

LGBT Foundation

(A company limited by guarantee)

Annual Report and Financial Statements for the Year Ended 31 March 2025

Company registration number: 03476576

Charity registration number: 1070904



LGBT Foundation Ltd

Reference and Administrative Details

Chair:	Jax Effiong
Trustees:	Alexandra Kaye Herbert
	Eleanor Andrew
	Ian Ambrose
	Jason Kalugarama
	Loic Laude
	Dr Michael Jonathan Hill
	Oscar Sharples – stepped down 29 September 2024
	Selina Khunkhuna
	Simon Mark Bracewell
	Simon Mehigan
	Smyth William Harper – stepped down 26 October 2024
Company Secretary:	Dr Michael Jonathan Hill
Principal Office:	Fairbairn House (2 nd Floor), 72 Sackville Street, Manchester, M1 3NJ
Company Registration Number:	03476576
Charity Registration Number:	1070904
External Auditor:	Menzies LLP Statutory Auditors The Colmore Building 20 Colmore Circus Queensway Birmingham B4 6AT

The charity is incorporated in England & Wales.

LGBT Foundation Ltd

Trustees' Report

1. Chair and Chief Executive's Foreword

This year, LGBT Foundation began to mark a monumental milestone – the organisation's 50th anniversary – in which we've started to explore our rich and diverse heritage stories alongside the community. We continued to build a movement of supporters and influence at a national level, advocating unequivocally for LGBTQ+ equality, particularly in healthcare where inequalities unfortunately remain stark.

LGBT Foundation has proudly continued to deliver life-affirming and life-saving services to 53,000 people. We've continued working with organisations across the UK to foster cultures of belonging and inclusion in healthcare settings and businesses, alike. We used our research insights to advocate for LGBTQ+ inclusion in healthcare.

In this report, we summarise the impact of the charitable work during 2024-25 in numbers: over 3,394 appointments attended at Indigo Gender Clinic, almost 4,000 Helpline calls and emails answered, over 1,440 hours of counselling and over 18,000 people engaged by our Village Angels who assist people safely. These are staggering figures – but they are also so much more; each and every person supported is a life changed, and an instance of queer hope and joy inspired. The difference we make is always best articulated by our service users' passionate feedback, which are shown throughout this report.

The need for LGBTQ+-specific services remains clear and we have continued to work at a tireless pace through many challenges. Harmful media narratives and the increased politicisation of LGBTQ+ issues have resulted in rising hostility particularly for our trans and non-binary community. The political context for LGBTQ+ communities in the UK and overseas remains hostile, compounding the barriers to LGBTQ+ wellbeing and equality.

The increased cost of living, rising inflation and lack of inflationary uplifts have created an extremely challenging operating environment too. In such difficult times, the support of our funders, donors, volunteers, and supporters has been more important than ever. We have focused on stabilising the charity, building resilience for future years, and on ensuring that we remain focused on our core mission – to celebrate and empower our diverse communities to realise their full potential, everyday.

This year will see LGBT Foundation continue celebrating 50 years of delivering an impactful range of services, involving our communities in documenting our heritage and shaping the future. We will deliver bold national campaigns, and we'll mobilise community members and allies to help advocate for much-needed change in how LGBTQ+ communities are treated. We will continue to deliver life-saving services and vibrant community events to bring empower LGBTQ+ people.

In the past five decades, LGBT Foundation has grown from a grassroots volunteer-run helpline to the UK's leading health and wellbeing charity for LGBTQ+ people. Queer liberation remains our goal. As we celebrate all that LGBT Foundation has achieved during our anniversary, we also look to the future, to ensuring that wherever queer hope and joy are needed, we continue to be there, making an impact and changing lives.

Jax Effiong, Chair of the Board of Trustees
Dr Paul Martin OBE, Chief Executive

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2. Trustees' Report

The Board of Trustees are pleased to present their annual report and the audited financial statements of LGBT Foundation, for the year ended 31 March 2025. The financial statements comply with the Charities Act 2011, the Companies Act 2006, the Memorandum and Articles of Association, and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1st January 2015). The charity was incorporated by guarantee on 1 December 1997. It has no share capital and is a registered charity. The guarantee of each member is limited to £10. The governing document is the Memorandum and Articles of Association of the company and members of the Board of Trustees are the Directors of the company.

2.1 Governance and Risk Management

LGBT Foundation is governed by a Board of Trustees who also serve as Directors of the Company. Our various governance arrangements are brought together in one place within our Governance Manual, which is reviewed annually.

2.1.1 LGBT Foundation's Leadership

The Board of LGBT Foundation also constitutes the membership of the Charity. The Board has several mechanisms in place to consult with key stakeholders, (such as staff, volunteers, and service users), to inform the charity's work and decision-making.

The Board oversees the recruitment of new Trustees. Trustees are recruited either through open recruitment, or identified by recommendation, based upon their skills and experience, and in line with the needs and aspirations of the Board. Trustees are appointed for three years on a rotational basis, with a limit of three times that a Trustee can put themselves forward for re-election. All new Trustees receive an induction pack and are required to undertake an induction programme, with additional training offered.

Board meetings during the year were held quarterly. There is a comprehensive Forward Schedule and strategic themes are included within the standard agenda. In addition, any other strategic meetings are held as required. The Board has three Sub-Committees (each with an agreed terms of reference):

- Finance, Administration, Risk and Governance Sub-Committee (FARG) – maintains a scrutiny and review role to ensure effective financial, people and systems management across the organisation.
- People, Planning & Performance Committee (PPRC) – maintains an overview of project and programme performance, ensuring that (i) quality is maintained and/or increased; (ii) set targets are achieved, and (iii) ideas for innovation are explored.
- Fundraising & Marketing (F&M)– established in January 2025 to oversee strategic development of the charity's self-generated income, marketing and communications goals, campaigns and activities.

The day-to-day operations of LGBT Foundation, including finance, are delegated to the Chief Executive and the Directors Team.

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2.1.2 Remuneration of Key Personnel

LGBT Foundation is committed to a policy of equal pay, a real living wage and aims to ensure that staff salaries reflect the knowledge, skills, responsibilities, and personal competencies required of each of the roles, benchmarking eternally. The charity does not pay bonuses or other incentive payments. The Trustees are confident that the current level of reward has enabled the charity to recruit and retain high-performing employees, who represent good value for money. The Trustees are also mindful of the public, our funders, and donors' expectations that the money they support the charity with, will be used wisely and appropriately.

Our pay ratio is currently 4.1:1 (2024: 4.2:1) between the highest and lowest paid staff members, demonstrating LGBT Foundation's commitment to resisting pay inequality. LGBT Foundation is proud to be a real Living Wage employer, accredited with the Living Wage Foundation.

2.1.3 Public Benefit

The Trustees, in exercising their powers and duties, have complied with their duty in the Charities Act 2011 to have due regard to the public benefit guidance published by the Charity Commission. In preparing the report and accounts the Trustees have complied with the requirements set out in that guidance to report on the significant activities and achievements of the charity in 2024/25.

