

HEALTH EQUALITY AND RIGHTS ORGANISATION

**DIRECTORS' AND TRUSTEES' REPORT AND
FINANCIAL STATEMENTS**

FOR THE YEAR ENDED 31 MARCH 2022

**Company No: 2702133
Charity No: 1076854**

HEALTH EQUALITY AND RIGHTS ORGANISATION

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FOR THE YEAR ENDED 31 MARCH 2022

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HEALTH EQUALITY AND RIGHTS ORGANISATION

DIRECTORS' AND TRUSTEES' REPORT

FOR THE YEAR ENDED 31 MARCH 2022

The Trustees who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 31 March 2022. The Trustees have adopted the provisions of 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 financial statements in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019).

About Health Equality and Rights Organisation

LGBT HERO is the national health and wellbeing charity supporting over 100,000 LGBTQ+ people a month by providing trusted information, advice and various types of support including one-to-one, group and peer-support.

LGBT HERO aims to improve the health, enhance the wellbeing and champion the rights of LGBTQ+ people. LGBT HERO provides LGBTQ+ people with accurate and credible information so they can build skills that enable them to make informed choices about their health and wellbeing. We encourage LGBTQ+ people to create social change in our communities by providing a platform where they are heard and valued.

LGBT HERO wants to see a world where LGBTQ+ people have the same opportunities in life as all other people and are not disadvantaged by health or social inequalities because of their sexuality or identity.

LGBT HERO is also the organisation behind GMFA - the sexual wellbeing project, bi and trans men who have sex with men providing frank and honest info, advice, support and campaigns about all things sex and sexual health while providing support to men living with HIV.

History

LGBT HERO began its journey as GMFA (originally Gay Men Fighting AIDS) in 1992. GMFA was formed by a group of gay men who felt that there was not enough HIV prevention work being specifically targeted at gay men. GMFA quickly earned a reputation for delivering frank, honest and often sexy campaigns for gay men.

From the beginning, we used a model of community mobilisation and peer education. Rather than just producing health promotion aimed at gay men, we wanted gay men to play a central role in the development, design and delivery of interventions. This resulted in interventions that spoke to gay men from the perspective of gay men, avoiding the paternalistic approach of some other public health interventions.

In 2011 the charity created a parent organisation known as 'Health Equality and Rights organisation later known as LGBT HERO. As of 2022, LGBT HERO is the main portal for all of the charity's health promotion work with some minor work delivered through the GMFA channels.

Many things about LGBT HERO have changed but recruiting and retaining members of our target groups and keeping them at the heart of our organisation and our work has not. Each year up to 100 people actively volunteer for us, and our methods of developing projects and our policies are built around being a truly volunteer-led organisation.

Objectives and activities

The objectives of the charity as set out in the Memorandum and Articles of Association are:

- a) To protect and preserve public health in particular amongst the gay male, lesbian, bisexual and transgender population of the United Kingdom.
- b) To advance public education in the subjects affecting the health of the gay male, lesbian, bisexual and transgender population including the causes, symptoms, treatment and prevention of illness, in particular through the promotion of research and the dissemination of the useful results of research.

HEALTH EQUALITY AND RIGHTS ORGANISATION

DIRECTORS' AND TRUSTEES' REPORT (Cont/d)

FOR THE YEAR ENDED 31 MARCH 2022

LGBT HERO mission:

The mission of LGBT HERO is to improve the health, enhance the well-being, and champion the rights of LGBTQ+ people. HERO recognises LGBTQ+ people as lesbian, gay, bisexual, transgender, queer, questioning, intersex, asexual and any other person who self-identifies within the LGBTQ+ umbrella.

LGBT HERO provides LGBTQ+ people with accurate and credible information so they can build skills that enable them to make informed choices about their health and well-being. LGBT HERO encourages LGBTQ+ people to create social change in our communities by providing a platform where LGBTQ+ people are heard and valued. LGBT HERO's mission is a guiding principle governing all of our work.

LGBT HERO vision:

LGBT HERO wants to see a world where LGBTQ+ people have the same opportunities in life as all other people and are not disadvantaged by health or social inequalities because of their sexuality or identity.

LGBT HERO values:

- All people, regardless of age, race, nationality, religion, disability, gender identity or sexuality, should have equal opportunities in life.
- All people regardless of their sexuality and gender identity are entitled to equal rights and respect.
- The needs of LGBTQ+ people should be considered in all aspects of their health, wellbeing, and life.
- Our work will address identified health inequalities within LGBTQ+ communities and advocate for full acceptance of and equal rights for LGBTQ+ people.
- Health promotion is done best when LGBTQ+ community members collectively contribute to its development and delivery, it is underpinned by evidence, and it can demonstrate its positive impact.

HERO's goals:

- Ensure LGBTQ+ people have access to information and support to enable them to make the best health choices for themselves.
- Decrease the number of LGBTQ+ people who experience mental health issues.
- Decrease the number of LGBTQ+ people who die by suicide.
- Improve LGBTQ+ people's sexual health, including eradicating new HIV infections.
- End HIV-related stigma.
- Increase representation of LGBTQ+ black, Asian and minority ethnic groups within LGBTQ+ communities.
- Support all LGBTQ+ people to live emotionally and physically healthy lives.

Volunteer leadership

- LGBT HERO is a volunteer-led organisation. We use 'volunteer leadership' to describe the method by which our volunteers contribute to LGBT HERO and participate in developing its interventions.
- Members of the Board of Directors are volunteers elected by the volunteers. Volunteers also steer the organisation as members of the groups who develop projects. All LGBT HERO volunteers have the right to join any group within LGBT HERO.

Volunteers

LGBT HERO believes that health promotion for LGBTQ+ people is fundamentally enhanced when community members take a central role in the development and delivery of projects. All our projects are guided by the people we serve. We aim to involve people with lived experience of the issues we address. LGBT HERO currently has over 120 volunteers with between 60-80 being regularly active.

HEALTH EQUALITY AND RIGHTS ORGANISATION

DIRECTORS' AND TRUSTEES' REPORT (Cont/d)

FOR THE YEAR ENDED 31 MARCH 2022

Employees

On 31 March 2022, LGBT HERO had four full time members of staff. The staff team consisted of the Chief Executive Officer, two Project Managers and the Finance/Office Manager. Employees are responsible for the day-to-day management of LGBT HERO and its projects.

Partnerships

LGBT HERO's work is developed in partnership with other voluntary, statutory and research organisations.

