CONSORTIUM OF LESBIAN, GAY, BISEXUAL AND TRANSGENDER VOLUNTARY AND COMMUNITY ORGANISATIONS

England & Wales · Charity number 1105502

Details

Other names	CONSORTIUM OF LESBIAN, GAY AND BISEXUAL VOLUNTARY AND COMMUNITY ORGANISATIONS, CONSORTIUM OF LGBT VOLUNTARY & COMMUNITY ORGANISATIONS, CONSORTIUM OF LGBTVCOS, CONSORTIUM OF LGBVCOS, LGBT CONSORTIUM
Status	Registered
Legal form	Charitable company
Company number	03534603
Registered	2004-08-17
Register	View on the Charity Commission register

Contact

Address	Zone 5 Wrentham Business Centre Prospect Park Exeter EX4 6NA
Phone	02070646500
Email	admin@consortium.lgbt
Website	www.consortium.lgbt

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Activities

Objects: A) 1. TO PROMOTE THE LESBIAN, GAY, BISEXUAL AND TRANSGENDER VOLUNTARY SECTOR FOR THE PUBLIC BENEFIT BY: (I) ASSOCIATING VOLUNTARY ORGANISATIONS, GOVERNMENTAL, PUBLIC AND PRIVATE BODIES TO DEVELOP AND MAXIMISE THE EFFECTIVENESS OF VOLUNTARY ORGANISATIONS RUN BY AND FOR LESBIANS GAY MEN, BISEXUAL AND TRANSGENDER PEOPLE (II) PROMOTING GOOD PRACTICE WITHIN MEMBER ORGANISATIONS2 TO PROMOTE EQUALITY AND DIVERSITY IN THE UNITED KINGDOM AND IN PARTICULAR THE ELIMINATION OF DISCRIMINATION ON THE GROUNDS OF SEXUAL ORIENTATION FOR THE BENEFIT OF THE PUBLIC BY: (I) RAISING AWARENESS OF ALL ASPECTS OF DISCRIMINATION IN SOCIETY BY PUBLICATIONS, LECTURES, MEDIA, PUBLIC ADVOCACY AND OTHER MEANS OF COMMUNICATION (II) CONDUCTING OR COMMISSIONING RESEARCH ON EQUALITY AND DIVERSITY AND PUBLISHING THE RESULTS OF THE SAME TO THE PUBLIC (III) ADVANCING EDUCATION IN EQUALITY AND DIVERSITY WHETHER BY TEACHING OR PRODUCING MATERIALS (IV) CULTIVATING A SENTIMENT IN FAVOUR OF EQUALITY AND DIVERSITY BY THE USE OF PUBLICATIONS, CODES OF PRACTICE, SCHEMES FOR EMPLOYERS, AWARD SCHEMES, THE MEDIA AND PUBLIC ADVOCACY

Activities: The Consortium is the only national second tier organisation which specifically represents and supports Lesbian, Gay, Bisexual and Transgender (LGBT) Voluntary and Community Organisations. We exist to see a vibrant, viable and valued LGBT Voluntary and Community Sector. We provide a voice for the sector, link it together, collect information and lead on developing a shared vision.

Classification

- **How:** Provides Advocacy/advice/information, Sponsors Or Undertakes Research, Acts As An Umbrella Or Resource Body
- **What:** General Charitable Purposes, Human Rights/religious Or Racial Harmony/equality Or Diversity
- **Who:** Other Charities Or Voluntary Bodies, Other Defined Groups

Geography

- **Area of benefit:** NATIONAL
- Northern Ireland
- Scotland
- Throughout England And Wales

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Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£1,179,275	£1,221,198	£265,477	16
2024-03-31	£560,533	£604,932	£307,400	17
2023-03-31	£738,874	£1,135,726	£351,799	15
2022-03-31	£881,725	£531,745	£748,651	13
2021-03-31	£1,206,072	£987,231	£398,671	9

Trustees

Name	Role	Appointed
Yatin Mistry	Chair	2023-08-21
Callum Pethick		2024-09-16
Dr Alessandro Ceccarelli		2024-09-16
Dr Pip Gardner		2026-04-13
Dr Senthorun Raj		2026-04-13
Hannah Pittman		2021-04-20
Ipek Leni Candan		2020-08-10
Miss Emily Macaulay		2020-08-10
Rico Jacob Alexander Young		2021-11-23

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CONSORTIUM OF LESBIAN, GAY, BISEXUAL AND TRANSGENDER VOLUNTARY AND COMMUNITY OR

England & Wales - Charity number 1105502

Accounts

Charity registration number 1105502

Company registration number 03534603 (England and Wales)

THE CONSORTIUM OF LESBIAN, GAY, BISEXUAL AND TRANSGENDER VOLUNTARY & COMMUNITY ORGANISATIONS

ANNUAL REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2025

THE CONSORTIUM OF LESBIAN, GAY, BISEXUAL AND TRANSGENDER VOLUNTARY & COMMUNITY ORGANISATIONS

LEGAL AND ADMINISTRATIVE INFORMATION

Trustees	Y Mistry (Chair of Trustees)	
	R J Chace (Treasurer)	
	A, Ceccarelli	(Appointed 16 September 2024)
	E J Macaulay	
	C Pethick	(Appointed 16 September 2024)
	I L Candan	
	H Pittman	
Secretary	P Roberts (CEO)	
Charity number	1105502	
Company number	03534603	
Registered office	Zone 5 Wrentham Business Park Exeter Devon United Kingdom EX4 6NA	
Auditor	Price Bailey LLP 36 Tyndall Court Commerce Road Lynchwood Peterborough PE2 6LR	

THE CONSORTIUM OF LESBIAN, GAY, BISEXUAL AND TRANSGENDER VOLUNTARY & COMMUNITY ORGANISATIONS

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THE CONSORTIUM OF LESBIAN, GAY, BISEXUAL AND TRANSGENDER VOLUNTARY & COMMUNITY ORGANISATIONS

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT)

FOR THE YEAR ENDED 31 MARCH 2025

The trustees present their annual report and financial statements for the year ended 31 March 2025.

Chair's Introduction

When I look back over this past year, the first thing that comes to mind is gratitude. Consortium has such an incredible team, and so much of their work happens quietly in the background. It's the kind of work most people never see, yet it keeps everything moving and makes the difference for our members. A special thank you to Paul for his leadership and to the whole team for the way you've navigated such difficult times with such heart.

This year has also brought deep challenges, particularly for our trans and non-binary siblings, following in the wake of the Supreme Court ruling. It has shaken many of us deeply. Anger in moments like this is natural and justified. But I also know that when we live only in that place of anger, it can drain us. Resilience has to come from within, and part of our journey is learning how to channel that energy into action and into connection with each other.

I want to express my gratitude to my fellow Board members. We are all volunteers, juggling full lives, yet you still give your time, your energy and your wisdom to this work. That generosity is inspiring. Challenge isn't easy, but I know from my coaching work that growth so often comes from those moments. The key is having the right mindset, choosing to fight the right fight but also remembering to look after ourselves along the way.

More than anything, this year has reminded me how vital it is that we keep showing up for each other. That is what Consortium is all about. We are a membership organisation at heart, and that means our strength lies in the ways we support, uplift and connect with one another.

I'm proud to serve as Chair, and I feel lucky to be part of a community that continues to find hope, courage and strength even in the toughest of times. Thank you for all you do to keep us moving forward together.

Yatin Mistry - Chair of Trustees

Chief Executive's Introduction

Whilst this report focusses on a period before the Supreme Court ruled on the For Women Scotland case, it has created such upheaval for the LGBT+ sector (and beyond), that it would be remiss to bypass it. Having worked in the LGBT+ voluntary sector for nearly 25 years this presents a fundamental shift in rights for some of the most marginalised parts of the communities we serve. It will also serve as a stark reminder to everyone working towards a society based on human rights through an inclusive lens that rights hard fought for are never guaranteed forever.

This is where the power of communities coming together is such a powerful force in combatting exclusion and hatred, and one that we will look to lean heavily in on over the coming years.
One of the things I love and value most of all across our communities is the diversity and intersectionality of the LGBT+ sector. Our members work across infinite areas of the LGBT+ spectrum but what is noticeable in the last year is the togetherness and allyship that prevails. When one of us is attacked, we stand together, we support, we defend and come together to act in solidarity. We must never under-estimate how much work this takes to achieve.

Our members exist to serve their own service users, and are heavily reliant on volunteer time to achieve this. Any additional work to build allyships, to strategise and to plan together is time consuming and adds additional strain for communities working across issues they too likely have lived experience of. I want to thank everyone who leads, who volunteers, and who supports our member organisations. Your work is incredible and despite the changing nature of all our work, seeing our membership continue to grow steadily gives me strength that our collective resolve is stronger than ever.

As we move into our new strategic period, we have listened carefully to the needs of our membership and I hope we can continue to support and grow so our LGBT+ sector remains well resourced, resilient and sustainable.

Paul Roberts, Chief Executive Officer

Introduction

This report reflects Consortium's financial year 1st April 2024 – 31st March 2025, and represents the penultimate year of our current strategic period. As ever, with annual reports facing a time delay in being produced alongside the annual accounts, time moves quickly and Consortium's work continues.

At the point of publishing this report to align with our AGM we will be closing off this strategic period and seeking member ratification of our new strategy. Therefore, parallel to this report, we will produce an additional member briefing which reflects a review of the 2020-2025 strategy and reports back on our achievements.

Our three strategic pillars continue to reflect practical needs of our sector during these challenging times. We remain grateful for the incredible work our members do each and every day. They are the backbone of our sector, and it is exciting to see the diversity and intersectionality of the sector continuing to grow, and new members join the Consortium family. As we move into a new strategic period, whilst our strategic framework will change, the crux of what we do will not. Consortium will remain focused on supporting those parts of our communities most in need and under-resourced so they can flourish and support LGBT+ year for generations to come.

This year has seen several Consortium staff members leave for new adventures, and incredible new talent join us. We have also seen 1 trustee resign from post and 2 new trustees join in late 2024. We would like to thank all those who have given their energy and expertise to Consortium's work and wish them well with those new adventures, and warmly welcome those joining us at a critical time for LGBT+ communities.

Stats for the year:

- 15 Members of staff
- 9 Trustees
- 702 member organisations

Compliance with requirements

The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the financial statements and comply with the charity's governing document, the Companies Act 2006 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 1 January 2019).

Objectives and activities

The principal objectives for which the charitable company was formed are, by charitable means, to help develop and maximise the effectiveness of voluntary organisations run by and for lesbians, gay men, bisexual, and transgender people, and to promote good practice within Member organisations.

The trustees have paid due regard to guidance issued by the Charity Commission in deciding what activities the charity should undertake.

Grant Giving Activity

In collaboration with our members, the Trustees amended the Articles for the Charitable Company in 2024 to explicitly include the power to award grants. This enables the Board to further contribute to the aims and objectives of the organisation in supporting the most vulnerable, and under resourced parts of the LGBT+ voluntary and community sectors through our participatory grant giving. This work also enhances the support the organisation is able to deliver through its infrastructure capacity building work.

During this reporting period the Board are delighted to report grant giving activity increased year on year with over £500k of grants being awarded—and further awards to be made in the following period thanks to new partnerships.