2.1.4 Risk Management

The Trustees have assessed the major risks to which the charity is exposed, including those related to the operations and finances of the charity and are satisfied that the systems are in place to mitigate the charity's exposure to the major risks.

Risks are identified through Board of Trustees meetings and Committee meetings; via the regular cycle of Directors and SLT meetings; and through the annual planning cycle. Risks are recorded on the organisational 'Risk Register', which identifies, for each risk, the steps required to mitigate the risk and the person responsible. The Risk Register forms part of Board and other related meetings, where it is regularly reviewed.

2.2 Purpose and Strategy

2.2.1 Charitable Objects

LGBT Foundation exists to preserve and promote the good health, and in particular, the physical, sexual, and mental health of:

- Persons who are lesbian, gay, bisexual, and transgender;
- Persons in doubt of their sexual identity;
- Persons diagnosed with HIV and related illnesses;
- Any persons who may be affected or involved with any of the above, particularly partners and families.

And to provide relief for such people in need thereof at times of mental and emotional stress.

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2.2.2 Strategic Framework

LGBT Foundation is the UK's leading health and wellbeing charity serving LGBTQ+ communities.

Vision:

We believe in a world where queer liberation enables meaningful and lasting change.

Values

- **Passion:** We create joyous and inclusive spaces for LGBTQ+ people and communities.
- **Integrity:** We hold ourselves accountable to the highest standard, doing what is right for LGBTQ+ communities.
- **Empowerment:** We support LGBTQ+ people and communities to flourish by creating spaces in which to grow and thrive.
- **Respect:** We celebrate what makes us unique and establish trust through inclusivity and recognition.

LGBT Foundation has a five-year [Strategic Plan](#), which sets out the following organisational goals:

- **To progress equality** through ending the discrimination that LGBTQ+ people face in accessing health and social care by influencing system change and delivering quality training and intelligence in collaboration with partners.
- **To encourage wellbeing** by co-producing a LGBTQ+ health and wellbeing service, ensuring intersectional involvement and excellent service user satisfaction.
- **To improve performance** by ensuring excellence, quality, and safety in everything that we do, growing our organisation in an ethical and sustainable way.

Principal Activities

LGBT Foundation's activities serve to support the strategic goals, charitable objects and vision. Our major activities during 2024/25 were:

- The provision of health and wellbeing services to LGBTQ+ communities - the charity's frontline services include a wide range of health, wellbeing and support interventions, based on demand and evidence of need.
- Fostering community safety and inclusion and hosting community events/spaces.
- Undertaking strategic influencing, research and policy work to advance equality for LGBTQ+ people.

2.3 LGBT Foundation's Impact in 2024/25

Throughout 2024/25, our commitment to encouraging the wellbeing of LGBTQ+ people and communities has remained unwavering. We continued **empowering people, supporting the community, promoting inclusion** and seeking to **influence strategic change** for the benefit of LGBTQ+ communities. We focused on delivering a range of integrated support services and programmes aimed at empowering individuals, reducing harm, and building resilience. Our dedication to serving the specific needs of our diverse LGBTQ+ communities remains at the core of our efforts, as we continue to foster an environment where people can thrive. Across all our services, we supported 53,000 people during the year.

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Essential Services:

Intake and triage service

We maintained a person-centred intake and triage system, providing a timely, efficient, and effective assistance to those who use our services. In 2024/25, we received a total of 972 referrals into our support services, with 22% originating from other services and organisations in the areas we operate. This collaboration highlights our role as a recognised and integral part of the health and wellbeing landscape. By working in partnership with other services, we are ensuring that LGBTQ+ people can access the comprehensive care and assistance they need.

The most commonly reported needs and issues were suicidal ideation, anxiety, depression, relationship issues, substance use, historical abuse and coming to terms with gender identity or sexual orientation.

70% said they chose to access our service rather than mainstream services because it was LGBTQ+-specific, demonstrating the need for services to be commissioned for inclusion; developed by and for communities.

National Helpline and Talking Therapies

The start of 2025 marked the 50th anniversary of our national helpline, which has now taken over 250,000 calls. Our helpline and email support remained a crucial resource for LGBTQ+ people across the UK, offering compassionate assistance and guidance to those in need. In 2024/25, we answered 2,176 helpline calls and responded to 1,713 emails, providing 3,889 instances of valuable, life-affirming and life-saving support.

The most frequently raised topics by people on our helpline over the past year were discrimination from others, mental health issues, asylum, sexual orientation and gender identity, coming out, relationship issues, isolation and sexual health.

"Thank you for reminding me that I matter."

Mental health support is vital for LGBTQ+ people, who often face unique challenges and higher rates of mental health issues due to discrimination, stigma, and social isolation. Offering inclusive and accessible talking therapies is essential in addressing these challenges, providing affirming support across a range of therapeutic modalities. In 2024/25, we received 474 new talking therapies referrals and began sessions with 238 people, reflecting the growing demand for this service. We delivered approximately 1,440 hours of counselling during the year.

By providing a safe, non-judgemental space, we empower our community to thrive and achieve better mental health. Of service users who accessed talking therapies:

- 96% felt empowered to make choices about their own treatment and care.
- 99% felt that the service understood their needs.
- 96% achieved some, most, or all their personal goals during therapy.
- 96% experienced improved wellbeing because of our counselling service.
- 97% gained a better understanding of the difficulties they were experiencing thanks to our counselling service.

"You were outstanding. Your compassion, support, guidance and thought-provoking questions were just what I needed to empower and find the comfort back within myself that I have lost for so long. You've helped me into rediscovering myself and for that I'll be forever grateful."

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Championing Sexual Health

LGBT Foundation has long championed sex without shame for all LGBTQ+ people by offering comprehensive sexual health support services. We provide testing, essential information and resources, engage in outreach activities, and distribute free condoms and lube to enhance the sexual health and wellbeing of our communities. During 2024/25, we tested over 900 people and carried out 760 sexual health and wellbeing assessments:

- 89% reported that their knowledge of HIV and STI testing had improved.
- 56% reported greater knowledge and understanding of effective condom and lube use, including chemsex.
- 76% reported an improved knowledge of PEP and PrEP.
- 64% reported a greater understanding of U=U.

We distributed a total of 167,590 condoms and 153,605 sachets of lube across Greater Manchester, the Liverpool City Region and Coventry where we have recently started to deliver sexual health provision.

Last year, we participated in 119 events across Greater Manchester and the Liverpool City Region, connecting with over 8,100 people to promote safer sex and wellbeing.

"The sexual health team were lovely and friendly and made me feel very safe when talking to them. I deeply appreciate a service that allows me to access sexual health testing without the binary and invasive questions I've had to answer when accessing similar services."

Gender-affirming Care

"A very good service conducted by very trustworthy people, lovely and chill atmosphere in the centre. Very informative and helpful, offers you plenty of advice and sources for help."

