

Schools UT UK

PRESENTS



Annual Report January 1 to 31 December, 2017

INTRODUCTION

The Trustees of Schools OUT United Kingdom (hereinafter “SOUK”), present their annual report and accounts for the year ended 31 December 2017 and confirm they comply with the requirements of the Charities Act 1993, as amended by the Charities Act 2006, the Constitution and the Charities SORP 2005.

1. **AIMS**

SOUK operates under a constitution dated 18 September 2013 (the “Constitution”). The objects of SOUK are to promote equality and diversity for the benefit of the public by:

- (A) **increasing the visibility** of lesbian, gay, bisexual and transgender (“LGBT”) people, their history, lives and their experiences in the curriculum and culture of educational and other institutions, and the wider community;
- (B) **raising awareness** and advancing education on matters affecting the LGBT community;
- (C) **working to make** educational and other institutions **safe spaces** for all LGBT communities; and
- (D) **promoting the welfare of LGBT people**, by ensuring that the education system recognises and enables LGBT people to achieve their full potential, so they contribute fully to society and lead fulfilled lives, thus benefiting society as a whole.

SOUK aims to achieve these objects by organising an annual Lesbian, Gay, Bisexual and Transgender (or “LGBT”) History Month each February, to be celebrated in schools, other educational establishments, workplaces, and other communities in the United Kingdom.

LGBT history month is launched at a formal event in the November preceding LGBT History Month. Linked to LGBT History Month, SOUK aims to coordinate and share knowledge of events planned throughout the country in connection with LGBT History Month, and provide resources to augment the theme of LGBT History Month.

More broadly, to raise awareness of LGBT issues and to increase the visibility of LGBT people in the classroom, SOUK aims to provide a number of inclusive teaching resources for use in classrooms around the country, via a dedicated website

2. **ADMINISTRATIVE INFORMATION**

Schools OUT United Kingdom, is a Charitable Incorporated Organisation (registration no. 1156352).

The principal address of SOUK is BM Schools OUT, London, WC1N 3XX

SOUK continues to receive pro bono legal assistance from Simmons & Simmons LLP, CityPoint, 1Ropemaker Street, London EC2Y 9SS, for which the Trustees and Management Committee are truly thankful.

None of the Trustees is a body corporate. The Trustees are:

- Professor Ian Rivers;
- Dr. Wanda Wyporska; (from 1/7/16)
- Stephen Boyce (Chair); and
- Margaret (Max) Hyde.

3. **STRUCTURE, GOVERNANCE AND MANAGEMENT**

SOUK became a registered Charitable Incorporated Organisation on 25 March 2014. This is the fifth Trustees' Annual Report prepared for SOUK. It covers the period 1st January 2017 to 31st December 2017.

The Trustees (who are also the Members under the Constitution) were appointed under the terms of the Constitution, which is based on the Foundation Model Constitution published by the Charities Commission. During 2017 there were no changes to Trustees. The Trustees are responsible for the management of the affairs of SOUK and for that purpose exercise all the powers of SOUK. The Management committee of members was appointed by the Trustees to exercise the day-to-day management tasks of SOUK. In particular, under the supervision of the Trustees, the Management Committee has been delegated the tasks of:

- (A) managing the day to day business of SOUK;
- (B) meeting at least quarterly to discuss the business of the Management Committee and SOUK;
- (C) preparing meeting minutes for all meetings of the Management Committee (such minutes to be provided to the Trustees within seven days of such a meeting);
- (D) organising a themed LGBT history month to take place in schools, educational establishments or other organisations in February of each year;
- (E) organising a pre-launch event in advance of each LGBT history month;
- (F) managing the budget of SOUK;
- (G) embarking on fundraising initiatives to benefit SOUK;

- (H) managing the website content at the following websites:
 - (1) www.schools-out.org.uk
 - (2) <http://lgbthistorymonth.org.uk/>
 - (3) <http://the-classroom.org.uk/>
- (I) preparing the annual statement of accounts;
- (J) preparing an annual report to the Trustees;
- (K) Maintaining and managing our profile on Facebook and Twitter/ Social media
- (L) preparing and file any reports required by the Charity Commission (such reports being approved by the Trustees before filing);
- (M) entering into contracts for the purpose of carrying out the tasks and functions delegated to the Management Committee; and
- (N) delegating any of its powers, as it deems appropriate, subject to these terms and conditions.