LGBT HERO is a partner within the National LGB&T Partnership, a strategic partner for the Department of Health. HERO is also a member of the LGBT Consortium, a national body bringing together LGBTQ+ organisations. Currently LGBT HERO is in a partnership with the LGBT Consortium for the Always Out There project funded by the City Bridge Trust, which will run until December 2023.

LGBT HERO continued its partnership with the London Friend and ELOP for the LGBT mental health covid response funded by the Big Lottery.

LGBT HERO has strong links with GUM clinics throughout London. This enables us to distribute resources, receive expert advice on sexual health issues and to ensure that the information we disseminate is accurate.

A very valuable partnership is with the LGBTQ+ commercial scene. LGBT HERO would not be as successful as it is without the support and collaboration of pubs, clubs and social groups who raise funds and provide distribution points for our activities, as well as the gay magazines and internet sites that carry our adverts.

Achievements and performance

LGBT HERO continued to grow in 2021-2022. Our journey as an LGBTQ+ organisation continues to open new doors as we explore who we want to be as a charity. We continue to build stronger partnerships with other LGBTQ+ organisations such as London Friend and ELOP. Our sexual health work has also shifted, and we focus on the link between mental health and sexual health. Over the course of the year, LGBT HERO continued to harness the creativity and enthusiasm of its volunteers and staff, the power of social media, and other platforms to deliver effective, ground-breaking HIV prevention, sexual health interventions, mental health, and suicide prevention resources, while also addressing health inequality issues such as mental health.

Here are some of the key successes. In 2021/22 LGBT HERO:

- LGBT HERO now supports over 1.8 million people a year with information and advice. That's an increase of 600,000 people who have accessed our services.
- Our peer-support forums supported over 125,000 people in 2021/22 with hundreds of new sign ups.
- We signposted over 750,000 people into mental and sexual health services.
- Our group support programme 'HangOuts' continues to grow, in 2021/22 we've supported over 200 people.
- Through our media opportunities, we estimate we had over 2 million people.
- And our complete social reach for 2021/22 was 5.1 million impressions – an increase of 900,000.

The board has held seven meetings during 2021-22. The board's achievements include:

- Financial restructuring to safeguard the future of LGBT HERO
- Reworking several policies, including the Safeguarding Young People and Adults Policy
- Updating and reviewing the Risk Register to reflect the changing nature of the organisation
- Supporting the LGBT HERO team on several fundraisers including RVT Sports Day
- Appointing new members to the board of directors to maintain a strong skilled group.
- Support the Chief Executive in supporting the ongoing development of the charity and its projects.

HEALTH EQUALITY AND RIGHTS ORGANISATION

DIRECTORS' AND TRUSTEES' REPORT (Cont/d)

FOR THE YEAR ENDED 31 MARCH 2022

Public benefit

We have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing our aims and objectives and in planning our future activities. In particular, the Directors consider how planned activities will contribute to the aims and objectives they have set.

LGBT HERO is achieving public benefit through our work providing health information to members of the LGBTQ+ communities and promoting the health choices that are available to them. This year we have achieved this by improving the effectiveness of our interventions, which include a website, press and online campaigning work and peer support. Whilst these services are mainly aimed at LGBTQ+ people they can also be accessed by any member of the public.

Financial review

The Statement of Financial Activities showed a net deficit of £52,227 (2021 – net deficit of £31,374) for the year and reserves stand at £74,524 (2021 - £126,751) as on 31 March 2022. The financial position at the year revealed by the Balance Sheet on page 12 shows net current assets or working capital of £68,813 (2021 – £119,611). The net book value of tangible fixed assets held, all of which are used directly for charitable purposes, amounted to £5,711 (2021 – £7,140).

In 2021-22 HERO has been awarded grants with a total value of £162,895 (from London Borough of Lambeth, National Lottery Community Fund, City Bridge Trust, Department of Health and Social Care, Merck Sharp & Dohme, ViiV Healthcare (UK) Ltd., Gilead Sciences Ltd, Big Lottery, The London Community Response Fund, Abbvie) and £29,119 (2021 - £33,952) of support grants from the Job Retention Scheme.

With the present funding in place, the forecast surplus for 2022-23 is in the region of £16,461. Currently, LGBT HERO is awaiting decisions on additional funding requests that have been submitted. If some of these new sources of income are realised, despite a reduced community fundraising for 2021-22 due to COVID-19 measures in place during the first two quarters, the forecast deficit will reduce further on the region of £31,937.

In November 2022, LGBT HERO was alerted to a legacy for excess of £100,000 which the charity is due to receive within this new financial year. This will have an outcome on the expected income and surplus for 2022-23. This will be reported in next year's trustee report.

The Directors do not consider that there are any sources of estimation uncertainty at the reporting date that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next reporting period.

Principal funding sources

In 2021-22 the principal funding sources came from a mixture of trusts, foundations and local government which includes:

- The National Lottery Community Fund including Awards for All
- Gilead Sciences LTD
- ViiV Healthcare UK
- Merck & Co.
- AbbVie
- City Bridge Trust
- Lambeth Council

Investment powers and policy

Although LGBT HERO is aware as a charity that the board of directors have the power to make financial investments. This is not something the board has explored and has no intention to within the coming years. Should the charity vastly exceed its reserve funds, the board will set up a committee to investigate whether investing is a suitable option for the charity and its long-term goals. If this were to happen, the Chair will raise it as a point of interest for exploration and members of the charity will vote on any options put forward at an AGM.

HEALTH EQUALITY AND RIGHTS ORGANISATION

DIRECTORS' AND TRUSTEES' REPORT (Cont/d)

FOR THE YEAR ENDED 31 MARCH 2022

Reserves policy

As at 31 March 2022, LGBT HERO had unrestricted reserves of £74,524 (2021 - £113,844). £30,000 (2021 - £110,000) of this has been designated to a Capacity Building fund to enable LGBT HERO to hold sufficient cashflow for approximately six months* of operating costs while still delivering our core services. This level of designated funds is therefore held to cover the cost of our work until adequate ongoing funding is realised.

LGBT HERO requires reserves primarily for the following reasons:

- To cover any shortfall between predicted income and expenditure. The forecast surplus for 2022-23 is in the region of £16,461.
- To provide sufficient working capital in the event of any short-term cashflow issues – for example a delay in receiving the payment of a grant that has been confirmed and included as budgeted income. HERO's average monthly expenditure during 2022-23, including salary payments, rent and project costs, is predicted to be approximately £22,248.
- To cover liabilities in the event of closure, including redundancy costs, which as at 31st March 2023 are estimated at £45,427.

LGBT HERO's Board of Directors receives a cashflow forecast on a quarterly basis, in order to monitor the predicted level of reserves over the next 12 months and ensure that the organisation remains sustainable.