We continued to deliver Indigo Gender Service (in partnership with gtd healthcare), the NHS adult trans healthcare service for Greater Manchester, led by and for trans and non-binary people. This includes assessment and diagnosis, recommendation for hormone therapy prescribing (and at times directly prescribing), referrals for hair removal and surgeries, as well as internal Voice and Communication and Talking Therapy services. In 2024/25, we delivered a total of 3,394 medical appointments, including 472 first appointments and 400 second appointments, plus 2,522 medical follow-ups. There was a 20 month wait from the point of referral to the first appointment – much shorter than most national clinics. Indigo Gender service sees outstanding satisfaction levels, with 98% of respondents rating their experience as good or very good. Indigo remains dedicated to empowering trans and non-binary people by providing healthcare that is local, timely, and accessible.

As one of the nine permanently commissioned adult gender services, Indigo went through the Levy Review in the Q2/3 of 2024/5. We provided evidence for 55 Key Lines of Inquiry in advance of a panel review which was completed on 18th December. The feedback was extremely positive, with Indigo demonstrating what is possible in a primary care based, trans-led service.

"I really liked being able to talk to a Care Navigator after my appointment to discuss what the GP had told me and talk about my worries."

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Recovery, sexual violence and domestic abuse support services

LGBT Foundation also continued to provide support through our domestic, sexual, and recovery programmes.

Substance misuse rates within LGBTQ+ communities are markedly higher than in the general population, underscoring the urgent need for specialised interventions. Our recovery support service offered dedicated, LGBTQ+-affirmative assistance for those navigating issues related to drugs, alcohol, and chemsex. We provided one-on-one personal support, mutual aid, peer engagements, and both telephone and online support. LGBT Foundation delivered support services in Greater Manchester and Liverpool, delivering three distinct recovery support groups, collectively attended 825 times throughout the year.

We conducted 492 substance misuse triage assessments, ensuring each person received thorough evaluations and appropriate referrals. We delivered 255 interventions to address immediate needs related to substance use, as well as casework for 92 people who needed longer term support. As a result of accessing our services and peer support spaces, 100% of service users reported feeling more in control of their drug/alcohol use, felt more resilient to manage their challenges and felt less alone in their recovery journey.

"Your warmth, empathy, knowledge, and support throughout my time engaging with the service were invaluable. I always left our sessions feeling empowered in my sobriety, more knowledgeable, and capable of continuing it. I feel like I've got control back of my life at long last."

Our domestic abuse support service is dedicated to empowering LGBTQ+ people who are experiencing, or have experienced, abuse from partners, ex-partners, or family members. Our mission is to provide compassionate support, listen without judgment, and ensure that no one feels alone in their journey. We offer a comprehensive range of interventions, including practical assistance, emotional and mental health support, housing support, and guidance through legal processes. This support is crucial in addressing the unique needs of LGBTQ+ communities, who often face higher rates of domestic abuse motivated by discrimination based on their sexual orientation or gender identity.

Throughout 2024/25, we provided housing support to 61 LGBTQ+ people fleeing dangerous domestic abuse situations. Providing safe housing offers victims a secure environment where they can begin to rebuild their lives away from their abusers, helping prevent homelessness.

In 2024/25, our domestic abuse team received 234 referrals from new clients, processed 129 initial assessments, and provided support to 62 people to navigate criminal proceedings linked to domestic abuse.

LGBT Foundation also provides LGBTQ+-specific assistance to victims and survivors of sexual violence and abuse, ensuring that LGBTQ+ people receive the compassionate, inclusive, and comprehensive assistance they need to heal, rebuild their lives, and pursue justice. In our second year of service, we received 31 referrals from people seeking support and provided holistic support for 4 people navigating criminal proceedings linked to domestic abuse, and supported a further 2 to report an incident and engage with the criminal justice system. Of our DASV Service Users, 100% felt they were treated with dignity and respect by the service, 88% felt empowered to make decisions around their own care and 88% felt that the service was able to understand their needs

"Thank you for your help, patience and understanding, you were able to give me an objective view on my ordeal, and it was so helpful in resolving the issues I was having. I always felt supported and welcomed."

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Community Connections:

We also delivered a range of community engagement programmes, including:

Pride in Ageing

As our Pride in Ageing programme reaches its sixth year of operation, it continues to honour and empower LGBTQ+ people aged over 50, demonstrating that queer hope and joy know no age limit.

Throughout 2024/25, we hosted 109 events and spaces, engaging over 1,120 attendees. These events, including our gardening sessions, digital cafes, over 50s celebration event, research contributions and heritage project have fostered community connection, and boosted awareness of our life-saving services, helping more over 50s access vital support.

We proudly continued our work on the Extra Care scheme project, with 2024/25 seeing:

- Planning permission being approved by Manchester City Council on 26th September 2024. Planning Committee members voted unanimously in favour of officers' recommendation to approve the plans. Pride in Ageing Patron, Ian McKellen, who visited the site earlier in the year, provided a supportive statement to coincide with the amazing news. We started opening bids for care providers to deliver care on the premises.
- Negotiations between Manchester City Council and Great Places being finalised and contracts exchanged. This means we now have a clearer idea of the construction period and likely point at which the scheme will be completed (July 2027).
- Co-production continuing, ensuring older LGBTQ+ people are involved every step of the way. Some key focuses have been on the shortlisting and selection of an interior designer including a visit to the Proud Trust to get inspiration on what the new spaces could look like.

"I've attended the Digital Cafe run by Pride in Ageing and the events are so well prepared and informative. I appreciate the efforts of the organisers and the resources that were shared" - Digital Cafe Attendee

Village Angels

Alongside supporting individuals, LGBT Foundation works at a community and strategic level to champion equality for the LGBTQ+ community. Community safety remained a priority in 2024-25 with our Village Angels initiative delivering over 3,300 volunteer hours of support. Our Village Angels initiative exists to make Manchester's Gay Village a safer and more welcoming place, helping to ensure everyone can celebrate queer joy in a safe space. Since 2011, this flagship community safety programme run by LGBT Foundation has been a lifeline for thousands of vulnerable people, offering immediate support and assistance during busy weekend nights. Donned in their iconic hot pink uniforms, our Village Angels volunteers are a reassuring presence every weekend.

In 2024/25 alone, they engaged with 18,000 people and helped 504 people to get home safely through a range of interventions. This year, the Village Angels supported 140 people with physical first aid, 64 people with mental health support, 221 people with welfare checks and 68 people to access emergency healthcare.

"Thank you for taking care of me last night when I had a panic attack and couldn't find my friends. I went from feeling completely alone to feeling protected – not alone – I felt safe."

Women's Programme

Our programme for queer and LGBTQ+ women welcomed 426 attendees across 25 separate events in 2024-25 including LGBT Foundation's Sapphic Showcase, Sugar & Spice annual celebration and a monthly Trans Women Group.

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Operation Equality

We also continued our efforts to support LGBTQ+ armed forces personnel, veterans, and their families through Operation Equality, speaking out alongside others in the sector to ensure timely reparations for LGBTQ+ veterans affected by the historic ban on homosexuality in the UK Armed Forces.