Achievements and performance

Resourced LGBT+ Organisations

This reporting period has seen a number of funders reviewing their own strategies and approaches, resulting in an ever increasing need for Consortium to articulate the importance of adequate resourcing for LGBT+ organisations, whatever their size, geographical coverage, intersectional focus or specialism of their work. This has become particularly prevalent given the increasingly hostile environment across part of our communities. To ensure we have the evidence to back up our arguments, Consortium commissioned research into the funding of the LGBT+ sector, which we published in early 2025. The headline statistic of 10p in every £100 going to voluntary causes goes into LGBT+ issues has resonated well and we have used this to establish both new grants schemes and additional wraparound support.

Having adequate staffing capacity to support the resource needs of our sector remains a delicate balancing act. We have seen our membership continue to grow and whilst the number of Consortium staff has remained static, we have been able to increase the FTE equivalent by nearly 2 resulting in additional hours to engage with our members and grantees.

What Next?

As we see funders tighten their criteria, and the environment become ever more hostile, this presents multiple challenges. Sustaining our own core staff team will be a priority for the remainder of this strategic period, and planning into the next. We hear from members and grantees every day on their own stretched capacity and how our information and support helps to ease some of that pressure. Running alongside this we will use strategic staff capacity to build relationships with new funding partners, offering up our unique expertise in accessing LGBT+ organisations, particularly those working across intersectional issues, so financial resource available can increase. We entered into the new financial year with a couple of exciting prospects on the radar, one of which is now live as we publish this report through our Youth Advocacy Fund thanks to the relationship with Henry Smith Foundation.

- 78% of new members are non fee payment (income below £10k)
- We ended the year with 703 member organisations
- 98 new members joined Consortium, a 15% increase year on year, and 30% over last 2 years
- 192 member job and volunteer opportunities promoted
- Secured 2 new onward grant programmes, totalling over £500k

Funding Development:

Following the success of our Funders Fair during 2024, the team have continued to grow connections with a range of funders and have run virtual and in-person funding events, resulting in greater connections between sector orgs and key funders. Running alongside this, we have continued to distribute a regular funding newsletter, not only an opportunity to showcase our own opportunities, but highlight LGBT+ inclusive programmes.

We have also used dedicated staff capacity within our Giving Team to develop new partnerships with funders like Henry Smith for our Youth Advocacy Fund, and expand existing relationships with partners including Global Butterflies Fund and GiveOut to enhance opportunities for trans and non-binary organisations and organisations based in the Devolved Nations.

We have focused capacity in this area on two parallel areas: amplifying and support member campaigns and activity; and establishing bespoke funding for our LGBT+ Fund.

On member focused activity, we recognise the privileged position Consortium operates in, with access to the largest membership of LGBT+ organisations in the country and our routes in to engage and influence with stakeholders from funders to Government departments. Through our social media platforms, with extensive reach and following, we have profiled member and grantee activity through targeted points like LGBT+ or Black History Months and Visibility Days.

Proactive Messaging:
As we grow our role as a specialist funder, an area which will become more embedded in our future strategic vision, we have rolled our bespoke branding so we can market and communicate the unique opportunities Consortium brings to drive resource to LGBT+ organisations. Having already distributed nearly £3m of grants over 5 years, we are excited to be working on new programmes for funding and development work to diversify the range of funding sources we can access, including individual donors and corporates.

Resilient LGBT+ Organisations
Remaining agile as the membership body was critical to the framing of our current strategic plan, but no one envisaged just how quickly some of the regressive change for the most vulnerable parts of our communities would become. The framing of our narrative was one emerging out of the pandemic but our ambition to drive connections and intersectionality across our membership has put Consortium in a strong position.

A critical mechanism for maintaining resilience is Consortium's central role bringing a diverse and intersectional range of LGBT+ organisations together at the right time, giving space for discussion and action planning. Our specialist networks continue to grow and this year has seen some adapting to make them more effective and peer supportive. Wellbeing of staff, volunteers and service users has become more prominent as the social and political environment has changed around us and members have told us the importance of being able to access these dedicated spaces.

Leadership is another core focus for our resilience pillar and this year has seen the development of an exciting opportunity to bring together leaders from some of the most under-resourced and intersectional organisations to pilot a new programme that puts wellbeing and community-centred leadership at its heart to develop their own leadership journeys and be the future of a resilient LGBT+ sector

What Next?
We still have a long way to go in how we use data and insight across the LGBT+ sector to impact systems change, with a revolving door of firefighting driving resilience activity in the short term. As we look to embed a new strategic drive, we have already identified data and insight as critical functions for future success and in the last year we have begun leaning into the rich data Consortium has access to, with publications like our LGBT+ Fund report.

Networks:
Members and grantees alike tell our team they want and need space to convene, discuss, support and plan action. Our specialist networks have been particularly important in the last year, at a time when division is being sown to drive us apart. We have listened to the needs of our members and supported sessions, including around wellbeing, campaign planning, develop training, and considering the legal positioning of the sector, to maintain and protect sector resilience.

We have used this year to adapt our approach to some of our networks, recognising the growing need for a range of leaders to access key information at a time when things are changing at pace. We have opened our Leaders Network beyond simply the Chief Executive (or equivalent role in a member org) to other senior leadership team members, which has resulted in new connections being made and greater cross-sector discussions. Running parallel to this we have also implemented a new Chief Executives Peer Network, maintaining some dedicated space for paid CEOs to discuss key issues pertinent to their roles including staff retention, wellbeing, developing policy and protecting their own resilience.

Informed Insight:
We have driven a dual focus on data and insight in the last year, responding to the barrage of change across our communities, particularly for trans and non binary organisations. Numerous consultations and calls for evidence have emerged, with many frontline organisations having limited capacity to engage. To ensure strong community voices, we have used team capacity to gather community insight and provide a central response across a range of consultations including on issues around health, legal concerns and political change. Member response to this approach has been positive and allowed some orgs to stay focused on their frontline work whilst also having a voice in important consultations. This approach has also been particularly helpful in providing an over-arching and coordinated lens when engaging with the new Government in Westminster.

Running parallel to this has been our work to increase the evidence base on which we can work from to argue for change. Whilst this remains one of the most capacity limited areas of Consortium's work, this year has seen the publication of key documents including our independently facilitated LGBT+ Fund report providing key data on funding sources across LGBT+ organisations.

The team have also increased the number of member driven roundtables, bringing together cohorts of organisations on particular issues including disability, global majority communities, and older people. Information and data gathered has directly informed our operational plans for the future.

Sustainable LGBT+ Organisations

Long term sustainability of the LGBT+ sector has felt somewhat challenging to think about over the course of this year, at a time when our communities face capacity draining challenges in the here and now. However, Consortium has continued to drive activity which looks at the longer term focus, without detracting from the immediate needs. This has included extensive work around the future of sustainable funding for LGBT+ organisations, working with funders to better understand our communities needs and offering them tools to engage and support.

We have seen our membership continue to grow at pace, with a 15% increase year on year.

What Next?

As we articulated last year, Consortium's ongoing development as a specialist funder is critical to both our own success but we believe the success of the sector. Our evaluation has shown we are accessing organisations other funders aren't, it has diversified and increased our membership, and it has given access to a wider pool of data and evidence to put forward strong business cases for further LGBT+ support. We will drive action through a new LGBT+ Fund website and create a suite a marketing tools to engage with new funding opportunities to build an individual donor base and set fundraising challenges.

Our Fund work has shown how important a participative approach is for driving resource to where it's most needed. We aim to be member-led through our work as the umbrella body, but recognise there are new mechanisms to draw upon that learn from our funding model. As we move towards our new strategic period, we will start to explore this further and put a framework in place for participative processes to drive all our work.

New Funding:

This reporting period represented the busiest period Consortium has seen with its specialist funding work, having distributed funds under 5 programmes and over 100 grants awarded. We remain grateful to our funding partners at The National Lottery Community Fund, and our strengthening partnership with GiveOut and the Global Butterflies Fund.

We are well underway with our strategic LGBT+ Fund development work and have a developing pipeline of funds for LGBT+ organisations thanks to partnerships with organisations such as Henry Smith Foundation.

Sector Development:
In order to create a sustainable future for our LGBT+ sector it is important we understand the spheres of influence we individually and collectively had. We are working with our evaluation consultants Civil Society Consulting to develop our Systems Change Evaluation Model, which looks into the ecosystem of the LGBT+ sector, with the direct and indirect impacts that Consortium has on the systems we look to effect change across. This emerging model will shape how we articulate future sector development and will publish this model during the second half of 2025.

Partnerships:
Consortium is engaged with a larger number of partnerships, both formal and informal, than ever before. We have been engaged with the Supportive Schools Campaign with a coordination support role, facilitated the London Queers Housing Collective, supported both LGBT+ HERO and the Electoral Commission with democratic engagement and voter registration, and partnered with media company QueerAF on Three Queer Cheers— weekly online positive news stories from Consortium members to help spread joy and optimism.

Our strategic partnerships with ally organisations including Amnesty Internation, Liberty, and other equity and justice organisations has flourished, as a result of the need to respond to the Supreme Court judgment.

Our Funders and Partners
Without the support of our wonderful funders, donors and supporters, we wouldn't be able to continue our vital work to serve LGBT+ voluntary and community organisations. We remain grateful for their investment in our work, and the partnership we can develop.

These have included:

- The National Lottery Community Fund
- Esmee Fairbairn Foundation
- Global Butterflies
- GiveOut
- City Bridge Foundation
- Henry Smith Foundation
- TRANSforming Futures
- London Funders
- VCSE Health and Wellbeing Alliance

Financial Review
Consortium's role as a grant giver continues to grow, creating the potential for anomalies in the turnover of the organisation. This is evident in this financial year with a spike of turnover compared to the last financial year, and that of the previous one too. We continue to pursue opportunities which will not only create a more stable turnover for Consortium, but provide a continuous pipeline for funding opportunities for the LGBT+ sector. As per previous years, Consortium's core operating costs have remained relatively stable, with slight increases for a larger Giving Team, but core operating costs are circa £500k per annum, mainly represented by staffing costs.

The charity recorded an overall deficit of £41,923 for the year (in 2024 the deficit recorded was £44,399). A deficit of £34,380 was recorded for unrestricted funds (in 2024 the deficit recorded was £49,404). This was represented by the Board's strategic decision to continue bringing Consortium's reserves to its policy level as detailed ahead, following a large and unsustainable increase during the Covid years.

The charity had reserves to carry forward as at 31 March 2025 totaling £265,477, of which £97,126 represented unrestricted funds. Acting as an onward grant giver, Consortium distributed £563,796 (circa 48%) of its turnover as grants to LGBT+ organisations.

Reserves Policy

The Board of Trustees have formally agreed the reserves built up by the organisation can be used to help the development of the organisation. Given our work to reduce all possible costs for the organisation through remaining officeless, the Board have ring-fenced the equivalent of four months' core overheads to facilitate an orderly winding up of the organisation in the event of no significant income generation. These funds are deposited in a separate bank account and amount to £93,153. The Board's risk strategy has created a system which enables Consortium's core work to remain lean and able to continue under a range of future circumstances.

Strategic Planning

Consortium is at the end of its current strategic planning period and has reported annually to the membership on progress. This current period has been one navigating the end of a global pandemic, political divisions widening, a cost of living crisis, and ever shrinking funding resources. Despite this, Consortium has driven a strong programme of activity across our central pillars of the strategy: Resourced, Resilient and Sustainable LGBT+ organisations.