* The Board recognises that the reserves are lower this year due to a substantial redundancy which affected the charity's reserves. However, in November 2022, the charity received a legacy in excess of £100,000 which will be used to return the reserves back to six months' worth of operating costs.

Future activities

For 2022/23 the board of directors will work with the Chief Executive to further strengthen the charity's position as an LGBTQ+ organisation tackling the major health and social inequalities, this will include:

- A new development plan to create a new three-year strategy
- Further the charity's suicide prevention programmes
- Increase its online peer-support groups
- Improve how the charity supports older LGBTQ+ people
- Continue its support for people living with HIV
- Start exploring how LGBT HERO can support activists, advocates and campaigners already working in areas of interest
- Improve existing partnerships while exploring potential new funding partnerships
- And continue to further strengthen the structure of the organisation to allow LGBT HERO to grow over the next few years.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

Health Equality and Rights Organisation (LGBT HERO) is a Charity, which is registered under the Companies Act 2006 as a company limited by guarantee and not having a capital divided by shares. The company was incorporated on 31 March 1992 and registered as a charity on 2 August 1999. The Charity registration number is 1076854 and the company registration number is 02702133.

The company was established under a Memorandum of Association which established the objects and powers of the charitable company and is governed under its Articles of Association. The Memorandum of Association and the Articles of Association were updated in December 2002 to reflect a change in the objects of the charity, a new name and to allow members of the Board to be co-opted.

A further change was made in June 2011 when members voted to adopt a new name, the Health Equality and Rights Organisation (LGBT HERO), and to expand our remit to allow us to address the health needs of a wider population, specifically LGBTQ+ people.

HEALTH EQUALITY AND RIGHTS ORGANISATION

DIRECTORS' AND TRUSTEES' REPORT (Cont/d)

FOR THE YEAR ENDED 31 MARCH 2022

In July 2016, the Articles of Association were amended to:

- Revise the wording outlining circumstances under which a director can be removed if they are unable to carry out their role as a result of either physical or mental health issues, to reflect recent changes to legislation and improved awareness of mental health conditions.
- Allow a director to be removed if the Board passes a vote of no confidence in them.
- Allow a director to attend a meeting by video or telephone conference.

In June 2022 a further change was made to the Articles of Association to:

- Amended text to improve clarity
- Article amended to remove outdated text referring to first-ever AGM
- Article amended to remove the impression that Directors do not have to be Members
- Article amended to allow board meetings and AGMs to be held online via video or telephone conference
- Article amended to allow directors to attend meetings online via video or telephone conference
- Article amended to strengthen eligibility criteria for Directorship
- Article added to ensure Directors uphold the aims, objects and strategy of the Company
- Article added to clarify that Directors must be Members
- Bisexual added in line with the Objects of the Company

Recruitment and appointment of trustees

Directors, who are also trustees under charity law, are generally LGBT HERO volunteers and are elected to the Board by members of HERO. Our constitution states that there are normally nine places on the Board.

The term of office for an elected Director is set at four years maximum, and each year at least two members of the Board must stand down. Board members may choose to stand for re-election. New Directors are provided with an induction process led by the Chair, and all Directors may access training based on the skills needed to fulfil their role as a director as set out in their role description. We have a policy on training, induction, and support of Board members.

The Directors who served during the year and up to the date of this report are as disclosed in the reference and administrative details on page 8.

Organisation

The Board of Trustees, which comprises four members, administers the charity. The Board meets periodically to review the affairs of the charity and to consider strategies and operations. To facilitate activities, the Board have delegated authority, within terms of delegation approved by the Trustees, for operational matters including financial, employment and other related activities. All decisions relating to strategy and policy are made by the Board of Trustees.

Related parties

For 2021/22 there has been no transactions between LGBT HERO and trustees.

HEALTH EQUALITY AND RIGHTS ORGANISATION

DIRECTORS' AND TRUSTEES' REPORT (Cont/d)

FOR THE YEAR ENDED 31 MARCH 2022

Risk management

Our major risks have been reviewed by LGBT HERO's Board and its subgroup, the Risk Subcommittee. The Risk Subcommittee maintains and monitors risks and reports to the Board. A risk register is used with a defined risk scoring approach. The risks are regularly revised to ensure they accurately reflect the current situation.

Our main risk is that we will not find sufficient new sources of funding to allow us to continue operating, although our confirmed income and current reserves are now at a level to allow us to deliver our planned work beyond 2022-2023. We are engaged in a strategy of seeking new funding and a diversity of funding by increasing our support from trusts and foundations, building on our community fundraising and our ability to generate revenue from our activities. In November 2022, LGBT HERO received a legacy in excess of £100,000 which will allow the charity to explore how it can better sustain the organisation going forward. The board of directors will be running a development day in early 2023 to plan out how the charity can use the legacy to strengthen the organisation and help us reach our goals and objectives.

LGBT HERO's Board of Directors also receives an annual health and safety risk assessment. The planning document for all new interventions now includes a risk assessment.

Remuneration policy for key management personnel

LGBT HERO has a staff pay policy, which is reviewed regularly by the Board. It includes pay scales with incremental points for each post within the organisation and specifies how inflationary increases are determined.

REFERENCE AND ADMINISTRATIVE DETAILS

Company Number: 2702133

Charity Number: 1076854

Directors and Trustees: Alan Palmer – Chair
Timothy James O'Rahilly – Vice Chair
Roland Thomas Brunner - Treasurer
Ian Richard Watters
Andrew Frank Goodhead
Michael Harvey - (appointed on 22 June 2022)
Dr Rory McGill - (appointed on 22 June 2022)
Shamal Waraich - (appointed on 22 June 2022)
Nicolas Andres Ventosa - (resigned on 13 July 2022)
Peter Bampton - (resigned on 11 February 2022)
John Stone - (resigned on 13 July 2022)

Senior Management Team: Ian Howley – Chief Executive Officer

Registered Office: Unit 74 The Link, 49 Effra Road, London, SW2 1BZ

Independent Examiner: Samir Shah – Chartered Accountant
Ramon Lee Ltd, 93 Tabernacle Street, London EC2A 4BA

Bankers: National Westminster Bank plc., 332 High Holborn, London, WC1V 7PS

HEALTH EQUALITY AND RIGHTS ORGANISATION

DIRECTORS' AND TRUSTEES' REPORT (Cont/d)

FOR THE YEAR ENDED 31 MARCH 2022

STATEMENT OF DIRECTORS AND TRUSTEES' RESPONSIBILITY STATEMENT

The Trustees (who are also directors of Health Equality and Rights Organisation (HERO) for the purposes of company law) are responsible for preparing the Annual Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) including Financial Reporting Standard 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland".