Inclusive Cities

Our Community Café has evolved into a vital support space for LGBTQ+ people, offering a warm and inclusive environment every Saturday. More than just a place to get free refreshments, the café serves as a haven for those seeking connection, comfort, and community. In December 2024, we hosted our third Festive Feast at our community centre, featuring live music and complimentary meals, bringing people together during what can be a challenging and lonely time, spreading queer hope and joy throughout our community.

The Village Action Forum also continued its vital role in bringing together stakeholders and businesses to enhance safety and the overall environment in Manchester's Gay Village. Meeting bimonthly, the Village Action Forum provides a platform for discussing and addressing community concerns, with updates from Greater Manchester Police and collaborative action planning.

The Village Heroes volunteer team also remained a cornerstone of our community efforts, with volunteers gathering to clean and maintain the Village area. These litter-picking sessions not only keep the Village clean and welcoming but also instil a sense of pride and ownership within our community.

Advancing Equality

LGBT Foundation continued efforts to influence policy and systemic change to address the barriers and inequalities LGBTQ+ communities face. We aligned all activities with our mission to eradicate discrimination against LGBTQ+ people in health and social care, and in broader society. Anchored by our strategic goal to influence systemic change, this year we strengthened our efforts to deliver outstanding training, advocate for inclusive policies, improve access to services, and collaborate effectively with partners. By centring the diverse lived experiences of LGBTQ+ people, we amplified under-represented voices and empowered communities to mobilise and act.

Our popular comprehensive training and consultancy services go beyond just meeting standards – they set new ones. This ensures that LGBTQ+ voices are not just heard but also drive the necessary changes for equitable care. This commitment enables LGBTQ+ people and communities to access the support they need, ultimately allowing them to flourish.

Training Academy

Last year we welcomed over 1,222 learners from across 25 different organisations into our Training Academy programme (public and private), providing a supported space to deepen knowledge on LGBTQ+ inclusion and fostering cultures of belonging. 98% of learners said would recommend the training to others, and 97% of learners felt more informed about LGBTQ+ issues as a result of the training.

We remain committed to delivering high-quality, interactive training sessions that foster meaningful dialogue and equip participants with the tools to create inclusive environments.

"The training was very thought inducing and raised a lot of good topics and discussions. The trainer was great, and made it easy and comfortable to share your thoughts and ideas. I loved how interactive it was"

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Pride in Practice

We continued to deliver our Pride in Practice programme - a quality assurance and social prescribing programme for primary care services that aims to elevate access, outcomes, and experiences for LGBTQ+ patients and residents. We made significant strides in improving healthcare services for LGBTQ+ communities.

Some of our key achievements in 2024/25 include engaging with

LGBT Foundation has now trained more than 10,000 healthcare professionals, worked with more than 1,100 health care providers and awarded 745 Pride in Practice Certifications to date.

"We have received this training for a number of years now and each time I feel that we are listened to and come away with more knowledge and understanding than before. The trainers are welcoming and approachable."

Policy and research

In 2024/25, our policy and research efforts were marked by significant advocacy and impactful initiatives. Over the past year, we participated in 17 consultations conducted by governmental bodies, addressing a diverse range of issues from healthcare to commissioning. This included the Review of the RSHE Statutory Guidance, NHS Constitution 10 Year Review, EHRC Draft Strategic Plan and NCVO's Civil Society Covenant Review.

We grew our Community Action Network to use their voice and we supported the scaling of impact from the Greater Manchester LGBTQ+ Equality Panel, working alongside partners to improve the lives of LGBTQ+ people across the city-region by championing LGBTQ+ inclusion and ensuring that the needs of our diverse communities are fully considered.

LGBT Foundation issued public statements and collaborated with various partners to influence key stakeholders on issues affecting LGBTQ+ communities. We also engaged in several research partnerships on a range of topics, such as migrant communities and carers, and built relationships with policy makers and Government officials to build our influence.

Our volunteers

Alongside our dedicated and highly skilled staff team who served the community this year, our incredible volunteers remain the beating heart of LGBT Foundation, driving our mission to spread queer hope and joy every single day. This year, our volunteer family continued to grow, with 253 applications and 166 people stepping into both short-term and long-term volunteering roles. By the end of the year, we proudly had 210 dedicated volunteers across 243 different roles.

Our volunteers support a wide range of activities, such as delivering training, answering helpline calls, ensuring safety in the Gay Village, empowering our communities, preserving LGBTQ+ history, overseeing our governance as Trustees, promoting sexual health, and enhancing our communications. The dedication of our volunteers is truly inspiring. This year alone our Talking Therapies Volunteer Counsellors provided over 1,000 hours of therapy, offering essential support to those in need.

We would like to thank all the influencers who have also volunteered their time to support us reach wider audiences, and our patrons who continue to use their influence to support our work, with special thanks to Sir Ian McKellen, Owain Wyn Evans, Kunal Trehan and Dita Garbo.

"Being a trans-woman, I found it hard to find places or situations where I could meet new people on my own. Volunteering with the LGBT foundation was absolutely the right decision."

"I've literally had one of the most action packed and most fulfilling years of my life. I've never had so many things

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to do, and all the other little social events that happen during the year such as the awards evening, the winter party games nights. etc. Then there's the lovely people you do it all with, and everyone you meet along the way!

2.4 Financial Review and Results for the Year

As with recent years, 2024/25 began with significant in-year targets to address gaps in the planned budget, and the need to ensure that we met as much of the increased demand on our services as possible. However, the funding environment remains incredibly challenging. We have seen falls in both our funding via grants and contracts due to the cost-of-living crisis and falls in available statutory funding, as well as individual giving. This has been offset to some extent by an increase in our corporate income.

This fall in income against rising costs has led to a deficit of £283,682 for the financial year.

We developed a recovery plan to address the deficit and continue to diversify our income streams and target multi-year funding opportunities as well as reducing expenditure where possible in order to support the ever-evolving needs of our LGBTQ+ communities. The Trustees also agreed a new Fundraising & Marketing Strategy to increase support around self-generated income. The Trustees feel that these actions, along with our level of reserves, mean that we will have the financial resilience to meet the challenges ahead.

We are very grateful to all our funders, commissioners, supporters, donors, corporate partners, advocates and allies for all of their contributions during the year. In particular, our heartfelt thanks goes to our brilliant volunteer team, who continue to provide their time, energy and skills for the benefit of our communities.

Help us continue our work and be here for those who need us

Giving a gift in your will, or a small amount each month makes an impact on the number of people we can help each and every year.

To find out more, contact us at:

Email: charity@lgbt.foundation

Phone: 0345 3 30 30 30

Alternatively, please visit our **website:** www.lgbt.foundation/donate

2.5 Investment Policy

Aside from retaining a prudent amount in reserves each year, most of the charity's funds are spent in the short-term so there are few funds for long-term investment. The Trustees have decided to invest amounts held in reserves in fixed term cash deposits with the aim of maximising the interest paid whilst ensuring sufficient liquidity to meet the cashflow requirements of the organisation.

