager, and arrange for the investments or other property of the CIO to be held in the name of a nominee, in the same manner and subject to the same conditions as the trustees of a trust are permitted to do so by the Trustee Act 2000.

##### **5. Application of income and property**

**(1) The income and property of the CIO must be applied solely towards the promotion of the objects.**

(a) A charity trustee is entitled to be reimbursed from the property of the CIO or may pay out of such property reasonable expenses properly incurred by him or her when acting on behalf of the CIO.

(b) A charity trustee may benefit from trustee indemnity insurance cover purchased at the CIO's expense in accordance with, and subject to the conditions in, section 189 of the Charities Act 2011.

**(2) None of the income or property of the CIO may be paid or transferred directly or indirectly by way of dividend, bonus or otherwise by way of profit to any member of the CIO.**

**(3) Nothing in this clause shall prevent a charity trustee or connected person receiving any benefit or payment which is authorised by Clause 6.**

##### **6. Benefits and payments to charity trustees and connected persons**

###### **(1) General provisions**

No charity trustee or connected person may:

- (e) buy or receive any goods or services from the CIO on terms preferential to those applicable to members of the public;
- (f) sell goods, services, or any interest in land to the CIO;
- (g) be employed by, or receive any remuneration from, the CIO;
- (h) receive any other financial benefit from the CIO;

unless the payment or benefit is permitted by sub-clause (2) of this clause or authorised by the court or prior written consent of the Charity Commission ("the Commission"). In this clause, a "financial benefit" means a benefit, direct or indirect, which is either money or has a monetary value.

**(2) Scope and powers permitting trustees' or connected persons' benefits**

- (a) A charity trustee or connected person may receive a benefit from the CIO as a beneficiary provided that it is available generally to the beneficiaries of the CIO
- (b) A charity trustee or connected person may enter into a contract for the supply of services, or of goods that are supplied in connection with the provision of services, to the CIO where that is permitted in accordance with, and subject to the conditions in, sections 185 to 188 of the Charities Act 2011.
- (c) Subject to sub-clause (3) of this clause a charity trustee or connected person may provide the CIO with goods that are not supplied in connection with services provided to the CIO by the charity trustee or connected person.
- (d) A charity trustee or connected person may receive interest on money lent to the CIO at a reasonable and proper rate which must be not more than the Bank of England bank rate (also known as the base rate).
- (e) A charity trustee or connected person may receive rent for premises let by the trustee or connected person to the CIO. The amount of the rent and other terms of the lease must be reasonable and proper. The charity trustee concerned must withdraw from any meeting at which such a proposal or the rent or other terms of the lease are under discussion.
- (f) A charity trustee or connected person may take part in the normal trading and fundraising activities of the CIO on the same terms as members of the public.

**(3) Payment for supply of goods only – control:**

The CIO and its charity trustees may only rely upon the authority provided by sub-clause (2)(c) of this clause if each of the following conditions is satisfied:

- (a) The amount or maximum amount of the payment for the goods is set out in a written agreement between the CIO and the charity trustee or connected person supplying the goods ("the supplier").
- (b) The amount or maximum amount of the payment for the goods does not exceed what is reasonable in the circumstances for the supply of the goods in question.
- (c) The other charity trustees are satisfied that it is in the best interests of the CIO to contract with the supplier rather than with someone who is not a charity trustee or connected person. In reaching that decision the charity trustees must balance the advantage of contracting with a charity trustee or connected person against the disadvantages of doing so.
- (d) The supplier is absent from the part of any meeting at which there is discussion of the proposal to enter into a contract or arrangement with him or her or it with regard to the supply of goods to the CIO.
- (e) The supplier does not vote on any such matter and is not to be counted when calculating whether a quorum of charity trustees is present at the meeting.
- (f) The reason for their decision is recorded by the charity trustees in the minute book.
- (g) A majority of the charity trustees then in office are not in receipt of remuneration or payments authorised by clause 6.