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 charity and of the incoming resources and application of resources, including the income and expenditure for that year. In preparing these financial statements, the Trustees are required to:

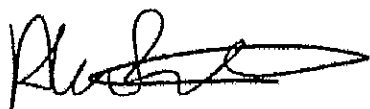
- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures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

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. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

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

This report has been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies.

Approved by order of the board of Trustees and signed on its behalf by:



Alan Palmer
Chair

14 December 2022

REPORT OF THE INDEPENDENT EXAMINER TO THE TRUSTEES OF HEALTH EQUALITY AND RIGHTS ORGANISATION

I report on the financial statements of the charity for the year ended 31 March 2022.

This report is made solely to the charity's trustees, as a body, in accordance with the Charities Act 2011. My work has been undertaken so that I might state to the charity's trustees those matters I am required to state to them in an independent examiner's report and for no other purpose. To the fullest extent permitted by law, I do not accept or assume responsibility to anyone other than the charity and the charity's trustees as a body, for my Independent Examination, for this report, or for the opinions I have formed.

Respective responsibilities and basis of report

As the charity's trustees of the Company (who are also the directors of the charitable company for the purposes of company law), you are responsible for the preparation of the financial statements in accordance with the requirements of the Companies Act 2006 ("the 2006 Act").

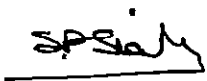
Having satisfied myself that the financial statements of the charity are not required to be audited for this year under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's financial statements as carried out under section 145 of the Charities Act 2011 ("the 2011 Act"). In carrying out my examination, I have followed the Directions given by the Charity Commission (under section 145(5)(b) of the 2011 Act).

Independent examiner's statement

I have completed my examination. I confirm that no material matters have come to my attention which gives me cause to believe that:

- accounting records were not kept in accordance with section 386 of the Companies Act 2006; or
- the financial statements do not accord with such records; or
- the financial statements do not comply with relevant accounting requirements under section 396 of the Companies Act 2006 other than any requirement that the financial statements give a 'true and fair' view which is not a matter considered as part of an independent examination; or
- the financial statements have not been prepared in accordance with the Charities SORP (FRS102).

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



SAMIR SHAH – CHARTERED ACCOUNTANT
RAMON LEE LTD
93 TABERNACLE STREET
LONDON EC2A 4BA

14 December 2022

HEALTH EQUALITY AND RIGHTS ORGANISATION

STATEMENT OF FINANCIAL ACTIVITIES

FOR THE YEAR ENDED 31 MARCH 2022

SUMMARY INCOME AND EXPENDITURE ACCOUNT

	Notes	Unrestricted Funds	Restricted Funds	Total 2022	Total 2021
		£	£	£	£
Income					
Donations	2	34,118	30	34,148	46,453
Income from charitable activities	3	4,139	162,895	167,034	131,874
Investment income	4	11	-	11	65
Other Income	5	29,119	-	29,119	33,952
Total income		<u>67,387</u>	<u>162,925</u>	<u>230,312</u>	<u>212,344</u>
Expenditure					
Cost of raising funds	6	88,267	-	88,267	65,653
Expenditure on charitable activities	6	18,440	175,832	194,271	178,065
Total expenditure		<u>106,707</u>	<u>175,832</u>	<u>282,539</u>	<u>243,718</u>
Net income/(expenditure) and net movement in funds for the year		(39,320)	(12,907)	(52,227)	(31,374)
<i>Reconciliation of funds</i>					
Total funds, brought forward		113,844	12,907	126,751	158,125
Total funds, carried forward		<u>74,524</u>	<u>-</u>	<u>74,524</u>	<u>126,751</u>

CONTINUING OPERATIONS

None of the charity's activities were acquired or discontinued during the above two financial periods.

TOTAL RECOGNISED GAINS AND LOSSES

The charity has no recognised gains or losses other than the above movement in funds for the above two financial periods.

The notes on pages 13 to 25 form part of these financial statements

HEALTH EQUALITY AND RIGHTS ORGANISATION

BALANCE SHEET AS AT 31 MARCH 2022

	Notes	£	2022 £	£	2021 £
Fixed assets					
Tangible fixed assets	11		5,711		7,140
Current assets					
Debtors	12	11,324		25,239	
Cash at bank and in hand		72,567		115,031	
		<u>83,891</u>		<u>140,270</u>	
Liabilities					
Creditors falling due with in one year	13	(15,078)		(20,659)	
		<u></u>		<u></u>	
Net current assets			68,813		119,611
Net assets			<u>74,524</u>		<u>126,751</u>
The funds of the charity					
Unrestricted funds:					
General	14		44,524		3,844
Designated	14		30,000		110,000
Restricted funds	14		-		12,907
Total charity funds			<u>74,524</u>		<u>126,751</u>

For the financial year ended 31 March 2022 the company was entitled to exemption from audit under section 477 Companies Act 2006. No member of the company has deposited a notice, pursuant to section 476, requiring an audit of these financial statements under the requirements of the Companies Act 2006.

The directors acknowledge their responsibilities for:

- ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and
- preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial year and of its surplus or deficit for each financial year in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the charitable company.

These financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime within Part 15 of the Companies Act 2006.

These financial statements were approved and authorised for issue by the Board of Directors and Trustees on 14 December 2022 and were signed on its behalf by:



Alan Palmer
Chair

HEALTH EQUALITY AND RIGHTS ORGANISATION

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2022

1. ACCOUNTING POLICIES

1.1 Statutory information

Health Equality and Rights Organisation is a charitable company limited by guarantee and is incorporated in England and Wales. The registered office address is Unit 74 The Link, 49 Effra Road, London SW2 1BZ.

1.2 Basis of preparation of financial statements

The financial statements of the charity, which is a public benefit under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their financial statements in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006.

The financial statements are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest £.

The financial statements have been prepared under the historical cost convention with items recognised at cost or transaction value unless otherwise stated in the relevant note(s) to these financial statements.

1.3 Preparation of financial statements on a going concern basis

The financial statements show a net deficit of £52,227 (2021 – net deficit of £31,374) for the year and free reserves of £38,813 (2021 – negative free reserves £3,296). The trustees are of the view that these results have secured the immediate future of the Charity for the next 12 to 18 months and on this basis the charity is a going concern.