The Management Committee comprises [10] volunteers who provide their time, support, skills and energy to SOUK. None of the Management Committee is paid for their time. Currently, the Management Committee comprises:

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|----------------------------------|---------------------------------|
| • Seth Atkin | • Sue Sanders |
| • Stephen Bentley | • Kate Hutchinson |
| • Steve Boyce* | • Elizabeth Wallis |
| • Andrew Dobbin | • Huw Williams (until Jan 2018) |
| • Jeff Evans | |
| • Antony Fenwick | |
| • Adam Lowe | |
| • Janet Palmer (until June 2017) | |

* Steve Boyce is the Trustees' representative on the Management Committee.

A small number of Donors (or Associate or Non-Voting Members) support SOUK. This group of individuals mainly comprises legacy members from the predecessor unincorporated association.

4. **REPORT ON THE YEAR 2017**

Broadly, SOUK achieves its Objects via activities that have followed the course set by the predecessor organisation. Most significantly, this year this has included the launch of LGBT History Month 2017, maintaining and updating "LGBT friendly" teaching resources via the Classroom website, and in addition, participation in The National Festival of LGBT History. Each of these is discussed below. Fulfilling these events and the maintaining the Classroom website were the cornerstone objectives of SOUK for the year 2017.

In conducting these activities, the Trustees, and indeed the Management Committee have had regard to the Charity Commission guidance on public benefit. The Trustees strongly believe that raising awareness and educating the public on both the LGBT community and the matters that affect LGBT people will not only increase visibility and promote the welfare of LGBT people, but also benefit the wider community by promoting inclusivity, diversity and acceptance.

There are other specific groups of non-LGBT people who directly benefit from the activities of SOUK. They include many non-LGBT people who are the children of LGBT parents or who have family members who are LGBT, and who are either bullied for this reason or are afraid to discuss their family situation. There are other non-LGBT people who are friends with LGBT people and are also bullied. The work of SOUK therefore directly affects those who know and live with the LGBT people, and those who know and live with these people. The work of SOUK in education institutions, therefore, goes much wider than solely benefiting the LGBT people, and is not limited to those with a protected characteristic.



The launch of LGBT History Month 2017, themed PSHE, Citizenship and law took place in November 2016 in the Speaker's Chambers at the House of Commons, London, ably organised by Dr Wanda Wyporska. This year's theme celebrated the 50th anniversary of the partial de-criminalisation of male homosexuality in 1967, in England and Wales, it was attended by over 100 people mostly from the educational and LGBT communities. It comprised of a schools event/training, followed by a selection of speeches by prominent persons on the history of LGBT equality.

In parallel to History Month itself, the LGBT History Month website is updated on a regular basis and provides thousands of people with up to date information on LGBT issues in general and provides resources that educates and inspires a wide variety of people in this country and abroad to participate in enabling LGBT people to be safe and visible.



The Classroom website (www.the-classroom.org.uk) offers a series of lesson plans to enable teachers to include the LGBT experience in six Key Stages across fourteen subject areas. All of the SOUK team that wrote the lesson plans are qualified teachers and practitioners.

The Classroom is undergoing a constant updating process to maintain relevance and to meet the demands and expectations of the National Curriculum, This has been led by Tony

Fenwick, our CEO, who this year has been working with other organisations following our successful bid for funding, (In September 2016 we were part of a successful bid to plan PSHE lessons to combat Homophobic, Transphobic and Biphobic (HTB) Bullying in schools.(from the Government Equalities Office). They will further be used by the youth groups that are supplying the training to selected schools within this project, as a training tool.

Tony Fenwick was also honoured this year for his work in the LGBT Community by receiving an M.B.E. at an investiture at Buckingham Palace.



2017 again saw the expansion of our very successful National Festival of LGBT History (the “National Festival”), which was hosted by many more hubs across the country.

The festival hubs organised their own festivals offering bespoke presentations from a gazette, co-ordinated by Schools OUT UK who had already validated the presenters and presentations through an academic panel. We included a schools and families strand at several hubs for children, parents and educators.

A significant and essential part of the festival is the original theatre that is initiated by Schools OUT UK with our resident writers Steve Hornby and Aby Hines. This encourages history through the drama and performance and each new play is based on research on LGBT events that have hitherto been ignored or lost.

Other significant initiatives

Our Facebook page is very popular as we regularly reach over 50,000 people a week.