**(4) In sub-clauses (2) and (3) of this clause:**

- (a) "the CIO" includes any company in which the CIO: i. holds more than 50% of the shares; or  
ii. controls more than 50% of the voting rights attached to the shares; or  
iii. has the right to appoint one or more directors to the board of the company;
- (b) "connected person" includes any person within the definition set out in clause 30 (Interpretation);

**Conflicts of interest and conflicts of loyalty:**

A charity trustee must:

- (1) declare the nature and extent of any interest, direct or indirect, which he or she has in a proposed transaction or arrangement with the CIO or in any transaction or arrangement entered into by the CIO which has not previously been declared; and
- (2) absent himself or herself from any discussions of the charity trustees in which it is possible that a conflict of interest will arise between his or her duty to act solely in the interests of the CIO and any personal interest (including but not limited to any financial interest).

Any charity trustee absenting himself or herself from any discussions in accordance with this clause must not vote or be counted as part of the quorum in any decision of the charity trustees on the matter.

**8. Liability of members to contribute to the assets of the CIO if it is wound up:**

If the CIO is wound up, the members of the CIO have no liability to contribute to its assets and no personal responsibility for settling its debts and liabilities.

**9. Charity trustees:**

**(1) Functions and duties of charity trustees**

The charity trustees shall manage the affairs of the CIO and may for that purpose exercise all the powers of the CIO. It is the duty of each charity trustee:

- (a) to exercise his or her powers and to perform his or her functions in his or her capacity as a trustee of the CIO in the way he or she decides in good faith would be most likely to further the purposes of the CIO; and
- (b) to exercise, in the performance of those functions, such care and skill as is reasonable in the circumstances having regard in particular to: i. any special knowledge or experience that he or she has or holds himself or herself out as having; and,  
ii. if he or she acts as a charity trustee of the CIO in the course of a business or profession, to any special knowledge or experience that it is reasonable to expect of a person acting in the course of that kind of business or profession.

**(2) Eligibility for trusteeship**

- (a) Every charity trustee must be a natural person.
- (b) No individual may be appointed as a charity trustee of the CIO: • If he or she is under the age of 18 years; or  
• If he or she would automatically cease to hold office under the provisions of clause 12(1)(e).

(c) No one is entitled to act as a charity trustee whether on appointment or on any re-appointment until he or she has expressly acknowledged, in whatever way the charity trustees decide, his or her acceptance of the office of charity trustee.

**(3) Number of charity trustees**

(a) There must be at least three charity trustees. If the number falls below this minimum, the remaining trustee or trustees may act only to call a meeting of the charity trustees, or appoint a new charity trustee

(b) There is no maximum number of charity trustees that may be appointed to the CIO. 12  
Report of the Trustees - Financial Statement

**The Board:**

The Board/Trustees of the Charity meets four times a year. The Convenor/Lead Officer is responsible for ensuring that the charity delivers its specified services (linked to/derived from the Charity's 'Objects') to the satisfaction of the Board.

**In this period we welcomed two new Trustees:**

The Network welcomed two new Trustees, Mx Ria Patel, and Mx Mattie Viner to the Board.

**Volunteers:**

Over the 2021 – 2022 period we had 4 volunteers, contributing, as in the 2020 – 2021 period, mainly with aspects of our research and report writing activities and projects, and in one case in regard to the Bournemouth University events management, LGBT international film festival initiative.

**Financial Year:**

The Charity received three grants in this period, and minor donations through the Rainbow Lottery, with income totalling £12,600. The total expenditure for the same period was: £4,900. Full details are provided in the STATEMENT OF FINANCIAL ACTIVITIES 2021 – 2022 section of this Annual Report.

**Reserves Policy:**

The Network postponed developing its reserves policy until the 2022 – 2023 period once organisation structure development work relating to the name change and Objects adjustments and related changes have been completed. In the 2021 – 2022 period we continued with our policy of holding minor funds in a positive bank balance, reflecting the Trustees commitment to supporting organisation activities and meeting the following:

- safeguarding the charity's service commitment in the event of delays in receipt of grants or other income.
- Having a financial buffer against risk and future uncertainties.

**Charitable Activities in the 31st January 2021 to 30th January 2022 period included, but were not limited to:**

Initiatives/projects, and activities:

**NHS related:**

Our 2020 – 2021 period of engagement with the Dorset area Dorset Healthcare NHS Foundation Trust's 'Steps 2 Wellbeing' pan-Dorset & Southampton relationship deepened in the 2021 – 2022 period.