The Board has received and noted cashflow forecasts in November 2022 which indicate that between regular and expected income along with the legacy in excess of £100,000, LGBT HERO is financially sustainable until the Spring/Summer of 2024. This represents a period of at least 18 months from the date of this report.

During 2021-22, LGBT HERO successfully obtained grants with a total value of £162,895 from the Big Lottery, London Community Response Fund, City Bridge Trust, The National Lottery Covid-19 response), Gilead Sciences Ltd, Abbvie, ViV Healthcare (UK) Ltd, Merck Sharp & Dohme and £29,119 support grants from the Job Retention Scheme. LGBT HERO also raised income of £34,148 through community fundraising, donations and Hatta Hodson Legacy. Over the next year, LGBT HERO intends to submit and extend similar series of funding applications and continue its programme of LGBTQ+ community fundraising. Since April 2022 LGBT HERO has successfully secured grants income from Gilead, Big Lottery, L.B. of Lambeth and National Lottery Heritage Fund, City Bridge trust and a legacy in excess of £100,000. The Board is currently in the process of developing a new three year development and strategy plan. These measures, on a long term basis, will enable LGBT HERO to help sustain our current level of income and the growth we expect to see over the coming years. The Board therefore believes that there is a reasonable likelihood of enough income being secured for the organisation to remain a going concern.

The Directors do not consider that there are any sources of estimation uncertainty at the reporting date that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next reporting period.

HEALTH EQUALITY AND RIGHTS ORGANISATION

NOTES TO THE FINANCIAL STATEMENTS (Cont/d)

FOR THE YEAR ENDED 31 MARCH 2022

1.4 Income

All income is included in the statement of financial activities when the charity is legally entitled to it, receipt is probable and the amount can be measured with sufficient reliability.

Grant income

Grants are credited to the statement of financial activities when the charity is entitled to the funds. Income is only deferred where there are time constraints imposed by the donor or if the funding is performance related.

Where entitlement to grants receivable is dependent upon fulfilment of conditions within the charity's control, the income is recognised when there is sufficient evidence that conditions will be met.

Grants supporting the core activities of the charity and with no specific restrictions placed upon their use are included within donations and legacies. Grants that have specific restrictions placed upon their use are included within income from charitable activities.

Donations and legacies

Donations are recognised in the period in which they are received. Legacy income is recognised when the charity's entitlement is judged to be probable and where the amount can be reliably measured.

Contract income

Income from charitable activities include income recognised as earned (as the related goods and services are provided) under contract.

Investment income

Investment income is included when receivable.

1.5 Volunteers and donated services, facilities and goods

Donated professional services and donated facilities are recognised as income when the charity has control over the item, any conditions associated with the donated item have been met, the receipt of economic benefit from the use by the Charity of the item is probable and that economic benefit can be measured reliably. In accordance with the Charities SORP (FRS 102), the general volunteer time of the Charity is not recognised in the main body of the financial statements but detail is contained in the trustees report.

On receipt, donated professional services, donated facilities and goods are recognised on the basis of the value of the gift to the charity which is the amount the charity would have been willing to pay to obtain services or facilities of equivalent economic benefit on the open market; a corresponding amount is then recognised in expenditure in the period of receipt.

1.6 Expenditure recognition and irrecoverable VAT

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably.

Expenditure is classified under the following activity headings:

- (a) Costs of raising funds relate to the costs incurred by the charitable company in inducing third parties to make voluntary contributions to it, as well as the cost of any activities with a fundraising purpose.
- (b) Expenditure on charitable activities include expenditure associated with the main objectives of the charity and include both direct costs and their associated support costs.

Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

1.7 Allocation of support costs

Support costs are those functions that assist the work of the charity but do not directly undertake charitable activities. Support costs include back office costs, finance and administration personnel, payroll and governance costs which support the charity's programmes and activities. These costs have been allocated between cost of raising funds and expenditure on charitable activities. The basis on which support costs have been allocated are set out in note 7.

HEALTH EQUALITY AND RIGHTS ORGANISATION

NOTES TO THE FINANCIAL STATEMENTS (Cont/d)

FOR THE YEAR ENDED 31 MARCH 2022

1.8 Funds structure

The restricted funds are monies raised for, and their use restricted to, a specific purpose or donations subject to donor imposed conditions.

The general funds comprise those monies, which may be used toward meeting the charitable objectives of the charity at the discretion of the management board.

Designated funds are unrestricted funds of the charity which the trustees have decided at their discretion to set aside to use for a specific purpose.

1.9 Operating leases

The charity classifies the lease of property as an operating lease. The rentals are charged to the Statement of Financial Activities on a straight-line basis over the lease duration. No assets are held under hire purchase agreements.

1.10 Tangible fixed assets

Tangible fixed assets are stated at cost less depreciation. Individual fixed assets costing £500 or more are capitalised at cost.

Depreciation is provided at rates calculated to write off the cost or valuation of fixed assets, less their estimated residual value, over their expected useful life on the following basis:

- | | |
|--|---------|
| • Fixtures and fittings – Written down value | 25% |
| • Computer equipment – Straight line | 4 years |

1.11 Debtors

Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

1.12 Cash at bank and in hand

Cash at bank and cash in hand includes cash and short term cash deposits.

1.13 Creditors and provisions

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

1.14 Financial instruments

The Charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

1.15 Pensions

The charity operates a defined contribution pension scheme. The assets of the scheme are held separately from those of the charity in an independently administered fund. The pension cost charge represents contributions payable under the scheme by the charity to the fund. The charity has no liability under the scheme other than for the payment of those contributions. As of 1 August 2016 all employees have opted in to the HERO Work Pension scheme provided by AEGON. This was the staging date when the Health Equality and Rights Organisation had to auto enrol to a Work Pension plan. This plan is the same plan that AEGON provided prior the staging date.

HEALTH EQUALITY AND RIGHTS ORGANISATION

NOTES TO THE FINANCIAL STATEMENTS (Cont/d)

FOR THE YEAR ENDED 31 MARCH 2022

1.16 Judgement and key sources of estimation uncertainty

In the application of the charity's accounting policies, the charity is required to make judgments, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

1.17 Taxation

The charity is a registered charity and, therefore, is not liable to Income Tax or Corporation Tax on income derived from its charitable activities, as it falls within the various exemptions available to registered charities.

1.18 Cash flow statement

The charity qualifies as a small company and advantage has been taken of the exemption provided by SORP (FRS 102) as amended by Bulletin 1, not to prepare a cash flow statement.