2025 has seen work to build the next iteration of our strategic vision, which will be submitted to our membership for ratification at the January 2026 AGM. Emerging themes including community advocacy, strategic policy and comms coordination and growing giving will drive the framing of this strategic vision.

Structure, governance and management

Governing Document

The Consortium of Lesbian, Gay, Bisexual and Transgender Voluntary & Community Organisations is a company limited by guarantee and a registered charity with the Charity Commission. It was incorporated on 25th March 1998 and registered as a charity on 17th August 2004. The charity changed its name from the Consortium of Lesbian, Gay and Bisexual Voluntary and Community Organisations to the Consortium of Lesbian, Gay, Bisexual and Transgender Voluntary and Community Organisations on 29th April 2006. The organisation was established under a Memorandum of Association, which sets out its objects and powers and is governed under its Articles of Association. The Memorandum and Articles of Association were updated on 3rd November 2012 to include a clause that 50% of Directors must be LGB or Trans, with a further update in November 2017 allowing for a discretionary third term for Trustees. An additional update was made during the global pandemic in 2020 in order to hold governance meetings digitally.

The latest update was made in January 2024 to align the governing document with up-to-date legislation and add the explicit power to make grants. The working name of the organisation is Consortium.

The trustees, who are also the directors for the purpose of company law, and who served during the year and up to the date of signature of the financial statements were:

Y Mistry (Chair of Trustees)	
R J Chace (Treasurer)	
A, Ceccarelli	(Appointed 16 September 2024)
E J Macaulay	
C Pethick	(Appointed 16 September 2024)
I L Candan	
H Pittman	
P, Cherednychenko	(Resigned 13 October 2025)
E,S McDermott	(Resigned 11 April 2024)
L,D Stafford	(Resigned 28 April 2025)

Appointment of Trustee Directors

A Board of Trustee Directors manage the company, all of whom are unpaid. The Board must have a minimum of three and a maximum of nine Members at any time, with 50% of the Board coming from Member organisations. The existing Board has the power to appoint new Members to fill casual vacancies as and when required. Board Members are elected for a term of three years with the option of standing for a second term of three years. Under exceptional circumstance a Board Member can be appointed for a third term, at the discretion of Members at an AGM. New appointees will be ratified at the following AGM by the Members. The Board undertakes open recruitment of new appointments, based on required skills and governance requirements.

Trustee induction and training

All potential new Board Members are required to complete an application form and skills audit outlining their experience and skills as part of an open process, involving an interview with a recruitment working group formed of current Trustees and from the Senior Leadership Team.

Following successful appointments, all new Board Members receive information which outline the history, structure, roles, finance etc. of Consortium and outlines the roles and responsibilities of the Trustees themselves.

All new Board Members are then provided with an opportunity to liaise with current staff to get to know operational areas in which they may be able to provide specialist advice, support, and guidance.
Consortium sets aside a small budget to provide external training and support to the Board as a whole. Spending is decided by the Board itself according to any identified training needs.

Organisation

The function and role of the Consortium Board of Directors is to oversee the strategic development and governance of the organisation on behalf of the Membership, and the broader LGBT+ communities. There are currently two Executive functions within the Board structure – Chair and Treasurer. The Chief Executive performs the Company Secretary role. The Chair has delegated and agreed authority in certain areas for taking any urgent decisions or actions on behalf of the full Board as required. Operational day to day management of the organisation is delegated by the Board to the Chief Executive, in line with our Internal Delegated Authority document, which has recently been updated. Delivery of organisational activities (in line with the aims and objectives of Consortium) is undertaken by the staff employed for such purposes.

Consortium's Board also have the power to enact Advisory Committees to support the organisation's strategic work. Under our developing philanthropy and giving work this includes setting up Grants Panels, which have direct Board engagement alongside specialist expertise to ensure fair, accountable, and equitable decision.

The Board of Trustee Directors have assessed both major and minor risks to which the charity is exposed and is satisfied that policies and systems are in place to mitigate any exposure to major risks through a comprehensive Risk Register.

Policies that impact upon risk management remain under review periodically by the Board to ensure that the organisation has the appropriate operational framework in which to function. The Board, in conjunction with the Chief Executive, regularly review the organisation's Risk to remain up to date and aware of any forthcoming risks.

The LGBT+ sector continues to be under attack by bad actors and continues to face additional politically driven challenge that is increasingly hostile to LGBT+ inclusion. The infrastructure sector also remains a particularly vulnerable part of civil society, resulting in a political, legal, media and social environment that will continue to be tricky to navigate in the coming years.

The Board remains acutely aware of these risks, and regularly discusses the state of the sector at its meetings. The organisation appropriate trigger points financially and structurally to ensure the organisation can take appropriate action in advance of any potential worsening situation. The organisation continues to explore more diverse income streams, including expansion of grant giving work, to help create a more stable, resilient and sustainable framework. Project funding is scrutinised regularly by the Board at its scheduled meetings via thorough reporting by the Chief Executive. The Board remain committed to be a beacon of best practice for the LGBT+ voluntary and community sector. The Board also regularly look at potential legal needs of the organisation and take high level legal advice on critical issues.

Auditor
In accordance with the company's articles, a resolution proposing that Price Bailey LLP be reappointed as auditor of the company will be put at a General Meeting.

Public Benefit
The Trustees of the charity are satisfied that the operations and governance pass the public benefit requirement of the Charity Commission and the Trustees have had due regard to Charity Commission guidance in how the charity is run.

The charity exists to bring together a range of LGBT+ organisations to promote good practice, equality and diversity, and work to eliminate discrimination on the grounds of sexual orientation or gender identity. This annual report extensively highlights the ways in which we have supported our diverse and intersectional membership, to support the public in engaging with LGBT+ issues.

The charity continues to demonstrate its benefit through an ever increasing membership, having seen this increase year on year for the last 5 years. The work the charity has produced, the relationships it has developed with external stakeholders, and the comms it has delivered have all contributed to our benefits to the public as a critical charity for the LGBT+ voluntary and community sector and in advancing equality and diversity.

Looking Ahead
The Board of Trustees are encouraged at the future prospects for the charity in the coming financial year, and beyond. The operational team continue to progress important conversations to expand our role as a specialist funder and are pleased to see plans for a new £500k fund being prepared for 25/26. The Trustees remain aware of the challenging environment for all charities but are confident that whilst funding may tighten in the coming years, our dual position as the umbrella body and a specialist funder puts the charity in the strongest position and provides unique opportunities for our own stability and sustainability.

Disclosure of information to auditor
Each of the trustees has confirmed that there is no information of which they are aware which is relevant to the audit, but of which the auditor is unaware. They have further confirmed that they have taken appropriate steps to identify such relevant information and to establish that the auditor is aware of such information.

The trustees' report was approved by the Board of Trustees.

Yatin Mistry
Yatin Mistry (Jan 30, 2026, 10:30am)
.....
Y Mistry (Chair of Trustees)
Trustee

Date: 30.Jan.2026.....

THE CONSORTIUM OF LESBIAN, GAY, BISEXUAL AND TRANSGENDER VOLUNTARY & COMMUNITY ORGANISATIONS

STATEMENT OF TRUSTEES' RESPONSIBILITIES

FOR THE YEAR ENDED 31 MARCH 2025

The trustees, who are also the directors of The Consortium of Lesbian, Gay, Bisexual and Transgender Voluntary & Community Organisations for the purpose of company law, are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

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, of the charitable company 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; and

- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The trustees are responsible for keeping adequate 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 CONSORTIUM OF LESBIAN, GAY, BISEXUAL AND TRANSGENDER VOLUNTARY & COMMUNITY ORGANISATIONS

INDEPENDENT AUDITOR'S REPORT

TO THE MEMBERS OF THE CONSORTIUM OF LESBIAN, GAY, BISEXUAL AND TRANSGENDER VOLUNTARY & COMMUNITY ORGANISATIONS

Opinion

We have audited the financial statements of The Consortium of Lesbian, Gay, Bisexual and Transgender Voluntary & Community Organisations (the 'charity') for the year ended 31 March 2025 which comprise the statement of financial activities, the balance sheet, the statement of cash flows and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 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, including its income and expenditure, 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 charity 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

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charity's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

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 are responsible for the other information contained within the annual report. 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. 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 course of 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 this gives rise to a material misstatement in the financial statements themselves. 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.

We have nothing to report in this regard.

INDEPENDENT AUDITOR'S REPORT (CONTINUED)

TO THE MEMBERS OF THE CONSORTIUM OF LESBIAN, GAY, BISEXUAL AND TRANSGENDER VOLUNTARY & COMMUNITY ORGANISATIONS

Opinions on other matters prescribed by the Companies Act 2006

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

- the information given in the trustees' report for the financial year for which the financial statements are prepared, which includes the directors' report prepared for the purposes of company law, is consistent with the financial statements; and
- the directors' report included within the trustees' report has 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 charity and its environment obtained in the course of the audit, we have not identified material misstatements in the directors' report included within the trustees' report.

We have nothing to report in respect of the following matters in relation to which the 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; or
- the trustees were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies' exemptions in preparing the trustees' report and from the requirement to prepare a strategic report.

Responsibilities of trustees

As explained more fully in the statement of trustees' responsibilities, the trustees, who are also the directors of the charity for the purpose 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 charity'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.

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.

INDEPENDENT AUDITOR'S REPORT (CONTINUED)

TO THE MEMBERS OF THE CONSORTIUM OF LESBIAN, GAY, BISEXUAL AND TRANSGENDER VOLUNTARY & COMMUNITY ORGANISATIONS

- We reviewed systems and procedures to identify potential areas of management override risk. In particular, we agreed the financial statements to underlying records and we carried out testing of adjustments for appropriateness.
- We reviewed accounting policies for evidence of management bias and ensured that the accounting policies were correctly applied to the financial statements.
- We reviewed minutes of Trustee Board meetings and agreed the financial statement disclosures to underlying supporting documentation.
- We identified the laws and regulations applicable to the company through discussion with directors and our knowledge of the business.
- In addressing the risk of fraud through management override of controls, we tested the appropriateness of journal entries and other adjustments.
- We enquired of management as to actual and potential litigation, claims and fraud.

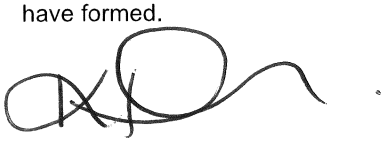
A further description of our responsibilities is available on the Financial Reporting Council's website at: https://www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

Other matters

In the previous accounting period the Trustees of the charity took advantage of audit exemption under s. 477 of the Companies Act 2006. The charity was also under the statutory audit thresholds for charities in England and Wales. Therefore the prior period financial statements were not subject to audit.

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.