A number of training sessions for both the programme's healthcare professionals and admin staff was provided in the period, with this provision being part of the activity funded by grants during the period, which included support for further development of thematic tailored information resources creation which formed the main basis of the training. The resources and training were for generic LGBTQ+ engagement and communication with patients topics.

In addition the Network, whose work had played the key part in establishing the group, attended across the period the monthly to bi-monthly Step2 Wellbeing LGBT+ engagement group. This including not only healthcare professionals but marketing and IT and senior management officers, with a detailed multiple facets joined up approach for development of dedicated LGBTQ+ community outreach, and new content and structure for internal and external facing Steps 2 Wellbeing services.

As a result of the success of our work, especially the information resources and training, we learned satisfaction levels from LGBTQ+ patients/clients continued to rise, and similarly confidence levels of staff engaging with the latter. In addition, preparation commenced on further development of dedicated LGBTQ+ homeless and sofa surfing clients engagement, with training sessions for healthcare professionals and admin being planned for later in 2022.

We continued as a member organisation of the NHS England LGBT organisation group, inputting to relevant discussions undertaken by the Group.

#### **Prison Service Initiative:**

Our work on attending LGB and Trans engagement groups at HMP The Verne continued through periodic visits by our Chair John Hyde [Fr John Hyde], giving tangible support to both LGB and Trans community prisoners at The Verne, and to The Verne's staff.

#### **HMP & YOI Portland – a major area of engagement during the period:**

The major development with HMPPS/the UK Prison Service, however occurred with visits to HMP & YOI Portland by Network lead Alan Mercel-Sanca, at the request of the prison's Equality Manager and other staff; this as indicated in the 2020 – 2021 Annual Report.

Subsequently through the visits and the learning these provided about LGBT+ and LGBTQ+ community members experiences of prejudice and anti-LGBT bullying and related 'culture' at the prison, and subsequent calls and extensive email engagement with the prison by the Network, a report on findings and recommendations for culture change at the prison was made by the Network lead, at the end of the 2021 – 2022 period (later to be supplied to the CEO of HMPPS).

This including creation of an extensive thematic information resource for prison staff and also staff of education services and healthcare provision, key external partners of the prison, and also an accompanying multiagency strategy plan for implementing the main elements of the report and for utilising the information resource for training.

#### **Homeless & sofa surfing initiative:**

In this period, building on the first stage of the initiative in the 2020 – 2021 period we continued to expand the next stage of our multi-agency initiative, with mental healthcare services being its anchor dynamic (please see 'NHS' above). We also developed information resources for the Further Education colleges sector, with planning for using these in the 2022 – 2023 period through training sessions provided to the Bournemouth & Poole College staff and students union. As with Steps 2

Wellbeing, the approach developed with the college was to focus on just specific staff and students union officers groups most in touch with students at risk of or having friends at risk of in particular sofa surfing.

We understood that as a result of our engagement with the college, that an internal dedicated LGBTQ+ staff group to support on LGBT+ and LGBTQ+ issues and needs of students was being considered for establishment later in 2022. The initiative also saw the start of preparations for a crime prevention and support information resource by the LGBT+ Network for change, that could alert relevant police units about the particular dangers and vulnerabilities existing for LGBTQ+ sofa surfers (sexual and other forms of abuse, ensnarement in hard drugs and drug dealing, etc.).

We also continued to seek the Bournemouth Christchurch Poole homelessness partnership to support our initiative and the LGBTQ+ homeless community, with the result of a senior councillor coming to our side to advise the head of the partnership that they must take action lest it appear they were discriminatory. A tentative initiative including also Dorset Race Equality Council was started under the partnership and with voluntary sector participation at the end of 2021, with the Network having to provide extensive support on strategy and implementation documents as those leading had minimal familiarity with LGBT subjects. It was a step in the right direction, but we were not confident it could deliver the type of support our own well established initiative was providing.

#### **Census 2021 engagement Initiative:**

The Network was approached in the early 2020 – 2021 period by the ONS Census 2021 communities engagement lead, Ms Emily Stidston, to support outreach to pan-Dorset area and other areas and locations the Network operates in, in regard to LGBT community participation in the Census. We provided major assistance on through our networks providing awareness of the importance of community members completing the new sexual orientation and gender minorities sections of the form.