2. DONATIONS

	Unrestricted Funds £	Restricted Funds £	Total 2022 £	Total 2021 £
Donations	20,715	30	20,745	18,134
Gift Aid	3,683	-	3,683	6,474
Legacies	5,000	-	5,000	21,667
Community Fundraising	4,604	-	4,604	162
Other donations	116	-	116	16
	<u>34,118</u>	<u>30</u>	<u>34,148</u>	<u>46,453</u>

Income from donations in 2021 totalling £46,453 was all attributed to unrestricted funds.

HEALTH EQUALITY AND RIGHTS ORGANISATION

NOTES TO THE FINANCIAL STATEMENTS (Cont/d)

FOR THE YEAR ENDED 31 MARCH 2022

3. INCOME FROM CHARITABLE ACTIVITIES

	Unrestricted Funds £	Restricted Funds £	Total 2022 £	Total 2021 £
<u>Community Development</u>				
London Borough of Lambeth - Whole System Approach	-	36,915	36,915	-
National LGB&T Partnership	-	-	-	267
<u>Outreach & Support</u>				
National Lottery Community Fund - London Friend and Elop	-	17,702	17,702	-
City Bridge Trust - London Project	-	32,257	32,257	-
Department of Health and Social Care - Suicide Prevention Fund	-	10,408	10,408	-
MSD Online Peer Support	-	8,935	8,935	5,650
ViiV Online Peer Support BAME	-	12,860	12,860	-
Gilead Sciences Ltd -Covid-19 Support Grant	-	-	-	12,718
City Bridge Trust - LGBTQ+ London engagement	-	-	-	14,413
Big Lottery - Covid-19 LGBT Mental Health	-	-	-	18,566
TNLRF Covid-19 BAME support	-	-	-	16,835
London Community Response Fund Covid-19	-	-	-	14,026
London Community Response Fund LBT Support	-	-	-	8,133
ViiV Healthcare UK Ltd - Peer support	-	-	-	8,935
Abbvie HIV Peer Support	-	-	-	6,883
<u>Project Development and Campaigning</u>				
Big Lottery - Awards for All	-	8,965	8,965	-
FS ads	2,850	-	2,850	800
FS apps	1,289	-	1,289	1,506
Gilead Sciences Ltd - The Sexual Wellbeing Project	-	10,000	10,000	-
Gilead Sciences Ltd - Trans HIV Prevention Programme	-	24,853	24,853	-
PHE - Innovation Fund Me Him Us	-	-	-	4,867
Big Lottery - LGBTQ+ Hate Crime	-	-	-	8,275
MAC AIDS Fund (MAC Cosmetic) - Me Him Us	-	-	-	10,000
	<u>4,139</u>	<u>162,895</u>	<u>167,034</u>	<u>131,874</u>

Income from charitable activities in 2021 totalling £131,874 was attributed to unrestricted funds of £2,306 and restricted funds of £129,568.

HEALTH EQUALITY AND RIGHTS ORGANISATION

NOTES TO THE FINANCIAL STATEMENTS (Cont/d)

FOR THE YEAR ENDED 31 MARCH 2022

4. INVESTMENT INCOME

	Unrestricted Funds	Restricted Funds	Total 2022	Total 2021
	£	£	£	£
Bank interest	11	-	11	65
	<u>11</u>	<u>-</u>	<u>11</u>	<u>65</u>

Investment income in 2021 totalling £65 was all attributed to unrestricted funds.

5. OTHER INCOME

	Unrestricted Funds	Restricted Funds	Total 2022	Total 2021
	£	£	£	£
HMRC Job Retention Scheme	29,119	-	29,119	33,952
	<u>29,119</u>	<u>-</u>	<u>29,119</u>	<u>33,952</u>

Other income in 2021 totalling £33,952 was all attributed to unrestricted funds.

6. ANALYSIS OF EXPENDITURE

	Cost of Raising Funds	Community Development	Outreach & Support	Project Development and Campaigning	Total 2022	Total 2021
	£	£	£	£	£	£
Staff costs	61,535	8,320	48,053	55,752	173,660	141,446
Project costs	-	7,114	9,128	8,259	24,501	18,780
Fundraising costs	857	-	-	-	857	640
Support costs (Note 7)	23,711	5,533	23,119	24,173	76,536	76,253
Governance costs (Note 7)	2,164	505	2,110	2,206	6,985	6,599
	<u>88,267</u>	<u>21,472</u>	<u>82,410</u>	<u>90,390</u>	<u>282,539</u>	<u>243,718</u>

Of the £282,539 expenditure in 2022 (2021 - £243,718), £106,707 was charged to unrestricted funds (2021 - £98,159) and £175,832 to restricted funds (2021 - £145,559).

HEALTH EQUALITY AND RIGHTS ORGANISATION

NOTES TO THE FINANCIAL STATEMENTS (Cont/d)

FOR THE YEAR ENDED 31 MARCH 2022

7. ANALYSIS OF SUPPORT AND GOVERNANCE COSTS

The charity initially identifies the costs of its support functions. It then identifies those costs which relate to the governance function. Governance costs and other support costs are apportioned separately between charity's key activity undertaken (see note 6) in the year. All the general support and governance costs have been apportioned to the various charitable activities on the basis of staff time allocated to each activity.

	General Support	Governance Function	Total 2022	Total 2021
	£	£	£	£
Staff costs	46,193	4,411	50,604	45,060
Premises costs	14,845	-	14,845	17,437
Office Costs	5,637	-	5,637	4,707
Depreciation	2,475	-	2,475	2,380
Other costs	4,973	-	4,973	9,618
Legal & professional costs	2,413	-	2,413	-
Independent examiner's fees	-	2,574	2,574	3,650
	<u>76,536</u>	<u>6,985</u>	<u>83,521</u>	<u>82,852</u>

8. NET INCOME/(EXPENDITURE) FOR THE YEAR

	2022	2021
	£	£
Net movement in funds is shown after charging:		
Depreciation on tangible fixed assets	2,475	2,380
Operating Lease Rentals: Property	11,441	14,387
Independent examiner's fees	<u>2,500</u>	<u>3,650</u>

9. ANALYSIS OF STAFF COSTS, TRUSTEES REMUNERATION AND EXPENSES, AND COST OF KEY MANAGEMENT PERSONNEL

	2022	2021
	£	£
STAFF COSTS		
Salaries	170,734	164,441
Redundancy	30,000	-
National Insurance	15,449	13,844
Pension	8,081	8,222
	<u>224,264</u>	<u>186,507</u>

There were 2 employees whose annual emoluments were £60,000 or more during the year (2021 – £nil).

During the year no trustees received any remuneration (2021 - £nil). No trustee received reimbursement of travel expenses during the year (2021 – £nil).