Kerry Hilliard ACA FCCA CTA (Senior Statutory Auditor)
for and on behalf of Price Bailey LLP

30/1/2026

Chartered Accountants
Statutory Auditor

36 Tyndall Court
Commerce Road
Lynchwood
Peterborough
PE2 6LR

THE CONSORTIUM OF LESBIAN, GAY, BISEXUAL AND TRANSGENDER VOLUNTARY & COMMUNITY ORGANISATIONS

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 MARCH 2025

	Notes	Unrestricted funds 2025 £	Restricted funds 2025 £	Total 2025 £	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £
Income from:							
Incoming resources from charitable activities	3	25,213	1,140,273	1,165,486	89,922	464,182	554,104
Investments	4	13,789	-	13,789	6,429	-	6,429
Total income		39,002	1,140,273	1,179,275	96,351	464,182	560,533
Expenditure on:							
Charitable activities	5	70,484	1,147,816	1,218,300	145,755	459,177	604,932
Other	8	2,898	-	2,898	-	-	-
Total expenditure		73,382	1,147,816	1,221,198	145,755	459,177	604,932
Net expenditure for the year/ Net movement in funds		(34,380)	(7,543)	(41,923)	(49,404)	5,005	(44,399)
Fund balances at 1 April 2024		131,506	175,894	307,400	180,910	170,889	351,799
Fund balances at 31 March 2025		97,126	168,351	265,477	131,506	175,894	307,400

The statement of financial activities includes all gains and losses recognised in the year.

All income and expenditure derive from continuing activities.

The statement of financial activities also complies with the requirements for an income and expenditure account under the Companies Act 2006.

THE CONSORTIUM OF LESBIAN, GAY, BISEXUAL AND TRANSGENDER VOLUNTARY & COMMUNITY ORGANISATIONS

BALANCE SHEET

AS AT 31 MARCH 2025

	Notes	2025 £	2025 £	2024 £	2024 £
Fixed assets					
Tangible assets	**10**		3,912		6,560
Current assets					
Debtors	**11**	5,194		18,817	
Cash at bank and in hand		278,853		288,177	
		284,047		306,994	
Creditors: amounts falling due within one year	**12**	(22,482)		(6,154)	
Net current assets			261,565		300,840
Total assets less current liabilities			265,477		307,400
Income funds					
Restricted funds	**13**		168,351		175,894
Unrestricted funds			97,126		131,506
			265,477		307,400

The financial statements were approved by the Trustees on 30 Jan 2026

Yatin Mistry

Yatin Mistry (Jan 30, 2026, 10:30am)

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Y Mistry (Chair of Trustees)

Chair of Trustees

Company registration number 03534603

THE CONSORTIUM OF LESBIAN, GAY, BISEXUAL AND TRANSGENDER VOLUNTARY & COMMUNITY ORGANISATIONS

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 MARCH 2025

	Notes	2025 £	2025 £	2024 £	2024 £
Cash flows from operating activities					
Cash absorbed by operations	**21**		(21,706)		(93,603)
Investing activities					
Purchase of tangible fixed assets		(1,407)		(1,418)	
Investment income received		13,789		6,429	
Net cash generated from investing activities			12,382		5,011
Net cash used in financing activities			-		-
Net decrease in cash and cash equivalents			(9,324)		(88,592)
Cash and cash equivalents at beginning of year			288,177		376,769
Cash and cash equivalents at end of year			278,853		288,177

THE CONSORTIUM OF LESBIAN, GAY, BISEXUAL AND TRANSGENDER VOLUNTARY & COMMUNITY ORGANISATIONS

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2025

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1 Accounting policies

Charity information

The Consortium of Lesbian, Gay, Bisexual and Transgender Voluntary & Community Organisations is a private company limited by guarantee incorporated in England and Wales. The registered office is Zone 5, Wrentham Business Park, Exeter, Devon, EX4 6NA, United Kingdom.

1.1 Accounting convention

The financial statements have been prepared in accordance with the charity's governing document, the Companies Act 2006, FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" ("FRS 102") and the Charities SORP "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 2019). The charity is a Public Benefit Entity as defined by FRS 102.

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. The principal accounting policies adopted are set out below.

1.2 Going concern

At the time of approving the financial statements, the trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Thus the trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

1.3 Charitable funds

Unrestricted funds are available for use at the discretion of the trustees in furtherance of their charitable objectives.

Restricted funds are subject to specific conditions by donors as to how they may be used. The purposes and uses of the restricted funds are set out in the notes to the financial statements.

Endowment funds are subject to specific conditions by donors that the capital must be maintained by the charity.

1.4 Income

Income is recognised when the charity is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

1.5 Expenditure

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

Charitable activities consist of expenses incurred to further the company's aims and objectives of developing and maximising the effectiveness of LGBT+ organisations. Charitable expenditure includes the costs of training, sponsorship, grants and support to such organisations. The costs of liaising with member organisations, the preparation of directories and conferences are included as well as a suitable proportion of support costs, which, in the directors' opinion, relate to such activities. Salaries and consultant's fees, equipment depreciation and office overheads (support costs) & consumables are apportioned between charitable activities, costs of generating charitable income and governance costs according to a best estimate of the time taken on each activity.

1 Accounting policies **(Continued)**

1.6 Tangible fixed assets

Tangible fixed assets are initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses.

Depreciation is recognised so as to write off the cost or valuation of assets less their residual values over their useful lives on the following bases:

Computers & general office equipment	25% reducing balance

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is recognised in the statement of financial activities.

1.7 Impairment of fixed assets

At each reporting end date, the charity reviews the carrying amounts of its tangible assets to determine whether there is any indication that those assets have suffered an impairment loss. If any such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment loss (if any).

1.8 Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

1.9 Financial instruments

The charity has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments.

Financial instruments are recognised in the charity's balance sheet when the charity becomes party to the contractual provisions of the instrument.

Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

Basic financial assets

Basic financial assets, which include debtors and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Financial assets classified as receivable within one year are not amortised.

1 Accounting policies **(Continued)**

Basic financial liabilities

Basic financial liabilities, including creditors and bank loans are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future payments discounted at a market rate of interest. Financial liabilities classified as payable within one year are not amortised.

Debt instruments are subsequently carried at amortised cost, using the effective interest rate method.

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of operations from suppliers. Amounts payable are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities. Trade creditors are recognised initially at transaction price and subsequently measured at amortised cost using the effective interest method.

Derecognition of financial liabilities

Financial liabilities are derecognised when the charity's contractual obligations expire or are discharged or cancelled.

1.10 Employee benefits

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

Termination benefits are recognised immediately as an expense when the charity is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

1.11 Retirement benefits

Payments to defined contribution retirement benefit schemes are charged as an expense as they fall due.

1.12 VAT

Where appropriate expenditure includes irrecoverable value added tax.

1.13 Debtors

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

1.14 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.

2 Critical accounting estimates and judgements

In the application of the charity's accounting policies, the trustees are required to make judgements, 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.

3 Incoming resources from charitable activities

	2025	2024
	£	£
Grants and grant making activity - restricted	1,140,273	464,182
Grants and grant making activity - unrestricted	-	64,961
Membership fees - unrestricted	3,192	5,050
Training and consultancy - unrestricted	22,021	19,911
	1,165,486	554,104
Analysis by fund		
Unrestricted funds	25,213	89,922
Restricted funds	1,140,273	464,182
	1,165,486	554,104

4 Investments

	Unrestricted funds	Unrestricted funds
	2025	2024
	£	£
Interest receivable	13,789	6,429

5 Charitable activities

	Activity costs 2025 £	Governance costs 2025 £	Support costs 2025 £	Total 2025 £	Total 2024 £
Other activities	41,967	18,617	14,050	74,634	145,755
Membership and grant making activity:				-	
LGBT Foundation (National LGB&T Partnership)	57,495	-	-	57,495	49,504
National Lottery Community Fund (Equity Fund)	496,137	-	67,156	563,293	133,141
Stonewall (TRANSforming Futures)	18,966	-	-	18,966	33,036
City Bridge Foundation (Connecting the Capital)	76,603	-	-	76,603	70,687
Comic Relief (Equity Fund)	10,000	-	-	10,000	15,000
BiPride UK (LGBT + Futures: Bi Fund)	24,157	-	-	24,157	1,458
GiveOut (Onward Granting)	59,390	-	-	59,390	
LGBT + Futures: Faith Fund	20,025	-	-	20,025	
LGBT HERO (Voter ID)	2,500	-	-	2,500	7,500
National Lottery Community Fund (LGBT + Fund)	143,853	-	-	143,853	10,208
City Bridge Foundation (Anchor Programme)	137,124	-	-	137,124	22,811
Esmee Fairbairn Foundation	33,410	-	-	33,410	
Leeds Community Foundation - Shen HC	500	-	-	500	
Leeds Community Foundation - Bite Back	500	-	-	500	
The Funding Network	-			-	4,515
City Bridge Foundation (Always Out There)	-	-	-	-	87,563
LGBT Foundation (Rainbow Badges)	-	-	-	-	22,754
Barrow Cadbury Trust	-	-	-	-	1,000
	1,122,627	18,617	81,206	1,222,450	604,932
Analysis by fund					
Unrestricted funds	37,817	18,617	14,050	70,484	145,755
Restricted funds	1,080,660	-	67,156	1,147,816	459,177
	1,118,477	18,617	81,206	1,218,300	604,932

5 Charitable activities (Continued)

Included in the above restricted expenditure, is £563,796 for grant payments (2024 - £42,713).

6 Support costs

	Support costs	Governance costs	2025	Support costs	Governance costs	2024
	£	£	£	£	£	£
Staff costs	3,801	3,801	7,602	3,737	3,737	7,474
Postage and stationery	368	-	368	689	-	689
Telephone	-	-	-	383	-	383
Administration of grant-making	67,156	-	67,156	26,635	-	26,635
IT software	4,421	-	4,421	-	-	-
Bookkeeping	5,460	-	5,460	-	-	-
Audit fees	-	12,000	12,000	-	-	-
Accountancy	-	2,500	2,500	-	-	-
Trustees expenses	-	316	316	-	-	-
	81,206	18,617	99,823	31,444	3,737	35,181
Analysed between						
Charitable activities	81,206	18,617	99,823	31,444	3,737	35,181

7 Employees

The average monthly number of employees during the year was:

	2025 Number	2024 Number
	16	17

Employment costs	2025 £	2024 £
Wages and salaries	456,612	398,138
Social security costs	38,661	30,382
Other pension costs	21,764	18,880
	517,037	447,400

7 Employees (Continued)

The number of employees whose annual remuneration was more than £60,000 is as follows:

	2025 Number	2024 Number
£70,001 to £80,000	1	1

8 Other

	Unrestricted funds	Total
	2025 £	2024 £
Net loss on disposal of tangible fixed assets	2,898	-

9 Taxation

The charity is exempt from tax on income and gains falling within paragraph 1 schedule 6 of the Finance Act 2010 or section 256 of the Taxation of Chargeable Gains Act 1992 to the extent that these are applied to its charitable objects.