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2.6 Reserves Policy

Our Trustees aim to maintain a general reserve of unrestricted funds to enable us to adjust to unforeseen reductions in income or increases in expenditure. They also help ensure that there is sufficient working capital for effective operations, particularly to enable funding that is paid in arrears, or to cover late payments. Bearing in mind those working capital requirements, LGBT Foundation's reserves would therefore only be utilised in specific and approved circumstances. For example, to make up for a reduction in income and/or an increase in expenditure or to pay for the costs of making organisational changes as a response to these.

The target general reserve, and the Policy itself, is the subject of regular review and a formal assessment is presented to the Board of Trustees at least annually. At the most recent review, Trustees agreed to a policy that free reserves (unrestricted funds less tangible fixed assets and designated funds) should be built up to 4-6 months in the medium term. With continued economic uncertainty Trustees are looking to improve our reserves position with the aim of increasing organisation resilience and to help ensure sufficient working capital for effective operation.

As at 31 March 2025, free reserves amounted to £911,181 (2024: £1,193,241) which is equivalent to 2.5 months running costs based on planned expenditure for 2025/26.

The level of free reserves reflects the deficit generated during 2024/25 of £283,682.

We will continue to have Designated Funds as follows:

Designated Fund 1: This reserve of £50,000 is to cover any future dilapidation costs on the charity's rented premises.

Designated Fund 2: This reserve of £10,416 is to cover tangible fixed assets used to carry out the charity's business.

2.7 Future Plans

In order to ensure that we fully meet our ambitions and respond to increased levels of need, we will continue to invest in a range of functions across the organisation which help us to grow in a sustained manner. Key to our future financial plans is maintaining strong partnerships with a range of stakeholders, including other third sector organisations, and the private and public sector.

We have an implementation plan for our [Strategic Plan for 2023-2028](#) which responds to the considerable inequalities that continue to face LGBTQ+ people, setting bold ambitions for the future. The associated key performance indicators are reviewed by the trustee board on an annual basis.

2.8 Auditors

Beever and Struthers were elected as auditors for the year at the Annual General Meeting.

This report has been prepared in accordance with the special provisions relating to Companies subject to the small company's regime within Part 15 of the Companies Act 2006.

By order of the Trustees

LGBT Foundation Ltd

3. Statement of Trustees Responsibilities

The trustees (who are also the directors of LGBT Foundation Ltd for the purposes of company law) are responsible for preparing the financial statements in accordance with the United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) and applicable law and regulations.

Company law requires the trustees to prepare financial statements for each financial year. Under company law the trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and of its incoming resources and application of resources, including its income and expenditure, for that period. In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and apply them consistently.
- observe the methods and principles in the Charities SORP.
- make judgements and estimates that are reasonable and prudent.
- state whether applicable UK Accounting Standards have been followed; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

The trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charitable company's transactions and disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Members of the Board of trustees, who are Directors for the purposes of company law, and trustees for the purposes of charity law, who served during the year and up to the date of this report are set out on page 4.

In so far as the trustees are aware at the time of approving our trustees' annual report:

- there is no relevant audit information of which the charitable company's auditor is unaware; and
- the Trustees, having made enquiries of fellow directors and the charitable company's auditor that they ought to have individually taken, have each taken all the steps that he/she is obliged to take as a director in order to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information.

Approved by the trustees on 18 October 2025 and signed on their behalf by:


.....

Mike Hill
Company Secretary

4. Independent Auditors' Report to the Members of LGBT Foundation Ltd

Opinion

We have audited the financial statements of LGBT Foundation Limited "the charitable company" for the year ended 31 March 2025 which comprise the Statement of Financial Activities (incorporating an Income and Expenditure Account) the Balance Sheet, the Cash Flow Statement, and the related notes. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2025 and of its incoming resources and application of resources for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on auditing (UK) (ISAS (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

We have nothing to report to you in respect of the following matters in relation to which the ISAS (UK) require us to report to you where:

- the trustees' use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or
- the trustees have not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the charitable company's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the financial statements are authorised for issue.

Other information

The other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon. The trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the other information. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements, or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

LGBT Foundation Ltd

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the trustees' report, which includes the directors' report and the strategic report prepared for the purposes of company law, for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the strategic report and the directors' report included within the trustees' report have been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the strategic report or the directors' report included within the trustees' report.

We have nothing to report in respect of the following matters in relation to which Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of trustees

As explained more fully in the Statement of Trustees' Responsibilities set out on page 41, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company or to cease operations or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with ISAS (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

LGBT Foundation Ltd

Ability to Detect Irregularities

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud.

The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below.

We identified areas of laws and regulations that could reasonably be expected to have a material effect on the financial statements based on our understanding of the Company and through discussion with the Directors and other management (as required by auditing standards).

We also had regard to laws and regulations in areas that directly affect the financial statements including financial reporting (including related company legislation) and taxation legislation. We considered the extent of compliance with those laws and regulations as part of our procedures on the related financial statements. We evaluated management's incentives and opportunities for fraudulent manipulation of the financial statements.

We communicated identified laws and regulations throughout our team and remained alert to any indications of non-compliance throughout the audit. Audit procedures performed included:

- Discussions with management, enquiring over non-compliance with laws, regulations, and fraud;
- Reviewing minutes of all Board meetings during year; and
- Review of transactions (including journals) using data analytic software.

There are inherent limitations in the audit procedures described above. We did not identify any such irregularities however as with any audit, there remained a higher risk of non-detection of irregularities due to fraud, as these may involve deliberate concealment, collusion, forgery, intentional omissions, misrepresentations, or the override of internal controls.

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditor's report and for no other purpose.

To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body for our audit work, for this report, or for the opinions we have formed.



Lee Cartwright (Senior Statutory Auditor)
For and on behalf of Menzies LLP, Statutory Auditor

The Colmore Building
20 Colmore Circus Queensway
Birmingham
B4 6AT

Date: 21 October 2025

LGBT Foundation Ltd

5. Statement of Financial Activities for the Year Ended 31 March 2025

		Unrestricted	Restricted	2025 Total	2024 Total
	Note	£	£	£	£
Income from:					
Donations and legacies	3	402,166	-	402,166	344,403
Charitable activities	4	-	3,105,143	3,105,143	3,521,723
Other income	5	171,247	-	171,247	484,747
Total income		573,413	3,105,143	3,678,556	4,350,872
Expenditure on:					
Raising funds	6	(69,031)	-	(69,031)	(92,299)
Charitable activities	6	(788,064)	(3,105,143)	(3,893,207)	(4,702,762)
Total expenditure		(857,095)	(3,105,143)	(3,962,238)	(4,795,061)
Net income/(expenditure) for the year and net movement in funds		(283,682)	-	(283,682)	(444,189)
Reconciliation of funds:					
Total funds brought forward		1,255,279	-	1,255,279	1,699,468
Total funds carried forward	18	971,597	-	971,597	1,255,279

All of the above results are derived from continuing activities. There were no other recognised gains or losses other than those stated above. Movements in funds are disclosed in Note 18.