The key management personnel of the charity comprise the chief executive officer. The total employee benefits of the key management personnel of the charity were £70,452 (2021 - £67,345).

HEALTH EQUALITY AND RIGHTS ORGANISATION

NOTES TO THE FINANCIAL STATEMENTS (Cont/d)

FOR THE YEAR ENDED 31 MARCH 2022

10. STAFF NUMBERS

The average weekly equivalent full-time number of staff employed by the Charity during the period was as follows:

	2022	2021
Raising Funds	0.90	0.76
Community Development	0.21	2.14
Outreach & Support	0.88	-
Project Development and Campaigning	0.92	0.14
Support	0.88	0.92
Governance	0.05	0.04
	<u>3.83</u>	<u>4.00</u>

The average monthly number of persons employed by the charity during the year was 4 (2021 – 4).

11. FIXED ASSETS

	2022	2021
Net book value:	£	£
Fixtures and Fittings	1,493	1,991
Computer Equipments	4,218	5,149
	<u>5,711</u>	<u>7,140</u>

Movements in the period:

Cost:	Fixtures and Fittings £	Computer Equipments £	Total £
Opening Balance	4,818	17,476	22,294
Addition in the year	-	1,046	1,046
Disposal in the year	-	-	-
At the end of the year	<u>4,818</u>	<u>18,522</u>	<u>23,340</u>
Depreciation			
Opening Balance	2,827	12,327	15,154
Charge for year	498	1,977	2,475
Eliminated on disposal	-	-	-
At the end of the year	<u>3,325</u>	<u>14,304</u>	<u>17,629</u>
Net Book Value			
At the end of the year	<u>1,493</u>	<u>4,218</u>	<u>5,711</u>
At the start of the year	<u>1,991</u>	<u>5,149</u>	<u>7,140</u>

HEALTH EQUALITY AND RIGHTS ORGANISATION

NOTES TO THE FINANCIAL STATEMENTS (Cont/d)

FOR THE YEAR ENDED 31 MARCH 2022

12. DEBTORS: Amounts falling due within one year

	2022	2021
	£	£
Trade Debtors	127	15,233
Other debtors	5,593	2,247
Prepayments	5,604	7,759
	<u>11,324</u>	<u>25,239</u>

13. CREDITORS: amounts falling due within one year

	2022	2021
	£	£
Trade creditors	6,220	1,184
Taxation and social security	4,994	10,896
Accruals	2,626	6,738
Other creditors	1,238	1,841
	<u>15,078</u>	<u>20,659</u>

HEALTH EQUALITY AND RIGHTS ORGANISATION

NOTES TO THE FINANCIAL STATEMENTS (Cont/d)

FOR THE YEAR ENDED 31 MARCH 2022

14. ANALYSIS OF CHARITABLE FUNDS

	As at 01/04/2021	Income	Expenditure	Transfer	As at 31/03/2022
	£	£	£	£	£
Restricted funds:					
City Bridge Trust - London Project	-	32,257	32,257	-	-
Department of Health and Social Care - Suicide Prevention Fund	-	10,408	10,408	-	-
MSD Online Peer Support	-	8,935	8,935	-	-
Gilead Sciences Ltd - The Sexual Wellbeing Project	-	10,000	10,000	-	-
Gilead Sciences Ltd - Trans HIV Prevention Programme	-	24,853	24,853	-	-
ViiV Online Peer Support BAME	-	12,860	12,860	-	-
Big Lottery - Awards for All	-	8,965	8,965	-	-
National Lottery Community Fund - London Friend and Elop	-	17,702	17,702	-	-
London Borough of Lambeth - Whole System Approach	-	36,915	36,915	-	-
MAC Cosmetic - Ester Lauder	6,452	-	6,452	-	-
London Community Response Fund Covid-19	5,147	-	5,147	-	-
ViiV Healthcare UK Ltd - Peer support	808	-	808	-	-
Merck Sharp & Dohme (UK) Ltd - Peer Support	300	-	300	-	-
Abbvie HIV Peer Support	200	-	200	-	-
Other donations	-	30	30	-	-
	<u>12,907</u>	<u>162,925</u>	<u>175,832</u>	<u>-</u>	<u>-</u>
Unrestricted funds					
Designated funds:					
Capacity Building	110,000	-	-	(80,000)	30,000
	<u>110,000</u>	<u>-</u>	<u>-</u>	<u>(80,000)</u>	<u>30,000</u>
General funds	3,844	67,387	106,707	80,000	44,524
	<u>113,844</u>	<u>67,387</u>	<u>106,707</u>	<u>-</u>	<u>74,524</u>
Total funds	<u>126,751</u>	<u>230,312</u>	<u>282,539</u>	<u>-</u>	<u>74,524</u>

HEALTH EQUALITY AND RIGHTS ORGANISATION

NOTES TO THE FINANCIAL STATEMENTS (Cont/d)

FOR THE YEAR ENDED 31 MARCH 2022

14. ANALYSIS OF CHARITABLE FUNDS (Cont/d)

Analysis of charitable funds – previous year

	As at 01/04/2020	Income	Expenditure	Transfer	As at 31/03/2021
	£	£	£	£	£
Restricted funds:					
National LGB&T Partnership	-	267	1,351	1,084	-
Gilead Sciences Ltd - Me. Him. us	1,000	-	1,353	353	-
Gilead Sciences Ltd -Covid-19 Support Grant	-	12,718	14,275	1,557	-
Gilead Sciences Ltd -Peer Support MSM	16,385	-	18,197	1,812	-
PHE - Innovation Fund Me Him Us	11,406	4,867	18,069	1,796	-
City Bridge Trust - LGBTQ+ London engagement	107	14,413	24,017	9,497	-
Big Lottery - LGBTQ+ Hate Crime	-	8,275	9,418	1,143	-
Big Lottery - Covid-19 LGBT Mental Health	-	18,566	20,678	2,112	-
MAC Cosmetic - Ester Lauder	-	10,000	3,548	-	6,452
TNLRF Covid-19 BAME support	-	16,835	18,711	1,876	-
London Community Response Fund Covid-19	-	22,159	17,012	-	5,147
ViiV Healthcare UK Ltd - Peer support	-	8,935	8,127	-	808
Merck Sharp & Dohme (UK) Ltd - Peer Support	-	5,650	5,350	-	300
Abbvie HIV Peer Support	-	6,882	6,683	-	200
	<u>28,898</u>	<u>129,567</u>	<u>166,789</u>	<u>21,230</u>	<u>12,907</u>
Unrestricted funds					
Designated funds:					
Capacity Building	110,000	-	-	-	110,000
	<u>110,000</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>110,000</u>
General funds	19,226	82,777	76,929	(21,230)	3,844
	<u>129,226</u>	<u>82,777</u>	<u>76,929</u>	<u>(21,230)</u>	<u>113,844</u>
Total funds	<u>158,124</u>	<u>212,344</u>	<u>243,718</u>	<u>-</u>	<u>126,751</u>

Purpose of restricted funds:

City Bridge Trust - LGBTQ+ London engagement project: This fund was used to develop a mapping tool for LGBTQ+ support organisations in London. The project, in partnership with the LGBT Consortium, aimed to find gaps in the system on a local level and highlight areas where services are oversubscribed. HERO developed the mapping tool and promoted its services to LGBTQ+ people, commissioners and potential funders. The three-year project run up to August 2020. The funding for this service was extended for further three years.