10 Tangible fixed assets

	Computers & general office equipment £
Cost	
At 1 April 2024	19,921
Additions	1,407
Disposals	(12,204)
At 31 March 2025	9,124
Depreciation and impairment	
At 1 April 2024	13,361
Depreciation charged in the year	1,157
Eliminated in respect of disposals	(9,306)
At 31 March 2025	5,212
Carrying amount	
At 31 March 2025	3,912
At 31 March 2024	6,560

11 Debtors

	2025	2024
Amounts falling due within one year:	**£**	**£**
Trade debtors	5,194	18,817

12 Creditors: amounts falling due within one year

	2025	2024
	£	**£**
Trade creditors	4,788	3,654
Accruals and other creditors	17,694	2,500
	22,482	6,154

13 Restricted funds

The income funds of the charity include restricted funds comprising the following unexpended balances of donations and grants held on trust for specific purposes:

	Movement in funds			
	Balance at 1 April 2024	Incoming resources	Resources expended	Balance at 31 March 2025
	£	£	£	£
LGBT Foundation (National LGB&T Partnership)	-	57,495	(57,495)	-
National Lottery Community Fund (Equity Fund)	-	569,228	(563,293)	5,935
Stonewall (TRANSforming Futures)	17,116	1,850	(18,966)	-
City Bridge Foundation (Connecting the Capital)	33,654	56,783	(76,603)	13,834
LGBT HERO (Voter ID)	-	2,500	(2,500)	-
National Lottery Community Fund (LGBT+ Fund)	61,893	163,977	(143,853)	82,017
City Bridge Foundation (Anchor Programme)	49,689	135,550	(137,124)	48,115
Comic Relief (Equity Fund)	10,000	-	(10,000)	-
BiPride UK (LGBT+ Futures: Bi Fund)	3,542	21,500	(24,157)	885
GiveOut (Onward Granting)	-	59,390	(59,390)	-
LGBT+ Futures: Faith Fund	-	25,000	(20,025)	4,975
Esmee Fairbairn Foundation	-	46,000	(33,410)	12,590
Leeds Community Foundation	-	500	(500)	-
Leeds Community Foundation	-	500	(500)	-
	175,894	1,140,273	(1,147,816)	168,351

Restricted funds represent specific grants and donations.

The LGBT Foundation (National LGB&T Partnership) relates to support for the Partnership's workplan as part of the Health and Wellbeing Alliance.

National Lottery Community Fund (Equity Fund) supports the redistribution of TNLCF funds to equity-led organisations and additional development programme of work.

Stonewall (TRANSforming Futures) relates to funds to facilitate onwards grants to TRANSforming futures applicants.

City Bridge Foundation (Connecting the Capital) funds greater support for LGBT+ organisations in London.

LGBT HERO (Voter ID) relates to funds to support increase of LGBT+ voter registration across London, in partnership with LGBT+ HERO.

National Lottery Community Fund (LGBT+ Fund) represents funds to strengthen grant giving activity and support the development of the LGBT+ Fund structures and income streams.

City Bridge Foundation (Anchor Programme) funds to support structural change for LGBT+ communities across London.

Comic Relief (Equity Fund) relates to funds to provide grants to LGBT+ organisations in the Devolved Nations.

BiPride UK (LGBT+ Futures: Bi Fund) represents funds to provide grants to Bi Organisations in the UK.

13 Restricted funds **(Continued)**

GiveOut (Onward Granting) relates to funds to support targeted LGBT+ work through onward grants.

LGBT+ Futures: Faith Fund is from a private donor to distribute onward grants to faith-led LGBT+ organisations.

Esmee Fairbairn Foundation relates to funds to support our Trans Engagement work.

Leeds Community Foundation Shen HC represents funds to support a microgrant to Shen Healing Collective as part of a collaboration to support local LGBT+ engagement work in Leeds.

Leeds Community Foundation Bite Back relates to funds to support a microgrant to Bite Back Youth as part of a collaboration to support local LGBT+ engagement work in Leeds.

Grant-making activities
The charity makes grants to organisations that support LGBT+ communities in line with the terms of restricted funding received. Grants are awarded following an application and assessment process, and in accordance with funder requirements. Further details of grant-making activities can be found in note X.

14 Analysis of net assets between funds

	Unrestricted funds 2025 £	Restricted funds 2025 £	Total 2025 £	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £
Fund balances at 31 March 2025 are represented by:						
Tangible assets	3,912	-	3,912	6,560	-	6,560
Current assets/(liabilities)	93,214	168,351	261,565	124,946	175,894	300,840
	97,126	168,351	265,477	131,506	175,894	307,400

15 Events after the reporting date

After the year end, the charity received confirmation of a significant grant amounting to £600,000 from The Henry Smith Charity. The grant was formally awarded on 14 April 2025, with funds received on 29 May 2025.

As the grant relates to future activities and does not provide evidence of conditions existing at the balance sheet date, it is treated as a non-adjusting subsequent event in accordance with the Charities SORP (FRS 102). Consequently, no adjustments have been made to the financial statements for the year ended 31 March 2025.

16 Related party transactions

The key management personnel of the charity comprise the trustees and Chief Executive.

Remuneration of key management personnel
The remuneration of key management personnel is as follows.

	2025	2024
	£	£
Aggregate compensation	77,028	75,787

The above remuneration solely relates to one individual.

In addition to the above, the Trustees had expenses re-imbursed or paid directly in the year for £386 in travel costs (2024 - £272).
There were no other trustees' remuneration or benefits for the year ended 31 March 2025 (2024 - none).

17 Grant-making activities

The Charity provides grant funding to a range of institutions in support of its charitable objectives. The table below summarises the grants awarded and amounts paid during the years ended 31 March 2025 and 31 March 2024. Further information on restricted grants, including the nature and purpose of each restricted fund, is provided in Note 13: Restricted Funds.

Fund type	2025 £	
Equity Fund		
Safe Aging No Discrimination	9,482	
OutProud African		22,866
Queer Chinese Collective CIC	3,600	
Navigate Brighton		5,450
Sapphic Bison Grant	6,704	
Out in the City	9,735	
London Cruisers Basketball Club	9,930	
Devil's Dyke Network	9,997	
The Black Boy Joy Club	10,390	
Black Beetle Health	11,000	
Living Free CIC	19,400	
Lesbian Talk Issues Revisited	6,554	
Transparent Change	22,640	
T&Biscuits	900	
LASS (Lesbian Asylum Seekers Sheffield)	7,040	
Leeds LGBT+ Community Consortium	21,168	
Oasis Norfolk	2,820	
Out North East	8,000	
African Queer Creative	12,000	
Transmuted	13,511	
OutPatients	21,834	
MagicUs!	9,995	
Raze Collective	9,160	
TRENBI FC	7,505	
Touch Grass CIC		9,999
The Qulture	1,500	
Queer Lemoons	9,910	
African Rainbow Family	9,000	
Transilience	8,685	
G(end)er Swap	9,400	
Miss Trans Global	9,000	
GeneraTe	8,000	
Trans Active	4,150	
Canterbury Trans Network		1,850
British Asian LGBTI	950	
Traveller Pride	9,000	
Testo Hunkie	4,000	
London Deaf Rainbow Club	999	
Sister Shack	10,000	
The Kite Trust	9,389	
Safe Haven - Cornwall	9,690	
The Common Press CIC	5,000	
Time4T	10,000	
Transpiration Wellbeing	9,985	
Mose Social Rising CIC	9,000	
Nottingham Pastel Project		2,528

18 Grant-making activities (continued)

Q.alliance	9,000	
North Midlands LGBT Older Peoples Group		4,740
BLAQ UK	7,100	
Radical Rhizomes	7,000	
Not a phase.	6,500	
Oestrogeneration		1,800
SE London Pride	900	
London Lesbian Kickabout		2,132
ProudMinds	4,500	
Melanin Vybz	6,927	
Mxer	800	
XYZ Projects	9,000	
Grow Your Life	7,000	
Queer House Party	7,000	
Lez Get Creative	950	
Trans Legal Clinic	5,000	
Total	**494,065**	
Bi Fund		
BiPhoria	250	
Bi Camp UK	250	
Scottish Bi+ Network	250	
Bi the Way	400	
Angels of Freedom	400	
BiPhoria	200	
Biscuit	206	
Bi Camp UK	200	
Total	**2,156**	
Devolved Nations Fund		
Pride Outside CIC	2,800	
Four Pillars	3,000	
Trans Pride Cardiff	2,000	
TIN Wardrobe	2,300	
Teasel CoOp	2,800	
Trans Aid Cymru	2,955	
Trans Pride Scotland	2,500	
Transgiving	2,195	
Belfast Trans Resource Centre	2,550	
Trans Masculine Scotland		900
Transdonians	3,000	
North Wales Trans, Intersex and Non Binary Network		3,000
Total	**30,000**	
Trans Campaigning Fund		
Translucent	3,000	
TransActual	3,000	
Mermaids	7,000	
Trans Solidarity Alliance	7,000	
Total	**20,000**	

19 Grant-making activities (continued)

Faith Fund		
Muslim Social Justice Initiative	700	
One Body One Faith	750	
Affirm	750	
Quest	800	
Sarbat Sikh	800	
LGBT+Catholics Westminster Pastoral Council	1,000	
Keshet UK	1,050	
House of Rainbow	1,050	
IMAAN	1,050	
St Paul's Methodist Church	500	
Brighton Buddhist Centre	500	
The Student Christian Movement	500	
Open Table Network	700	
Womens Liberation Mosque	500	
Inclusive Community Church Grant		500
The Gathering	625	
Open House	875	
Hidayah	1,075	
Clifton LGBT + Ministry	500	
Two23	800	
Total	**15,025**	
LGBT+Fund		
Trans Legal Clinic	2,550	
Total	**2,550**	
2025 Total Grants to Institutions		**563,796**

Fund type	**2024 £**
LGBT+ Futures Grants	
TransActual	11,000
Trans Writes	8,625
TransSober	2,000
Total	**21,625**
LGBT+ Futures: Bi Fund	
London Bisexuals Meetup Group	208
Biscuit	250
Emmerson Ward	250
Greycastle Productions	250
Evan Reynolds Performing Arts	250
London Bisexual Games	250
Total	**1,458**

20 Grant-making activities (continued)

LGBT+ Futures: Faith Fund		
Hidayah	1,000	
Imaan	1,750	
House of Rainbow	1,750	
MCC North London	1,750	
Open Table Network	1,000	
Keshet	1,000	
Catholic for AIDS Prevention and Support	1,000	
Queer Yeshiva	1,000	
OneBodyOneFaith	1,000	
Jamyang	500	
Inclusive Gathering Birmingham	500	
Aber LGBTQ+ Christians	500	
BAXSAN	500	
Oasis Open House LGBTQIA+ Hub Waterloo		500
Masorti LGBT+ Network	1,000	
Sarbat LGBT+ Sikhs	1,880	
Inclusive Mosque Initiative		1,000
Inclusive Community Church	1,000	
The Village Metropolitan Community Church		1,000
Total	**19,630**	
2024 Total Grants to Institutions		**42,713**

21 Cash generated from operations

	2025 £	2024 £
Deficit for the year	(41,923)	(44,399)
Adjustments for:		
Investment income recognised in statement of financial activities	(13,789)	(6,429)
Loss on disposal of tangible fixed assets	2,898	-
Depreciation and impairment of tangible fixed assets	1,157	2,068
Movements in working capital:		
Decrease in debtors	13,623	18,440
Increase/(decrease) in creditors	16,328	(63,283)
Cash absorbed by operations	(21,706)	(93,603)

22 Analysis of changes in net funds

The charity had no debt during the year.