LGBT Foundation Ltd

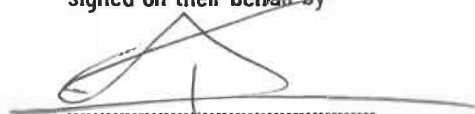
6. Balance Sheet as at 31 March 2025

	Note	2025 £	2025 £	2024 £	2024 £
Fixed assets:					
Tangible assets	12		10,416		12,038
Current assets:					
Debtors	13	228,628		618,828	
Cash at bank and in hand		<u>1,265,543</u>		<u>1,368,115</u>	
		1,494,171		1,986,943	
Liabilities:					
Creditors: amounts falling due within one year	14	<u>(532,988)</u>		<u>(743,702)</u>	
Net current assets			<u>961,183</u>		<u>1,243,241</u>
Net assets			<u>971,599</u>		<u>1,255,280</u>
The funds of the charity:					
Unrestricted income funds:					
Total unrestricted funds			<u>971,597</u>		<u>1,255,279</u>
Total charity funds	17		<u>971,597</u>		<u>1,255,279</u>

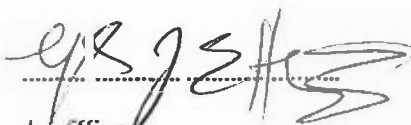
The financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime and in accordance with FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland.

The notes on pages 48 to 64 form part of these financial statements.

The financial statements on pages 45 to 64 were approved by the trustees, and authorised for issue on 18 October 2025 and signed on their behalf by



Ian Ambrose
Trustee



Jax Effiong
Chair and Trustee

LGBT Foundation Ltd

7. Statement of Cash Flows for the Year Ended 31 March 2025

	2025 £	2024 £
Net Income	(283,682)	(444,189)
(as per the statement of financial activities)		
Purchase of fixed assets	(6,527)	(11,982)
Depreciation Charges	8,149	4,937
(Increase)/ decrease in debtors	390,200	(33,154)
(Decrease)/ increase in creditors	(212,735)	(190,429)
(Decrease)/ increase in deferred income	2,021	(168,771)
Net cash provided by / (used in) operating activities	(102,574)	(843,587)
 Net increase in cash and cash equivalents	 (102,574)	 (843,587)
Cash and cash equivalents at the beginning of the year	1,368,116	2,211,703
Cash and cash equivalents at the end of the year	1,265,542	1,368,116

All of the cash flows are derived from continuing operations during the above two periods.

The notes on pages 48 to 64 form part of these financial statements.

8. Notes to the Financial Statements for the Year Ended 31 March 2025

1. Charity status

The charity is a private company limited by guarantee, incorporated in England & Wales, and consequently does not have share capital. Each of the trustees is liable to contribute an amount not exceeding £10 towards the assets of the charity in the event of liquidation.

The address of its registered office is: Fairbairn House (2nd Floor), 72 Sackville Street, Manchester, M1 3NJ

The charity registration number is 1070904.

The company registration number is 03476576.

2. Accounting policies

Summary of significant accounting policies and key accounting estimates

The principal accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all the years presented, unless otherwise stated.

Statement of compliance

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015)– (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102). They also comply with the Companies Act 2006 and Charities Act 2011.

Basis of Preparation

LGBT Foundation Ltd meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy notes.

The financial statements are presented in sterling and rounded to the nearest £.

Going Concern

The trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern nor any significant areas of uncertainty that affect the carrying value of assets held by the charity.

Income and endowments

All income is recognised once the charity has entitlement to the income, it is probable that the income will be received, and the amount of the income receivable can be measured reliably.

LGBT Foundation Ltd

Notes to the Financial Statements for the Year Ended 31 March 2025

Donations and legacies

Donations are recognised when the charity has been notified in writing of both the amount and settlement date. In the event that a donation is subject to conditions that require a level of performance by the charity before the charity is entitled to the funds, the income is deferred and not recognised until either those conditions are fully met, or the fulfilment of those conditions is wholly within the control of the charity, and it is probable that these conditions will be fulfilled in the reporting period.

Legacy gifts are recognised on a case-by-case basis following the grant of probate when the administrator/executor for the estate has communicated in writing both the amount and settlement date. In the event that the gift is in the form of an asset other than cash, or a financial asset traded on a recognised stock exchange, recognition is subject to the value of the gift being reliably measurable with a degree of reasonable accuracy and the title to the asset having been transferred to the charity.

Deferred income

Deferred income represents amounts received for future periods and is released to incoming resources in the period for which, it has been received. Such income is only deferred when:

- The donor specifies that the grant or donation must only be used in future accounting periods; or
- The donor has imposed conditions which must be met before the charity has unconditional entitlement.

Expenditure

All expenditure is recognised once there is a legal or constructive obligation to that expenditure, it is probable settlement is required and the amount can be measured reliably. All costs are allocated to the applicable expenditure heading those aggregate similar costs to that category. Where costs cannot be directly attributed to particular headings, they have been allocated on a basis consistent with the use of resources, with central staff costs allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use. Other support costs are allocated based on the spread of staff costs.

Raising funds

These are costs incurred in attracting voluntary income and those incurred in trading activities that raise funds.

Charitable activities

Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.

LGBT Foundation Ltd

Notes to the Financial Statements for the Year Ended 31 March 2025

Support costs

Support costs include central functions and have been allocated to activity cost categories on a basis consistent with the use of resources, for example, allocating property costs by floor areas, or per capita, staff costs by the time spent and other costs by their usage.

Governance costs

These include the costs attributable to the charity's compliance with constitutional and statutory requirements, including audit, strategic management and trustees' meetings and reimbursed expenses.

Taxation

The charity is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the charity is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

Tangible fixed assets

Tangible fixed assets are stated at cost. All assets costing more than £1,000 and with an estimated useful life of more than one year are capitalised.

Depreciation and amortisation

Depreciation is provided on tangible fixed assets so as to write off the cost or valuation, less any estimated residual value, over their expected useful economic life as follows:

Asset class	Depreciation method and rate
Furniture, Fixtures & Fittings, Computers	33% straight line basis

Trade debtors

Trade debtors are amounts due from customers for merchandise sold or services performed in the ordinary course of business.

Trade debtors are recognised initially at the transaction price. They are subsequently measured at amortised cost using the effective interest method, less provision for impairment. A provision for the impairment of trade debtors is established when there is objective evidence that the charity will not be able to collect all amounts due according to the original terms of the receivables.

LGBT Foundation Ltd

Notes to the Financial Statements for the Year Ended 31 March 2025

Trade creditors

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of business from suppliers. Accounts payable are classified as current liabilities if the charity does not have an unconditional right, at the end of the reporting period, to defer settlement of the creditor for at least twelve months after the reporting date. If there is an unconditional right to defer settlement for at least twelve months after the reporting date, they are presented as non-current liabilities.

Trade creditors are recognised initially at the transaction price and subsequently measured at amortised cost using the effective interest method.

Fund structure

Unrestricted income funds are general funds that are available for use at the trustees' discretion in furtherance of the objectives of the charity.