To do so in the weeks before the Census took place we completed research on the relevant questions on the Census form, noting some areas of concern about absences on certain LGBT+ & LGBTQ+ more needful and poorly supported community sub-groups. Consequently after community liaison on these areas we developed a Census 2021 questions analysis report that we subsequently provided to the National Statistician, Professor Sir Ian Diamond. We received formal thanks for the report, confirming that our points had been noted.

The two particular concerns were on non-provision for LGBT+ refugees and asylum seekers, and especially the absence of provision for 14 – 16 years of age (a peak coming 'Out' as LGB or Trans/Non-Binary, age group) community members to record their sexual orientation or gender Identity (something other UK LGBT rights organisations also echoed).

#### **Intersectional ethnic minorities LGBT+ community and International related:**

##### Intersectional community support:

Support to our Intersectional ethnic minorities LGBT+ & LGBTQ+ community has always been a particular activity and remit area for the LGBT+ Network for Change, and many of our advocacy case clients and broader community beneficiaries are from ethnic minorities. The work with the NHS' Steps 2 Wellbeing programme team, and associated Network created information resources for training, containing a substantial ethnic minorities and international component. This expanded further in the period, and especially in regard to our homelessness & sofa surfing initiative where



out of that population group a majority of members have ethnic minority or international backgrounds.

Again, in this period we were able to further advance awareness raising for this particularly vulnerable and oppressed LGBT sub-population group. At the end of 2021 we secured the opportunity for a spring 2022 LGBT International Film Festival project with Bournemouth University's events management department, with the purpose of raising the profile of the Intersectional ethnic minorities LGBT+ community and its particular needs.

#### Uganda:

In this period we continued to provide support to internationally recruited staff who are LGBT+ working in the NHS, on issues of bullying and prejudice. We were also approached by a Kampala based Ugandan lesbian safehouse lead, on the plight of safehouse members in hiding at the time of Covid related lockdown. We supported with advice, and also wrote to the UK High Commissioner in Uganda on the plight of the residents of the safe house, but with no direct support beyond good wishes.

#### Ireland:

Network operational services and organisation lead, Alan Mercel-Sanca, also established contact in December 2021 with the CEO of Dublin's LGBT Centre, The Outhouse, with an in person meeting taking place at the centre in early January 2022. Learning from Ireland's LGBT community support and rights activities and sharing that from the UK was valuably made, with emphasis on mental healthcare support, and homelessness discussed, with also endeavours in both countries to counteract and challenge conversion therapy, also featuring. Alan had a pre-existing connection of three years standing with the Irish national LGBT 'NXF' Federation in regard to international LGBT human rights issues and needs.

#### **Policy change and scrutiny work support to Parliamentary Select Committee inquiries:**

In the period we provided a new submission to a Women & Equalities Select Committee major inquiry (autumn 2022 being advised as the time when we would receive an update from the Committee on the latter).

#### **Work with Bournemouth University on an LGBT International and ethnic minorities LGBTQ+ & LGBT+ Intersectional community international film Initiative:**

Towards the end of the period, the Network lead, Alan Mercel-Sanca, secured an opportunity to in conjunction with Dorset Race Equality Council, work with a Bournemouth University events management team, to develop a Spring 2022 one-day LGBT international film festival, to highlight experiences of international members in different lands, and about their unique LGBT cultures, many of which are little known about in the UK LGBT+ community. The Initiative also supporting awareness of UK LGBT+ community members from ethnic minority communities, including new residents from overseas, and the challenges they face, including in some cases very bad experiences of the UK immigration and naturalization system that has a strong record of disproportionate refusals of risk to life LGBT+ community members from many countries.

#### **Partnerships:**

During the 2021 – 2022 period we continued with the same partnerships as the previous year, but the NHS Dorset Healthcare one and that with the UK Prison Service substantially deepening. We also formed a supportive relationship with an Independent Kampala/Uganda lesbian safe house group.

#### **Advocacy cases & Policy Advocacy:**

We provided in the 2021 – 2022 period advocacy cases support indirectly to approximately 200 community members including in and beyond the pan-Dorset area, with about 15 major direct cases including national and an international one (Uganda).