CONSORTIUM OF LESBIAN, GAY, BISEXUAL AND TRANSGENDER VOLUNTARY AND COMMUNITY OR

England & Wales - Charity number 1105502

Accounts

The Consortium of Lesbian, Gay, Bisexual and Transgender Voluntary & Community Organisations

Annual Report & Accounts
Year Ended 31st March 2024

CONSORTIUM
for stronger lgbt+ communities

Chair's Opening Remarks

Change can indeed be a good thing. It offers us opportunities to grow and create space for progress in ways we might not have imagined before. This year has brought a significant amount of change, both within our sector and in the broader societal landscape. A noticeable shift has been changes within government and policy, particularly around Trans rights.

Despite these setbacks, I have witnessed how resilient and determined our sector remains. Trans and Non-Binary communities continue to be disproportionately affected by harmful policies and rising transphobia. Yet, in the face of this, we stand united in our efforts to challenge these injustices. Consortium, is unwavering in its commitment to ensuring no one is left behind, and I am heartened to see the strength and solidarity that defines us.

I want to extend my heartfelt thanks to Paul and his incredible team for their phenomenal work throughout this year. Much of what Consortium accomplishes happens behind the scenes, quietly ensuring that the wheels of progress are turning. This vital work often goes unnoticed, but it is essential, and it has been crucial to keeping our sector on a forward trajectory.

I also want to express my gratitude to the Board for their tireless dedication. Their insights, hard work, and commitment to our collective mission continue to inspire me. It is an honour to work alongside volunteers who share the same deep passion for our communities and its future.

There is no denying this has been a tough year for many, especially our trans siblings, people of colour, immigrants, and asylum seekers. Ongoing public discourse, and the rise in hostility have left many feeling uncertain about the future. For those already marginalized, these challenges can feel overwhelming. Yet, in this uncertainty, we are reminded of the power of resilience. As a coach, I often remind my clients that resilience isn't about ignoring difficulties; it's about facing challenges head-on while staying connected to hope. Our communities, in all its diversity, have faced hardship before, and we have learned not just to survive, but to thrive. Whether through activism, mutual aid, or simply holding space for one another, we continue to build a stronger, more unified future.

Looking ahead, I am filled with optimism. Our queer communities are strong, and together, we are equipped to face the challenges ahead. Thank you all for being part of this journey, for your continued resilience, and for the work you do every day to make our communities stronger.

Yatin Mistry, Chair of Trustees

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CEO's Opening Remarks

Reflecting back on my reporting over the last few year's, there certainly has been a pattern. It is one of continued deterioration in how our amazing diverse and intersectional LGBT+ communities are treated, by public bodies, by key parts of Government and by the media.

However, counter to this, there is another pattern—one of extraordinary resilience, collaboration and a growing sense of togetherness to ensure all parts of our LGBT+ communities are safe, protected and defended.

It is across this second part that I am incredibly proud of how Consortium has risen to the challenge, alongside our members, and continued to provide vital support and resource to the LGBT+ organisations working at the frontline of keeping our communities safe.

Infrastructure bodies area a vital part of the ecosystem of civil society and Consortium has been able to adapt to a range of challenging circumstances and remain an agile organisation. This is thanks to the team I am so lucky to have around me, from our Trustees, the staff team and our members and partner organisations. We continue to find ways of navigating the difficult terrain and through it have developed greater trust and confidence with each other, and deepened collaborative efforts.

I started 2024 by talking to the team about being hopeful—hopeful that we could see a tide change and hopeful that we could be more proactive in talking about the joy and progressiveness of LGBT+ organisations. Whilst we aren't quite there yet, it feels like there are new opportunities on the horizon where we can see some of this come to fruition.

Identity focussed work is not easy. It isn't just a job that you can switch off from when you get to the end of the day. I remain in awe of everyone that works across our sector and appreciate everything they do on a daily basis. I am particularly thankful to my team, who never cease to make me smile and stay positive.

Paul Roberts, Chief Executive Officer

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Introduction

This report reflects a snapshot of activity and impact from Consortium's work throughout the reporting period. They link directly to our core Strategic Pillars of:

Resourced LGBT+ Organisations

Resilient LGBT+ Organisations

Sustainable LGBT+ Organisations

These pillars remain relevant and have enabled Consortium to drive an agile and member-focussed programme of activity and stakeholder engagement over the last year.

The staff team remains relatively small compared to the reach and impact we have as an organisation, and this is testament to the passion and dedication of our incredible staff and trustees.

15
Members of staff

609
Member organisations

8
Trustees

Resourced LGBT+ Organisations

Consortium's focus was on refining our membership offer to increase support and adequate resourcing of organisations, even with membership growing whilst the staff team hasn't. Increasing physical cash resource coming into the sector was a priority alongside supporting collaborative efforts to amplify affirming messages about our LGBT+ communities.

Whilst we have seen a number of the team move onto new adventures, the team size has remained static, with 15 at the end of the financial year. We now have 11.0 full-time equivalents, which is an increase of nearly 1.0FTE from the previous year.

It has been a stressful year for messaging and comms across the LGBT+ sector—an increase in hateful reporting by the media, and an intensity of attack from the previous UK Government, all of which added to the capacity pressures right across the sector. However, we have seen an increased coming together of organisations to combat negativity and attack, seen through some of the campaigns we helped to coordinate.

Thankfully, we have been able to continue providing enhanced services to our members, and brought new grant opportunities on stream thanks to relationships built with funders. Coupling our specialist support with our specialist giving puts us in a uniquely strong position to ensure LGBT+ organisations can receive not only funding they need, but the added benefit of the wrap around support they tell us they want and need.

What Next?

Messaging will be a core focus in the coming year, as we work with organisations across the sector to change the narrative of how our communities are presented. This will look at reframing the discourse in more proactive ways, and getting behind Member's community campaigns.

We will also be focussing on the support we offer to Members and applicants/grantees for our funding, so as demand for this support increases we are able to confidently meet this within the limited staff capacity.

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Member Engagement

74 new members joined Consortium, a **14%** increase year on year.

We ended the year with **609** member organisations.

78% of new members are non fee paying (income below £10k).

268 member job and volunteer opportunities promoted.

50% of new members have bespoke membership plans.

Secured **10** years of funding to support our London members.

85 toolkits distributed and **20** new resources created.

YOUR THOUGHTS WORKSHOP 1
JUNE 2024

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The team organised an LGBT+ Funders Fair, to bring together member organisations and a range of funders to discuss funding opportunities and challenges. We will now be running this a couple of times a year, and will look to hold them in other parts of the country and invite local funders.

We also regularly share a round up of relevant funding opportunities through our dedicated funding newsletter.

Funding Development

We have coordinated support across the membership over key campaigns to defend and protect the rights of our trans and non-binary communities, including the Supportive Schools Campaign, which looks to challenge negative education approaches. We also led a reactive campaign to combat extreme anti-trans rhetoric from the previous UK Government. This gained the largest reach we've ever had for coordinated action.

Proactive Messaging

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Resilient LGBT+ Organisations

When we launched our Strategic Plan back in 2021, we were acutely aware of how much change political, social and environmental levels had impacted the LGBT+ sector, and we wanted a strategy that enabled us to remain as agile as possible. This past year has highlighted just how important this approach has been, allowing us to pivot how we bring the sector together to respond to increasing community attacks and putting diverse and intersectional voices at the forefront of discourse.

We have remained focused on listening to our membership and responding to their needs. This has involved adapting our web content to make it more accessible and easier to digest, creating new forums for groups of members to come together and exploring new opportunities to develop programmes for emerging leaders.

With a good portion of our membership based within Greater London we have pooled our data, knowledge and insight into an updated London Plan, which will guide our systems change work in the coming years. Whilst London focussed, this work has real benefit for our wider membership across the UK, giving access to a greater number of resources and research.

Our networks remain an integral part of how we engage our membership and have seen new networks emerge, and existing ones strengthened and used as a conduits to create action, including with campaign work and future action planning.

What Next?

Improving data on the sector, particularly around finances, will be a focus for the coming year, with the aim to secure further investment in LGBT+ communities. We will also look to refine the offer across our specialist networks, and identify gaps to increase the peer support available.

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Networks

Our networks are facilitated by various members of team, and informed by the need and request of our membership. They continue to adapt and evolve, with our Safeguarding network having developed bespoke Designated Safeguarding Lead training to meet the specific needs of LGBT+ service provision. Through the Leaders Network we have seen additional offshoots develop including the Legal Forum which brings together legal professionals with strategic LGBT+ orgs to explore legal approaches to tackling hate and challenging inequalities. Across our networks we have seen more than 45 meetings to connect take place across the year.

We also aim to share intelligence and resources across the networks via staff team facilitation, so members engaging across multiple networks don't experience duplication of information.

LGBT+ Leaders	**Racial Justice**	**Trans Organisations**	**Safeguarding**	**Legal Forum**	**Training Providers**

Some of Consortium's Networks

Informed Insight

We have continued to gather data, evidence and key stories from across our membership, that can be shared with, and used by, others. A key output this year has been the London Report, produced following extensive consultation and input from our members.

During the year we have also contributed to a massive range of consultation and campaigns, to increase LGBT+ voices and visibility. These have included engaging with the UN Special Rapporteur on LGBT+ issues visit to the UK and providing additional evidence for the GANHRI review into the EHRC. We have continued to respond to a range of Government consultations, including those around conversion practices, Trans schools guidance, and health inequalities. Our approach with consultations is always to amplify and expand on the evidence and lived experience being highlighted by our members.

Sustainable LGBT+ Organisations

Consortium's role as a specialist funder, alongside its core work as the umbrella body for LGBT+ organisations continues to thrive and develop. We are proud to have secured further funding sources through our LGBT+ Futures Fund with additional future opportunities already identified., resulting in over £500k in new grant funding for LGBT+ orgs during 2024. We remain resolute on establishing an LGBT+ endowment fund within 10 years and keeping focus the most under resourced parts of our communities.

Over the last 2 years Consortium has grown to become one of the largest LGBT+ funders in Western Europe (GPPData), and due to our drive to fund smaller, grassroots organisations, we have one of the most significant pools of LGBT+ grant portfolios across the globe.

As reach to increasingly diverse and intersectional focussed LGBT+ organisations has grown through our work as a specialist funder, this reflected across into our membership, better reflecting the incredible diversity of our communities.

Alongside member and funding work, we have continued to weave in our partnership and development work, building new relationships with a range of external stakeholders who can support us to create secure futures for LGBT+ organisations. This will continue to expand during the coming year, with a renewed energy into our Corporate Supporters Network, looking to build on both financial and non-financial contributions we can secure for Consortium and our members.

What Next?

Further development of the LGBT+ Fund will be a core priority, as a key opportunity to increase cash resource, and wraparound support, for LGBT+ communities, alongside the important income stream it provides for Consortium. This will continue to focus funding on the most under-resourced parts of our sector, in line with the data we collate.

We will also be focussing on the external relationships and partnerships we can build to increase investment and support opportunities for our members and grantees.

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New Funding

This financial year saw the completion of the first phase of our LGBT+ Futures Equity Fund, supported by The National Lottery Community Fund, Comic Relief and Barrow Cadbury. Whilst we were negotiating a second phase of this work, as our largest distribution pot of grant funding, we still managed to secure funds to award as grants through our Bi Fund and our Faith Fund. We are extremely grateful to our private Donor, and partner org Bi Pride UK for supporting these respective funds.

We are also proud to be a core partner in delivering the TRANSforming Futures programme, using our grant giving expertise to lead the application and assessment processes, delivering £220k of investment into trans organisations.