Designated funds are unrestricted funds earmarked by the trustees for particular purposes.

Restricted funds are to be used for specific purposes as laid down by the donor. Expenditure which meets these criteria is identified to the fund, together with a fair allocation of management and support costs.

Financial instruments

Classification

Financial assets and financial liabilities are recognised when the charity becomes a party to the contractual provisions of the instrument. Financial liabilities are classified according to the substance of the contractual arrangements entered into.

LGBT Foundation Ltd

Notes to the Financial Statements for the Year Ended 31 March 2025

3. Income from donations and legacies

	Unrestricted	Restricted	2025 Total	2024 Total
	£	£	£	£
Supporters Scheme & Individual Donations	313,291	-	313,291	281,940
Spectrum	88,875	-	88,875	62,463
	402,166	-	402,166	344,403

4. Income from charitable activities

	Unrestricted	Restricted	2025 Total	2024 Total
	£	£	£	£
Access to Justice Fund	-	63,773	63,773	-
Armed Forces Covenant Fund: Rainbow Oppos Project	-	35,245	35,245	61,567
Arts Council England	-	26,931	26,931	79,469
Assura Foundation	-	20,209	20,209	19,769
British Academy: Leverhulme Grants	-	-	-	5,000
Manchester City Council: Pride in Ageing	-	10,000	10,000	10,000
BHA for Equality: PaSH	-	464,735	464,735	422,002
Change Grow Live	-	116,059	116,059	80,956
CLDS Community Fund	-	-	-	11,648
Department of Health & Social Care – Health & Wellbeing Alliance	-	96,492	96,492	96,492
GMCVO	-	3,000	3,000	20,530
GM Moving	-	10,089	10,089	-
GMSCHP Dementia United	-	-	-	24,951
Greater Manchester Combined Authority: Victims Support Services IDVA/ISVA	-	79,880	79,880	82,990
Health Education England	-	-	-	26,095
North Cumbria Integrated Care NHS Foundation Trust: Netreach	-	-	-	2,882
NHS England	-	4,490	4,490	41,443
PaSH Coventry	-	25,000	25,000	-
PaSH Liverpool	-	53,578	53,578	52,565
BHA PaSH Stop Smoking	-	9,755	9,755	-
NHS Confederation: Trans Allyship Resources	-	-	-	6,667
NHS Greater Manchester Integrated Care Board: Pride in Practice	-	190,000	190,000	175,000

LGBT Foundation Ltd

Notes to the Financial Statements for the Year Ended 31 March 2025

4. Income from charitable activities (continued)

	Unrestricted £	Restricted £	2025 Total £	2024 Total £
NHS Greater Manchester Integrated Care Board: Trans Programme	-	100,000	100,000	137,889
NHS Greater Manchester Integrated Care Board: Talking Therapies	-	233,030	233,030	232,681
Greater Manchester Combined Authority-Victim Fund	-	29,580	29,580	29,580
Greater Manchester Combined Authority-Village Angels	-	140,080	140,080	138,002
GTD Healthcare - Indigo	-	852,971	852,971	902,798
Lambeth & Lewisham Council	-	10,633	10,633	66,959
Liverpool City Council - Recovery	-	65,000	65,000	-
Liverpool City Council - Domestic Abuse	-	21,325	21,325	-
Manchester City Council - Domestic Abuse Housing	-	125,812	125,812	125,812
Manchester City Council - Our Manchester	-	65,000	65,000	65,000
Manchester City Council - Russell Road Project	-	50,000	50,000	46,347
Manchester City Council - Chemsex Resource	-	10,000	10,000	10,000
Manchester City Council - Chemsex Worker	-	9,000	9,000	-
Greater Manchester Combined Authority: LGBTQ+ Equalities Panel	-	54,469	54,469	49,098
Manchester City Council: IDVA	-	55,993	55,993	57,544
National Lottery Community Fund	-	-	-	192,677
NHS England Rainbow Badges	-	-	-	138,683
Other	-	63,343	63,343	48,426
Spectra	-	9,672	9,672	15,359
The Proud Trust	-	-	-	16,708
10GM	-	-	-	5,000
Young Manchester Covid Recovery	-	-	-	13,196
Total income from charitable activities	-	3,105,143	3,105,143	3,521,723

LGBT Foundation Ltd

Notes to the Financial Statements for the Year Ended 31 March 2025

5. Other Income

	Unrestricted	Restricted	2025 Total	2024 Total
	£	£	£	£
Training & Consultancy Income	136,509	-	136,509	299,427
Other Income	34,738	-	34,738	185,319
	<u>171,247</u>	<u>-</u>	<u>171,738</u>	<u>484,747</u>

6. Analysis of Resources Expended

	Direct costs £	Staff costs £	Support costs £	Total 2025 £	Total 2024 £
Cost of Raising Funds					
Voluntary Income	19,203	73,067	21,494	113,764	28,378
Cost of sales	23,012	-	-	23,012	63,921
Cost of charitable activities					
Services	224,609	2,171,633	790,652	3,186,894	4,028,777
Information	8,437	227,164	66,826	302,427	306,708
Research	-	166,461	48,968	215,429	306,391
Governance costs	13,399	82,921	24,393	120,712	60,885
	288,660	2,721,245	952,333	3,962,238	4,795,061

7. Support Costs

	Voluntary Income	Services	Information	Research	Governance
	£	£	£	£	£
Premises costs	3,305	111,634	9,435	6,914	3,444
Support staff costs	11,648	428,460	36,213	26,536	13,219
Admin costs	6,628	243,792	20,605	15,099	7,521
Depreciation costs	184	6,765	572	49	209
	21,494	790,652	66,826	48,968	24,393
				Total 2025	Total 2024
				£	£
Premises costs				134,462	170,302
Support staff costs				516,077	454,653
Admin costs				293,646	425,623
Depreciation cost				8,149	4,937
				952,333	1,009,185

Support costs have been allocated across activities based on time spent on those activities.

LGBT Foundation Ltd

8. Net income /expendi ture for the year

This is stated after charging/ (crediting)

	2025	2024
	£	£
Audit Fees	8,500	8,000
Irrecoverable VAT	20,646	116,562

9. Trustees remuneration and expenses

No trustees, nor any persons connected with them, have received any remuneration from the charity during the year.

No trustees have received any reimbursed expenses or any other benefits from the charity during the year.

10. Staff costs

The aggregate payroll costs were as follows:

	2025	2024
	£	£
Staff costs during the year were:		
Wages & Salaries	2,645,968	3,068,898
Social security costs	260,735	294,451
Pension costs	252,555	298,673
	3,159,257	3,662,022

The monthly average number of persons (including senior management team) employed by the charity during the year expressed as full-time equivalents was as follows:

	2025	2024
	No.	No.
Senior Management Team	6	4
Other Employees	79	95
	82	99

10. Staff costs (continued)

The number of employees whose remuneration fell within the following bands were:

	2025 No.	2024 No.
£90,000– £100,000	1	1
£70,000– £80,000	2	1
£60,000– £70,000	-	2
	<u>3</u>	<u>4</u>

The key management personnel currently comprises of the Trustees, the Chief Executive and the Directors.