**Grants:**

The charity received three grants in the 2021 – 2022 period, which are listed below. These were provided for pre-existing next stage Network initiatives development, such as in particular our homeless initiative, prison service initiative, and aspects of our NHS work, with assistance to related advocacy cases support work in regard to the initiatives. The grants received were:

- LGBT Consortium 'LGBT Futures': £4500
- JP Morgan Chase B: £600
- National Lottery Awards 4 All grant: £7,500

**Total: £12,600**

**Organisation evolution related:**

Due to the main areas of Network activity -- through its initiatives in particular, but also national policy level Parliamentary Select Committees engagement, in regard to key elements of our charity's constitutional Objects -- in the preceding period of a national and policy level importance, including associated international relevance, expanding further, in the autumn of 2021 the Board of the charity with the guidance of the charity's operational services delivery lead (Lead Officer) brought forward under the Charity Commission regime mechanisms for formal votes on adjusting the charity's formal name, and making some refinements to the charity's constitutional Objects, in March 2022.

The main recommendation on the name was to move to a non-geographical location specific name, that would combine an element of continuity from the original phase of the charity's existence in/from Dorset, to include the spirit of the charity's vision and activity, with the name 'LGBT+ Network for Change' being the most favoured option.

Similarly with insights the charity lead officer gained in the latter part of the period in regard to topics of LGBTQ+ welfare and voice in Ireland, and the substantial pre-existing dynamic of LGBT+ & LGBTQ+ rights and experiences being global, an adjustment to the Object's of the charity in terms of geographical activity area -- to be pan-British Isles -- was considered as important to make when a vote should be taken on potential charity constitutional Objects be held in Spring 2022 at the time the name of the charity was planned to be voted on.

NOTE: In the period, in late 2021, in conjunction with the advised, revised formal name of the Charity, its constitutional 'Objects' adjustment to reflect the nature of the Charity's work and activities were discussed with support for related change. It was felt and agreed unanimously that explicit reference in the Objects to the Dorset location be retained not only for necessary continuity, but because certain areas of the Charity's work and activities, even of national and pan-British Isles relevance continued to take place in the Dorset and Bournemouth, Christchurch, and Poole area.

**News items from the report period illustrative of charity/organisation activity, and referencing organisation evolution:**

changes had been formally voted on and approved by the Board, and successfully registered with the Charity Commission: logo, and website domain, and social media changes had also been completed.

We will continue with our projects work (detailed below in the Charitable Activities section of this report below) and envisage development of Ireland related activities, and some further international dimension outreach relating to UK contexts on relevant government policies and their delivery overseas.

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## **Statement of Responsibility of the Trustees:**

Network Trustees are responsible for preparing the Financial Statement and report of the Trustees in accordance with relevant law and United Kingdom Accounting Standards.

Company law requires the Trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing these financial statements, the Trustees are required to: 8

- Select suitable accounting policies and apply them consistently
- Make judgements and estimates that are reasonable and prudent
- Prepare the financial statements on the 'going concern' basis unless it is inappropriate to presume that the charity will continue in operation
- State whether applicable UK Accounting Standards and statements of recommended practice are followed, subject to any particular material departures disclosed and explained in the financial statements

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

The Report, and Financial Statement (below), were unanimously approved by the Board of Trustees. Signed on behalf of the Trustees:



Erin Greenslade

**Chair of the Board of Trustees**  
**LGBT+ Network for Change**

25<sup>th</sup> November 2022

- Network new Working Name and organisation Constitutional Objects and associated charity structure bring much needed outreach and influence development:
- Network LGBT & LGBTQ+ Homeless initiative update: completion of Bournemouth area consolidation – opening of opportunity for other areas of UK development:
- Major advance on LGBT+ human rights protection and UK Immigration achieved through Network contribution to Parliamentary Select Committee inquiry
- Network major success for LGBT+ voice in UK prison service — CEO of HMPPS responds to Network representation
- The LGBT+ Network for Change contacts the CEO of the UK Prison Service on it's experiences of engagement with Portland Prison and the Avon & South Dorset HMPPS
- ONS Census 2021 data analysis to inform policy and government services provision Consultation
- LGBT+ Network for Change provides submission to historically important Parliamentary inquiry into Home Office immigration & Diverse Communities
- Network LGBTQ+ homeless initiative update — DPCC and Dorset Police support + BCP homeless partnership advance
- Important update on Network organisation evolution:
- Network LGBTQ+ homeless initiative UPDATE
- Network Census 2021 Report provided to the National Statistician — appreciation for report and for working with the ONS on Census data utilisation
- Network support to Uganda LGBT / Lesbian community — request to British High Commission (Kampala) regarding ravaging of Covid 19 in Lesbian safe house:
- Census 2021: the Network provides analysis & feedback Report to the National Statistician and the Office of National Statistics (ONS)
- Network LGBT & LGBTQ+ homeless community, NHS engagement & multi-agency initiative:
- Dorset Police follow up to the Network on Transphobic attack in Bournemouth
- Violent attack on Trans community member in Bournemouth — Network takes action with alert to DPCC