28
Grants Made

£42,000
Awarded

£550,000 secured for future grants

Sector Development

We have supported our membership with coordination over key campaigns to defend and protect the rights of our trans and non-binary communities, including the Supportive Schools Campaign, which looks to challenge negative education approaches, and a reactive campaign to combat extreme anti-trans rhetoric from the previous UK Government.

In response to community attacks and pressures, we have developed strong partnerships with external partners to create new avenues of support, both financially and non-financially.

Partnerships

We once again pitched at the City for LGBT+ annual live crowdfunding event, securing £35K of funds for trans and non-binary orgs, facilitated pro-bono legal support for orgs through our Legal Forum, and have developed a new relationship with Leeds Community Foundation, to explore how we can collectively provide better support and resource for orgs in the region.

Other core partnerships remain integral to our work, with particular note for the National LGBT Partnership, working to tackle LGBT+ health inequalities as part of the Health and Wellbeing Alliance.

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What's Next

The next year will be one of development—of new opportunities we can see on the horizon, and embedding those long-term funding streams we have managed to secure. With a new Government at Westminster, we believe this will provide new opportunities for collaboration and engagement, with Consortium well placed to support access to a diverse range of LGBT+ organisations.

We will look to grow how the sector is collaborating for change, so we can support more positive and affirming messaging around the narratives for our communities. The ability to flip the dynamic from being constantly reactive to situations to our communities controlling the narrative proactively will be an important shift in the coming year and the team are poised to facilitate the conversations and support needed to make this happen.

Having secured funding for greater development of our LGBT+ Futures Fund, we are excited to secure new relationships with other funders and corporates, to help us grow the grant funding available for LGBT+ organisations, coupled with the wraparound support that Consortium is so uniquely placed to provide.

The funding environment is expected to tighten even further in the coming year, so another focus will remain on staying as agile and lean as possible so we can focus as much capacity as possible on providing the support members and grantees need to survive and thrive.

In the coming year, the Board and Senior Team will also begin thinking around a future Strategic Plan, with our current one running up to 2026. This will allow us plenty of time to begin a structured process of member engagement during 2025.

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Our Funders

Without the support of our wonderful funders, donors and supporters, we wouldn't be able to continue our vital work to serve LGBT+ voluntary and community organisations. We remain grateful for their investment in our work.

COMMUNITY FUND

Esmée Fairbairn FOUNDATION

CITY BRIDGE FOUNDATION

Barrow Cadbury Trust

FUNDED BY COMIC RELIEF

TRANSFORMING FUTURES

LONDON FUNDERS

VCSE health & wellbeing alliance

CONSORTIUM
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Annual Accounts 2023/24

Directors

Yatin Mistry (Chair of Trustees)
Rico Jacob Chace (Treasurer)
Leni Candan
Pavlo Cherednychenko
Emily Macaulay
Elizabeth McDermott (End of fixed term on 17th April 2024)
Hannah Pittman
Louie Stafford

Chief Executive Officer and Company Secretary

Paul Roberts OBE

Registered Office

Zone 5, Wrentham Business Park
Prospect Park
Exeter
Devon
EX4 6NA

Auditor

Munro Brown
38 Gay Street, Bath, BA1 2PQ

Bankers

Unity Trust Bank PLC

Report of the Directors for the year ended 31st March 2024

The Trustees, who are also directors of the charity for the purposes of the Companies Act, submit their annual report and the audited financial statements for the year ended 31st March 2024. The Trustees have adopted the provisions of the Statement of Recommended Practice (SORP) "Accounting and Reporting by Charities" issued in 2005 in preparing the annual report and financial statements of the charity.

Structure and Governance

Governing Document

The Consortium of Lesbian, Gay, Bisexual and Transgender Voluntary & Community Organisations is a company limited by guarantee and a registered charity with the Charity Commission. It was incorporated on 25th March 1998 and registered as a charity on 17th August 2004. The charity changed its name from the Consortium of Lesbian, Gay and Bisexual Voluntary and Community Organisations to the Consortium of Lesbian, Gay, Bisexual and Transgender Voluntary and Community Organisations on 29th April 2006. The organisation was established under a Memorandum of Association, which sets out its objects and powers and is governed under its Articles of Association. The Memorandum and Articles of Association were updated on 3rd November 2012 to include a clause that 50% of Directors must be LGB or Trans, with a further update in November 2017 allowing for a discretionary third term for Trustees. An additional update was made during the global pandemic in 2020 in order to hold governance meetings digitally.
The latest update was made in January 2024 to align the governing document with up-to-date legislation and add the explicit power to make grants. The working name of the organisation is Consortium.

Objectives

The principal objectives for which the charitable company was formed are, by charitable means, to help develop and maximise the effectiveness of voluntary organisations run by and for lesbians, gay men, bisexual, and transgender people, and to promote good practice within Member organisations.

Appointment of Trustee Directors

A Board of Trustee Directors manage the company, all of whom are unpaid. The Board must have a minimum of three and a maximum of nine Members at any time, with 50% of the Board coming from Member organisations. The existing Board has the power to appoint new Members to fill casual vacancies as and when required. Board Members are elected for a term of three years with the option of standing for a second term of three years. Under exceptional circumstance a Board Member can be appointed for a third term, at the discretion of Members at an AGM. New appointees will be ratified at the following AGM by the Members. The Board undertakes open recruitment of new appointments, based on required skills and governance requirements.

Structure and Governance

Trustee induction and training

All potential new Board Members are required to complete an application form and skills audit outlining their experience and skills as part of an open process.
Following successful appointments, all new Board Members receive information which outline the history, structure, roles, finance etc. of Consortium and outlines the roles and responsibilities of the Trustees themselves.
All new Board Members are then provided with an opportunity to liaise with current staff to get to know operational areas in which they may be able to provide specialist advice, support, and guidance.
Consortium sets aside a small budget to provide external training and support to the Board as a whole. Spending is decided by the Board itself according to any identified training needs.

Organisation

The function and role of the Consortium Board of Directors is to oversee the strategic development and governance of the organisation on behalf of the Membership, and the broader LGBT+ communities. There are currently two Executive functions within the Board structure – Chair and Treasurer. The Chief Executive performs the Company Secretary role. The Chair has delegated and agreed authority in certain areas for taking any urgent decisions or actions on behalf of the full Board as required. Operational day to day management of the organisation is delegated by the Board to the Chief Executive, in line with our Internal Delegated Authority document, which has recently been updated. Delivery of organisational activities (in line with the aims and objectives of Consortium) is undertaken by the staff employed for such purposes.

Consortium's Board also have the power to enact Advisory Committees to support the organisation's strategic work. Under our developing philanthropy and giving work this includes setting up Grants Panels, which have direct Board engagement alongside specialist expertise to ensure fair, accountable, and equitable decisions.

Risk Management

The Board of Trustee Directors have assessed both major and minor risks to which the charity is exposed and is satisfied that policies and systems are in place to mitigate any exposure to major risks through a comprehensive Risk Register.
Policies that impact upon risk management remain under review periodically by the Board to ensure that the organisation has the appropriate operational framework in which to function. The Board, in conjunction with the Chief Executive, regularly review the organisation's Risk to remain up to date and aware of any forthcoming risks.

The LGBT+ sector continues to be under attack by bad actors and is living with the legacy of a political administration that was hostile to LGBT+ inclusion. The infrastructure sector also remains a particularly vulnerable part of civil society, resulting in a political, media and social environment that will continue to be tricky to navigate in the coming years.

The Board remains acutely aware of these risks, and regularly discusses the state of the sector at its meetings. The organisation appropriate trigger points financially and structurally to ensure the organisation can take appropriate action in advance of any potential worsening situation. The organisation continues to explore more diverse income streams, including expansion of grant giving work, to help create a more stable, resilient and sustainable framework. Project funding is scrutinised regularly by the Board at its scheduled meetings via thorough reporting by the Chief Executive. The Board remain committed to be a beacon of best practice for the LGBT+ voluntary and community sector.

Strategic Planning

Consortium is now over half way through its current strategic planning period and has reported annually to the membership on progress. Despite the continued worsening environment both politically and funding wise, Consortium continues to make good progress on the central pillars of its Plan: Resource, Resilient and Sustainably LGBT+ organisations.
This Plan remains agile and gives the organisation the ability to pivot activities to respond to changing member and sector needs. The Plan takes the organisation through to 2026, but initial thinking about “what next” will begin during the next financial year. This will be timely as the organisation has a better understanding of the direction the new UK Government will take, particularly in relation to LGBT+ work.

This report provides the mechanism for reporting back to members on the current Strategic Plan progress.

Financial Overview

Financial Review

Consortium's role as a grant giver over the last 5 years has resulted in an increased level of financial resource for LGBT+ organisations. However, the net impact on Consortium's own finances results in an ebb and flow effect on our incomes and expenditure year on year—as it has been taking on average 18 months to draw down the next significant grant-giving opportunity. There is also an inevitable lag between agreeing and securing the funds to distribute which are paid to Consortium, and when they are then distributed out to awardees—due to the application, due diligence and award processes. This means we have seen large sums accounted for in one financial year, but then spent the following financial year. With this in mind, income overall was significantly lower than the previous financial year, but Consortium's core team operating costs remain fairly consistent at around £400k of our annual turnover. The Board hope to stabilise the grant-giving anomalies within 5 years, with a more sustainable flow of grant monies.

The charity recorded an overall deficit of £44,399 for the year (in 2023 the deficit recorded was £396,852). A deficit of £49,404 was recorded for unrestricted funds (in 2023 the deficit recorded was £26,025). This was represented by the Board's strategic decision to bring Consortium's reserves closer to its policy level as per below, following a large and unsustainable increase during the Covid years.

The charity had reserves to carry forward totalling £307,400, of which £131,506 represented unrestricted funds. Acting as an onward grant giver, Consortium distributed £42,713 of its turnover as grants to LGBT+ organisations.

Reserves Policy

The Board of Trustees have formally agreed the reserves built up by the organisation can be used to help the development of the organisation. Given our work to reduce all possible costs for the organisation through remaining officeless, the Board have ring-fenced the equivalent of four months' core overheads to facilitate an orderly winding up of the organisation in the event of no significant income generation. These funds are deposited in a separate bank account and amount to £88,441. The Board's risk strategy has created a system which enables Consortium's core work to remain lean and able to continue under a range of future circumstances.

Financial Declaration

Trustees' Responsibilities in Relation to the Financial Statements

Company law requires the Trustees to prepare financial statements that give a true and fair view of the state of affairs of the charity at the end of the financial year and of its surplus or deficit for the financial year. In doing do the Trustees are required to:

- Select suitable accounting policies and then apply them consistently.
- Make sound judgements and estimates that are reasonable and prudent.
- State whether applicable accounting standards and statements of recommended practice 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 the charity will continue in business.

The Trustees are responsible for maintaining proper accounting records which disclose with reasonable accuracy at any time the financial position of the charity and enables them to ensure that the financial statements comply with the Companies Act 2006. The Trustees 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.