The total employee benefits of the key management personnel of the charity were £547,572 (2024: £360,106 restated). The Deputy Chief Executive left early in the year, and the Director team was expanded.

11. Taxation

The charity is a registered charity and is therefore exempt from taxation on its charitable activities.

LGBT Foundation Ltd

Notes to the Financial Statements for the Year Ended 31 March 2025

12. Tangible fixed assets

	Furniture and equipment £	Total £
Cost or valuation		
At the start of the year	82,296	82,296
Additions in year	6,527	6,527
Adjustments in year	-	-
At the end of the year	<u>88,823</u>	<u>88,823</u>
Depreciation		
At the start of the year	70,258	70,258
Charge for the year	8,149	8,149
Adjustments in year	-	-
At the end of the year	<u>78,407</u>	<u>78,407</u>
Net book value		
At the end of the year	<u>10,416</u>	<u>10,416</u>
At the start of the year	<u>12,038</u>	<u>12,038</u>

All of the above assets are used for charitable purposes.

13. Debtors

	2025 £	2024 £
Trade debtors	116,581	248,697
Prepayments	37,099	60,827
Accrued income	70,834	305,911
Other debtors	4,113	3,393
	<u>228,628</u>	<u>618,828</u>

LGBT Foundation Ltd

Notes to the Financial Statements for the Year Ended 31 March 2025

14. Creditors: amounts falling due within one year

	2025 £	2024 £
Trade creditors	30,942	92,561
Other taxation and social security	123,537	138,131
Other creditors	3,591	4,858
Accruals	79,005	102,696
Deferred income	295,912	293,891
Provision for irrecoverable VAT	-	111,565
	532,988	743,702

15. Deferred income

	2025 £	2024 £
Brought Forward	293,891	462,663
Income released in the year	(293,891)	(462,663)
Income deferred in the year	295,912	293,891
Carried forward	295,912	293,891

16. Obligations under leases and hire purchase contracts

The total value of future minimum lease payments was as follows:

	2025 £	2024 £
Within one year	64,920	66,722
2-5 Years	32,435	116,764
	97,355	183,487

17. Pension and other schemes

Defined contribution pension scheme

The charity operates a defined contribution pension scheme. The pension cost charge for the year represents contributions payable by the charity to the scheme and amounted to £252,555 (2024: £298,673 restated).

LGBT Foundation Ltd

Notes to the Financial Statements for the Year Ended 31 March 2025

18. Funds

	Balance at 1 April 2024 £	Incoming resources £	Resources expended £	Transfers £	Balance at 31 March 2025 £
Unrestricted funds					
General					
General Fund	1,193,241	573,413	(855,473)	-	911,181
Designated					
Accommodation	50,000	-	-	-	50,000
Tangible fixed assets	12,038	-	(1,622)	-	10,416
	62,038	-	(1,622)	-	60,416
Total Funds	1,255,279	573,413	(857,095)	-	971,597

	Balance at 1 April 2023 £	Incoming resources £	Resources expended £	Transfers £	Balance at 31 March 2024 £
Unrestricted funds					
General					
General Fund	1,084,849	829,149	(1,273,338)	552,581	1,193,241
Designated					
Accommodation	50,000			-	50,000
Tangible fixed assets	4,994			7,044	12,038
Operational Costs	254,000			(254,000)	-
COVID 19 Impact	55,625			(55,625)	-
Economic Impact	250,000			(250,000)	-
	614,619	829,149	(1,273,338)	(552,581)	62,038
Total Funds	1,699,468	829,149	(1,273,338)	-	1,255,281

Notes to the Financial Statements for the Year Ended 31 March 2025

18. Funds (continued)

The Trustees have retained a designated fund for accommodation as a resource for any future dilapidation costs on the charity's rented premises.

19. Restricted Reserves

	Balance at 1 April 2024	Incoming resources	Resources expended	Balance at 31 March 2025
	£	£	£	£
Access to Justice Fund	-	63,773	(63,773)	-
Armed Forces Covenant Fund: Rainbow				
Oppos Project	-	35,245	(35,245)	-
Arts Council England	-	26,931	(26,931)	-
Assura Foundation	-	20,209	(20,209)	-
BHA for Equality: PaSH	-	464,735	(464,735)	-
Change Grow Live	-	116,059	(116,059)	-
Department of Health & Social Care – Health & Wellbeing Alliance	-	96,492	(96,492)	-
GMCVO	-	3,000	(3,000)	-
GM Moving	-	10,089	(10,089)	-
Greater Manchester Combined Authority: Victims Support Services IDVA/ISVA	-	79,880	(79,880)	-
NHS England	-	4,490	(4,490)	-
PaSH Coventry	-	25,000	(25,000)	-
PaSH Liverpool	-	53,578	(53,578)	-
BHA PaSH Stop Smoking	-	9,755	(9,755)	-
NHS Greater Manchester Integrated Care Board: Pride in Practice	-	190,000	(190,000)	-
NHS Greater Manchester Integrated Care Board: Trans Programme	-	100,000	(100,000)	-
NHS Greater Manchester Integrated Care Board: Talking Therapies	-	233,030	(233,030)	-
Greater Manchester Combined Authority- Victim Fund	-	29,580	(29,580)	-
Greater Manchester Combined Authority- Village Angels	-	140,080	(140,080)	-
GTD Healthcare - Indigo	-	852,971	(852,971)	-
Lambeth & Lewisham Council	-	10,633	(10,633)	-
Liverpool City Council - Recovery	-	65,000	(65,000)	-
Liverpool City Council – Domestic Abuse	-	21,325	(21,325)	-
Manchester City Council - Domestic Abuse Housing	-	125,812	(125,812)	-
Manchester City Council – Our Manchester	-	65,000	(65,000)	-

LGBT Foundation Ltd

Notes to the Financial Statements for the Year Ended 31 March 2025

19. Restricted Reserves (continued)

	Balance at 1 April 2024	Incoming resources	Resources expended	Balance at 31 March 2025
	£	£	£	£
Manchester City Council – Russell Road Project	-	50,000	(50,000)	-
Manchester City Council – Chemsex Resource	-	10,000	(10,000)	-
Manchester City Council – Chemsex Worker	-	9,000	(9,000)	-
Greater Manchester Combined Authority: LGBTQ+ Equalities Panel	-	54,469	(54,469)	-
Other	-	65,494	(65,494)	-
Spectra	-	9,672	(9,672)	-
Total	-	3,105,143	3,105,143	-

20. Analysis of net assets between funds

	Unrestricted funds General	Total funds
	£	£
Tangible fixed assets	10,416	10,416
Current assets	1,494,171	1,494,171
Current liabilities	(532,988)	(532,988)
	971,598	971,598

**WE EMPOWER LGBTQ+ PEOPLE
TO REALISE THEIR FULL POTENTIAL,
EVERY DAY.**