#### **Our Plans for the 2022 – 2023 period:**

Our plans for the period include completing major organisation evolution structural adjustment for the Network, with accompanying adjustment of the working name of the charity, adjustments to its constitution Object clauses, logo, website domain, social media, and recruitment of new/additional trustees. At time of completion of this Annual Report (early November 2022) the name and objects

## **STATEMENT OF FINANCIAL ACTIVITIES 2021 - 2022**

**INCLUDING INCOME AND EXPENDITURE ACCOUNT FOR THE YEAR ENDED 30th January 2022, COMMENCED FROM 31st January 2021, for the LGB&T DORSET EQUALITY NETWORK,(Charity Commission Registration Number: 1151652)**

NOTE: at time of providing this Financial Statement and accompanying Annual Report, the formal name of the charity had been adjusted to 'LGBT+ Network for Change' by the Board, and in Spring 2022 approved by the Charity Commission.

### **Taxation:**

As a charity, the LGB&T Dorset Equality Network is exempt from tax on income and gains falling within section 505 of the Taxes Act 1988 or s256 of the Taxation of Chargeable Gains Act 1992 to the extent that these are applied to its charitable objects. No tax charges have arisen in the Charity.

### **Income:**

Grants for 31st January 2021 – 30th January 2022 period (restricted funds): £12,600

Donations/unrestricted funds: £304

**Total Income: £12,904**

Bank Interest – N/A

### **Expenditure: £4,900**

Projects delivery: the Network is a predominantly specific projects delivering orientated organisation, and as such these are detailed on the Expenditure section – Total activities delivery and related costs:

£4,900

Fundraising expenses: £0 – because these are included within Convenor/Lead Officer activity costs and donated/free time provided by Convenor/Lead Officer, and in terms of travel costs of the Network's Chair Network related activities.

Charitable activities (for activities covered, please see Annual Report activities, and Notes on Lead Officer activities at the end of this financial statement, and the schedule of delivered activities on the Trustees Annual Report). Total activities and related (miscellaneous items listed)

Total for costs on time spent on charitable activities delivery: £4,900 these were comprised of Convenor/Lead Officer remunerated work including travel expenses and reimbursement of public liability insurance items totalled and the Chairperson honorarium including travel costs.

Governance costs: No dedicated governance costs, as covered under admin activity/officer time re communications & liaison calls and emails with the Board

**Excess of income over expenditure:**

£160 was carried over from the 31st January 2020 – 30th January 2021 period.  
Subsequently in the 31/01/2021 to 30/01/2022 period we received in grants and donations a total of £12,904.

Prior bank balance combined with income for the period consequently amounted to £13,064

In the period we spent £4,900 in total on designated projects related activities and support costs.

Consequently the income over expenditure total for the period amounted to: £8,164

**Balance (bank account) at 31st January 2021:** £160

**Balance (bank account) at 30th January 2022:** £7,515

Fixed assets: -- NONE (organisation banners which are depreciable in value, as is our gazebo for info stall provision at events) we estimate that in total these items would realistically have a depreciated value from the preceding year of in the region of (half of value of that for the items in the preceding year, which totalled for all £75): £37.50

Current assets: £37.50

Debtors: NONE

Cash at bank (exclusively at bank, and NONE 'in hand'): £7,515

Creditors (amounts falling due within one year): NONE

Net current assets: pull up panels + gazebo -- £37.50

**Total assets less liabilities:** £75 – at 30th January 2021 (see above 'Net current assets' for total) we had no liabilities