Department of Health and Social Care Suicide Prevention Fund: Funding to support the delivery of suicide prevention activities.

MSD Online Peer Support: Funding towards supporting gay, bisexual and trans men from minority ethnic backgrounds who are living with HIV.

Gilead Sciences Ltd - The Sexual Wellbeing Project: Funding towards increasing awareness of the link between mental health and sexual health by building new information for www.lgbthero.org.uk and develop a new social media awareness campaign.

HEALTH EQUALITY AND RIGHTS ORGANISATION

NOTES TO THE FINANCIAL STATEMENTS (Cont/d)

FOR THE YEAR ENDED 31 MARCH 2022

14. ANALYSIS OF CHARITABLE FUNDS (Cont/d)

Gilead Sciences Ltd - Trans HIV Prevention Programme: Funding to support for building new sexual health information and a social media campaigns to improve the sexual health of Trans and non-binary people.

Viiv Online Peer Support BAME: Funding information and support groups for gay, bisexual and trans men from minority ethnic backgrounds.

Big Lottery Awards for all: Funding towards developing a new information hub and campaign focused on domestic violence within the LGBTQ+ community.

National Lottery Community Fund (London Friend and Elop): Funding towards a new three year programme to help improve the mental wellbeing of LGBTQ+ people by providing online peer-support groups and developing awareness campaigns in partnership with London Friend and Elop.

London Borough of Lambeth (Whole System Approach): Funding towards extending the ongoing programme to support Lambeth Council in how it supports its LGBTQ+ residents. LGBT HERO is funded to run Trans Awareness training for front line staff, trial a new support group for older LGBTQ+ people and survey the LGBTQ+ residents of Lambeth.

National LGB&T Partnership: This fund was used towards National LGB&T Partnership.

Gilead Sciences Ltd - Me. Him. Us: This fund was used to develop a unique public facing HIV prevention campaign that promoted HIV testing, the benefits of TAsP/being undetectable, and provide HIV/STI information aimed at BAME gay men with imagery and language that speaks to them.

Gilead Sciences Ltd - Covid-19 support: This fund was used to support LGBT HERO services during Covid-19 break.

Gilead Sciences Ltd - Peer Support MSM: This fund was used to support an Online Peer Support service for MSM with regards to sex, sexual health, living with HIV and life issues while providing a safe space for MSM living with HIV.

PHE Innovation Fund - Me Him Us: This fund was used to develop an online intervention to tackle high rates of HIV and STI transmissions in BAME through 7 multimedia interventions that covered condoms, PrEP, PEP, HIV testing, STI testing, U=U and mental health.

Big Lottery Fund - LGBTQ+ Hate Crime: This fund was used towards tackling hate crime in the LGBTQ+ community.

Big Lottery - Covid-19 LGBT mental Health: This fund was used for providing support for LGBT mental health in response to Covid-19 in partnership with London Friend and Elop

Ester Lauder Cosmetics Ltd. (t/a MAC Cosmetics): This fund was used to support GMFA sex health and wellbeing.

TNLRF Covid 19 BAME Support: This fund was used towards tackling isolation, loneliness and mental wellbeing support to BAME living in London.

London Community Response Fund - Covid 19: This fund was used to strengthening LGBT HERO delivering its services online upgrading its systems, hardware and software and therefore enabling LGBTQ+ peer support through online community forums, groupwork. It also enabled to develop online digital media interventions aimed at Lesbian, Bisexual and Trans women focused on improving mental wellbeing such as anxiety/depression, tackling isolation/loneliness and increasing knowledge of services who can support LBT women in London right now.

ViiV Healthcare UK Ltd. - Peer Support: This fund was used to support GMFA's 'Online peer-support for Black and South Asian MSM Living with HIV.

Merck Sharp & Dohme (UK) Ltd - Peer Support: This fund was used to support online peer-support for BAME MSM.

Abbvie - Peer Support: This fund was used to support online peer-support for Black and Asian MSM living with HIV.

HEALTH EQUALITY AND RIGHTS ORGANISATION

NOTES TO THE FINANCIAL STATEMENTS (Cont/d)

FOR THE YEAR ENDED 31 MARCH 2022

14. ANALYSIS OF CHARITABLE FUNDS (Cont/d)

Description, nature and purpose of unrestricted funds:

Designated funds

Capacity building: This fund will be used for core work until adequate additional funding is realised and represents six months' operating costs while continuing to deliver services for the LGBT Community. During the year, £80,000 was transferred to unrestricted funds to cover the operating costs.

General funds: General fund represents funds available to spend at the discretion of the Trustees.

15. ANALYSIS OF FUND BALANCES BETWEEN NET ASSETS

	General Funds £	Designated Funds £	Restricted Funds £	Total 2022 £
Fixed assets	5,711	-	-	5,711
Net Current assets	38,813	30,000	-	68,813
	<u>44,524</u>	<u>30,000</u>	<u>-</u>	<u>74,524</u>

Analysis of fund balances between net assets – previous year

	General Funds £	Designated Funds £	Restricted Funds £	Total 2021 £
Fixed assets	7,140	-	-	7,140
Net Current assets	(3,296)	110,000	12,907	119,611
	<u>3,844</u>	<u>110,000</u>	<u>12,907</u>	<u>126,751</u>

16. OPERATING LEASE COMMITMENTS

The charity has operating lease commitments as shown below:

	2022 £	2021 £
Less than one year	1,784	1,784
Balance carried forward	<u>1,784</u>	<u>1,784</u>

17. SHARE CAPITAL

The company is limited by guarantee and does not have a share capital divided by shares. The liability of each member in the event of winding up is limited to £1.

18. RELATED PARTY TRANSACTIONS

Details of transactions with trustees and senior management are in note 9. There are no other related party transactions during the year.