Our Twitter feed is followed by over 30,000 people and our Instagram account is in its early days.

Our internal newsletter was re-vamped and re-launched after much hard work by Andrew Dobbin as OUTBURST.

5. Fundraising and support

The Trustees are grateful to the many private, corporate and Trade Union donors who have supported SOUK over the past year. Their generous and ongoing support has been tremendously helpful in enabling SOUK to achieve its Objects of promoting equality and diversity for the benefit of the public.

This year we were especially grateful to the London Front Runners who raised £6000 for us to digitise the Voices and Visibility Wall chart by holding a sponsored marathon.

Finally, all work considered by the Management Committee, undertaken and presented to the general public is performed by volunteers. The Trustees are truly grateful to them for their unending enthusiasm, their selfless donation of time and talent, in addition to their unwavering commitment to the objectives of SOUK.

The future

Challenges for the future include:

- continuing to ensure a constant stream of income from fundraising activities and grants so that the objects can be fulfilled;
- ensuring stability within the Management Committee, ;
- continuing to ensure that the Classroom website is updated on a timely basis and to cater for changes to the curriculum;
- measuring the effectiveness of SOUK's activities against its Objects;
- maintaining relevance in the United Kingdom as a result of perceived or actual *usualisation* of the LGBT community.
- Training future Festival hubs to organise and present LGBT History events.
- To increase the reach of LGBT History into schools, colleges and other educational institutions.
- To further extend the range of diversities and skills of both the Management Committee and Trustees by seeking out new members

6. ACCOUNTS

A copy of the accounts is included in this Annual Report. Accounts were prepared for the period 1st January 2017 to December 31st 2017, the end of the financial year.

Significant expenses include the production and distribution costs associated with the National Festival and the LGBT History Month launch. As a national organisation, with individuals located around the United Kingdom, travel also comprises a significant expense.

Overall, SOUK saw in comparison to 2016 a:-

- Drop in income of £20,000
- Increase in Badge Sales of £1000
- Increase of about £3000 in donations
- Decrease by £8000 in the cost of the History Festival
- Postage and telephone costs doubling as well as that of travel
- Overall costs were cut by £10,000

There is no requirement for the accounts to be audited.

7. **RISKS**

The Charity Commission recommends that DBS (formerly CRB) checks should be obtained for trustees of charities which work with children or vulnerable adults. It is possible, although unlikely, that the work of the Trustees and/or the Management Committee could bring them into contact with children or vulnerable adults. However, the position of Trustee of a children's or vulnerable adults charity is not a regulated activity in itself. It is only if trustees have close and unsupervised contact with beneficiaries that they would fall within the scope of regulated activity and be eligible to obtain an enhanced DBS (CRB) check and barred list check.

SOUK is not a children's or vulnerable adults' charity and the Trustees, in their capacities as trustees of SOUK, and the Management Committee, in their capacities as members of the Management Committee do not have close and unsupervised contact with children or vulnerable adults. At the majority of our events Parents, Guardians and/or DBS checked Teachers are present with the groups. At this time, enhanced DBS (CRB) and barred list checks of the Trustees and the Management Committee are not conducted. However, this policy is kept under review by the Trustees.

School's Out UK Accounts 2017

	History Month	Schools Out	Restricted	Savings	TOTAL
INCOME					
Donations	4686	7698			12384
Annual Fees/LGBT Consortium	389		5200		5589
HTB			3989		3989
Insurance/Interest				13	13
Magazine/Badge Sales	4136				4136
PayPal Transfer					0
Miscellaneous	21				21
TOTAL INCOME	9230	7698	9189	13	26131

	History Month	Schools Out	Restricted	Savings	TOTAL
EXPENDITURE					
Theatre Productions	3000	2820	5111		10932
Fees	2596				2596
Office	99	14			113
Insurance		382			382
Printing	281				281
Travel	1158	2520			3677
Stationary & Postage	283	944			1226
Subsistence inc. Launch	596	835			1431
Badges	1642	1136			2778
Miscellaneous	-629	577			-52
HTB			3918		3918
TOTAL EXPENDITURE	9025	9228	9030	0	27282
NET	206	-1529	159	13	-1151
Balance on 31/12/17	9004	8402	159	5066	22631

BY RESOLUTION OF THE TRUSTEES

Steve Boyce
Chair
July 2018