**Funds/bank balance (on 30th January 2022):** £7,514.68 (rounded to £7,515)

**NOTES to income & expenditure:**

Income (31/01/2021 – 30/01/2022): £12,904

Balance in Bank on 30th January 2022: £7,515

**Income Items:**

Restricted (grants with specific activity/project purposes defined in their conditions):

LGBT Consortium 'LGBT Futures': £4500

JP Morgan Chase B: £600

National Lottery Awards 4 All grant: £7,500

**Total: £12,600**

Unrestricted funds:

Lead officer donation: £150

12<sup>th</sup> March 2021 fundraising by HMP The Verne for the Network: £93

Rainbow Lottery: £61

**Total: £304**

**Total Income for the 31st January 2021 to 30th January 2022 period: £12,904**

**Expenditure (31/01/2021 – 30/01/2022):**

Lead Officer Network projects & activities delivery (including travel costs): £4,690

Chair Honorariums (including travel costs): £210

**Total expenditure including travel costs by Network Lead Officer/Convenor and Chair: £4,900**

**Lead Officer/Network services and project delivery lead (Alan Mercel-Sanca:** Network lead founder). The only staff member, without a salary but paid for funded projects delivery. Responsible for organisation consolidation & development, main representation activity and all work on documents creation, email communications, panels and consultations representation, funding applications, partnerships development, website content, as well as projects development and management + advocacy work, by agreement of the Trustees when the Network was registered as a charity

**Total for the period: £4,690**

**Network Chair, until stepping down as Chair in late 2021 for health reasons: John [Fr Canon] Hyde.** Chair honorarium (includes travel expenses) for Network HMP The Verne, Portland, LGBTQ+ supportive visits. Honorarium provided as HMP The Verne requested visits supportive to its staff and inmates, appropriate to the Objects of the Charity, and travel expenses NOT provided by the prison.

**Total for the period: £210**

## APPENDIX – itemised details of Income and Expenditure:

### Income:

LGBT Consortium 'LGBT Futures' grant (3rd February 2021): £4500  
12<sup>th</sup> March 2021 fundraising by HMP The Verne for the Network: £93  
Donation (Alan MS) 13th May 2021: £150 – in response to a £28.82 OD through a Chair £110  
honourarium of 12<sup>th</sup> May 2021  
Rainbow Lottery 'Clients Deposit' (20/07/2021): £3  
Rainbow Lottery 'Clients Deposit' (03/08/2021): £5.50  
JP Morgan Chase B grant paid in (04/08/2021): £600  
Rainbow Lottery 'Clients Deposit' (07/09/2021): £7.50  
Rainbow Lottery 'Clients Deposit' (02/11/2021): £6  
Rainbow Lottery 'Clients Deposit' (07/12/2021): £32.50  
Rainbow Lottery 'Clients Deposit' (05/01/2022): £6  
National Lottery Awards 4 All grant (21/01/2022): £7,500

NOTE: the three Rainbow Lottery 'Clients Deposits' that included 0.50pence have been rounded to £2

### Restricted (grants with specific activity/project purposes defined in their conditions):

LGBT Consortium 'LGBT Futures': £4500  
JP Morgan Chase B: £600  
National Lottery Awards 4 All grant: £7,500  
**Total: £12,600**

### Unrestricted funds:

Lead officer donation: £150  
12<sup>th</sup> March 2021 fundraising by HMP The Verne for the Network: £93  
Rainbow Lottery: £61  
**Total: £304**

**Total income for the period: £12,904**

### Expenditure:

Lead Officer projects/activities delivery (12/02/2021): £322  
Lead Officer projects/activities delivery (13/04/2021): £1,750  
Lead Officer projects/activities delivery (13/04/2021): £2,000  
Chair Honourarium (19/04/2021) - Chair travel and refreshments for Bournemouth & Poole meetings, and stationary, February & March 2021 included in honourarium (£43): £100  
Lead Officer projects/activities delivery (06/05/2021): £500  
Chair Honourarium (12/05/2021): £110  
Lead Officer projects/activities delivery (10/01/2022): £118



**Lead Officer total remuneration received** (includes travel expenses, but these were minimal for the period as most work online and through e-meetings, with exception of Weymouth train & bus travel for 26<sup>th</sup> April 2021 from Bournemouth to Portland Prison: total £23): £4,690

**Chair honorariums:** £210

**Total expenditure for the period:** £4,900