Yatin Mistry

Chair of Trustees

Date: 28-10-24

Rico Jacob Chace

Treasurer

Date: 28-10-24

CONSORTIUM

for stronger lgbt+ communities

INDEPENDENT EXAMINERS REPORT TO THE MEMBERS OF THE CONSORTIUM OF LESBIAN, GAY, BISEXUAL AND TRANSGENDER VOLUNTARY & COMMUNITY ORGANISATIONS

FOR THE YEAR ENDED 31ST MARCH 2024

Independent Examiner's Report

I report to the charity trustees on my examination of the accounts of the charity for the year ended 31st March 2024.

Responsibilities and basis of report

As the charity trustees of the company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your company's accounts 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

Since the company's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of Institute of Chartered Accounts of Scotland which is one of the listed bodies.

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

-accounting records were not kept in respect of the company as required by section 386 of the 2006 Act; or
-the accounts do not accord with those records; or
-the accounts do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair view' which is not a matter considered as part of an independent examination; or
-the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities

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 accounts to be reached

M J Laughton CA
MUNRO BROWN LTD

Date: 04-Nov-24

THE CONSORTIUM OF LESBIAN, GAY, BISEXUAL AND TRANSGENDER VOLUNTARY & COMMUNITY ORGANISATIONS

STATEMENT OF FINANCIAL ACTIVITIES
(including summary income and expenditure account)

YEAR ENDED 31ST MARCH 2024

	Notes	UNRESTRICTED FUNDS 2024 £	RESTRICTED FUNDS 2024 £	TOTAL FUNDS 2024 £	TOTAL FUNDS 2023 £
INCOME					
Charitable Activities	9	89,922	464,182	554,104	736,310
Investments	7	6,429	-	6,429	2,564
TOTAL INCOMING RESOURCES		96,351	464,182	560,533	738,874
EXPENDITURE					
Charitable activities	7	145,755	459,177	604,932	1,135,726
TOTAL EXPENDITURE		145,755	459,177	604,932	1,135,726
NET INCOME / (EXPENDITURE)		(49,404)	5,005	(44,399)	(396,852)
TRANSFERS BETWEEN FUNDS	9	-	-	-	-
NET MOVEMENT IN FUNDS		(49,404)	5,005	(44,399)	(396,852)
RECONCILIATION OF FUNDS					
TOTAL FUNDS BROUGHT FORWARD		180,910	170,889	351,799	748,651
TOTAL FUNDS CARRIED FORWARD	9	131,506	175,894	307,400	351,799

All of the above results are derived from continuing operations. There are no other recognised gains and losses other than those stated above. Movements in funds are disclosed in Note 9 to the financial statements.

THE CONSORTIUM OF LESBIAN, GAY, BISEXUAL AND TRANSGENDER VOLUNTARY & COMMUNITY ORGANISATIONS

BALANCE SHEET

AT 31ST MARCH 2024

	Notes	2024 £	2024 £	2023 £	2023 £
FIXED ASSETS	10		6,560		7,210
CURRENT ASSETS					
Debtors & prepayments	11	18,817		37,257	
Cash at bank		288,177		376,769	
Total Current Assets		306,994		414,026	
CREDITORS, AMOUNTS FALLING DUE WITHIN ONE YEAR	12	6,154		69,437	
NET CURRENT ASSETS			300,840		344,589
TOTAL ASSETS LESS CURRENT LIABILITIES			307,400		351,799
TOTAL NET ASSETS			**307,400**		**351,799**
The funds of the charity:					
UNRESTRICTED FUNDS	9		131,506		180,910
RESTRICTED FUNDS	9		175,894		170,889
TOTAL CHARITY FUNDS			**307,400**		**351,799**

The directors are satisfied that the company is entitled to exemption from the requirement to obtain an audit under section 477 of the Companies Act 2006 but as this company is a charity, it is subject to audit under the Charities Act 2011

The members have not required the company to obtain an audit in accordance with section 476 of the Companies Act.

The directors acknowledge their responsibilities for complying with the requirements of the Companies Act with respect to accounting records and the preparation of accounts.

Yatin Mistry
Chair of Trustees

Rico Jacob Chace
Treasurer

28-10-24

Company Number 03534603

THE CONSORTIUM OF LESBIAN, GAY, BISEXUAL AND TRANSGENDER VOLUNTARY & COMMUNITY ORGANISATIONS

CASH FLOW STATEMENT

AT 31ST MARCH 2024

	2024 £	2023 £
OPERATING ACTIVITIES		
(Deficit) / Surplus for the financial year	(44,399)	(396,852)
Adjustments for:		
Interest receivable	(6,429)	(2,564)
Depreciation	2,068	2,403
Decrease/(increase) in debtors	18,440	(24,659)
(Decrease)/increase in creditors	(63,283)	14,923
INVESTMENT ACTIVITIES		
Purchase of tangible fixed assets	(1,418)	(2,958)
	(95,021)	(409,707)
Interest received	6,429	2,564
Cash (utilised) / generated by operating activities	(88,592)	(407,143)
NET CASH UTILISED/GENERATED		
Cash (utilised) / generated by operating activities	(88,592)	(407,143)
Net cash utilsed / generated	(88,592)	(407,143)
Cash and cash equivalents at 1 April	376,769	783,912
Cash and cash equivalents at 31 March	288,177	376,769
Cash and cash equivalents comprise:		
Cash at bank	288,177	376,769

THE CONSORTIUM OF LESBIAN, GAY, BISEXUAL AND TRANSGENDER VOLUNTARY & COMMUNITY ORGANISATIONS

NOTES TO THE ACCOUNTS

FOR THE YEAR ENDED 31ST MARCH 2024

1) ACCOUNTING POLICIES

The principal accounting policies adopted in the preparation of the financial statements are set out below, and have been consistently applied within the accounts.

a) Basis of accounting
The financial statements have been prepared under the historical cost convention, with the exception of investments which are included at market value. The financial statements have been prepared in accordance with the Financial Reporting Standard 102 (FRS 102), the Statement of Recommended Practice (SORP), "Accounting and Reporting by Charities" published in 2023 SORP (FRS102) and applicable charity and company law.

b) Incoming Resources/ Income
Incoming resources are recognised on an accruals basis, except that donations and legacies are recognised only upon receipt unless the donor advises otherwise. Grants & contracts are treated as income for the period to which the funder assigns the funds so matching income with the associated income for the period to which the funder assigns the funds so matching income with the associated costs of the services.

c) Fixed Assets & Depreciation
Office equipment at the Head Office is depreciated so as to write off its cost at 25% on a reducing balance basis. Office equipment for specific projects are depreciated over the life of the project. Small items of equipment are written off as incurred, to the statement of financial activities.

d) Charitable activities expenditure
Charitable activities consist of expenses incurred to further the company's aims and objectives of developing and maximising the effectiveness of LGBT+ organisations. Charitable expenditure includes the costs of training, sponsorship, grants and support to such organisations. The costs of liasing with member organisations, the preparation of directories and conferences are included as well as a suitable proportion of support costs, which, in the directors' opinion, relate to such activities. Salaries and consultant's fees, equipment depreciation and office overheads & consumables are apportioned between charitable activities, costs of generating charitable income and governance costs according to a best estimate of the time taken on each activity.

e) Stocks of materials & literature
Stocks of materials and literature are written off as incurred.

f) Going concern basis
The accounts have been prepared on a going concern basis.

g) VAT
Where appropriate expenditure includes irrecoverable value added tax.

h) Fund Accounting
Unrestricted funds are available for the use in the furtherance of the charity's objectives. Restricted funds are subject to restrictions imposed by donors as set out in the notes to the accounts.

i) Debtors
Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid after taking account of any trade discounts due.

j) Creditors and provisions are
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.

THE CONSORTIUM OF LESBIAN, GAY, BISEXUAL AND TRANSGENDER VOLUNTARY & COMMUNITY ORGANISATIONS

NOTES TO THE ACCOUNTS

FOR THE YEAR ENDED 31ST MARCH 2024

2) NET OPERATING SURPLUS/(DEFICIT)

The net operating surplus/(deficit) of income over expenditure is stated after charging:	2024	2023
	£	£
Staff costs (note 3)	447,400	405,240
Depreciation of equipment	2,068	2,403

3) STAFF COSTS

	2024	2023
Staff costs for the year were as follows:	£	£
Salaries	398,138	356,791
Social security costs	30,382	31,860
Defined contribution pension costs	18,880	16,589
	447,400	405,240

The average number of persons employed by the charitable company in the year was 17 persons (2023 - 15)
One member of staff was paid more than £60,000.
The key management personnel of the charity comprises the trustees and the Chief Executive, to whom responsibility for the day-to-day activities of the charity is delegated. The total employee benefits received by key management personnel during the year were £75,787 (2023: £70,749).

4) TRUSTEES' REMUNERATION AND BENEFITS

Trustees had expenses reimbused or paid directly in the year totalling £272 in travel costs (2023 - £869).
There were no other trustees' remuneration or benefits for the year ending 31 March 2024.

5) TAXATION

The charity is exempt from tax on income and gains falling within section 505 of the Taxes Act or section 252 of the Taxation of Chargeable Gains Act 1992 to the extent that these are applied to its charitable objects.

6) INTEREST RECEIVABLE

	2024	2023
	£	£
GENERAL FUND - unrestricted	6,429	2,564

THE CONSORTIUM OF LESBIAN, GAY, BISEXUAL AND TRANSGENDER VOLUNTARY & COMMUNITY ORGANISATIONS

NOTES TO THE ACCOUNTS

FOR THE YEAR ENDED 31ST MARCH 2024

7) EXPENDITURE

	Actvity Costs	Governance costs	Support costs	TOTAL 2024	TOTAL 2023
	£	£	£	£	£
GENERAL FUND					
Other Activities	137,209	3,737	4,809	145,755	177,941
	137,209	3,737	4,809	145,755	177,941
RESTRICTED FUNDS					
LGBT Foundation (National LGB&T Partnership)	49,504	-	-	49,504	48,833
National Lottery Community Fund (Equity Fund)	106,506	-	26,635	133,141	628,299
LGBT Foundation (Rainbow Badges)	22,754	-	-	22,754	19,658
The Funding Network	4,515	-	-	4,515	4,420
Silver Pride	-	-	-	-	4,548
Stonewall (TRANSforming Futures)	33,036	-	-	33,036	12,848
Barrow Cadbury Trust	1,000	-	-	1,000	30,000
City Bridge Foundation (Connecting the Capital)	70,687	-	-	70,687	8,469
LGBT HERO (Voter ID)	7,500	-	-	7,500	-
National Lottery Community Fund (LGBT+ Fund)	10,208	-	-	10,208	-
City Bridge Foundation (Anchor Programme)	22,811	-	-	22,811	-
Comic Relief (Equity Fund)	15,000	-	-	15,000	90,000
BiPride UK (LGBT+ Futures: Bi Fund)	1,458	-	-	1,458	-
London Funders (Propel)	-	-	-	-	15,000
City Bridge Foundation (Always Out There)	87,563	-	-	87,563	95,710
TOTAL RESTRICTED FUNDS	432,542	-	26,635	459,177	957,785
TOTAL FUNDS	569,751	3,737	31,444	604,932	1,135,726

8) GOVERNANCE & SUPPORT COSTS

	Governance		Support	
	2024	2023	2024	2023
Salaries	3,737	3,537	3,737	3,537
Postage and Stationery	-	-	689	262
Telecoms	-	-	383	5,679
Administration of grant-making	-	-	26,635	26,635
	3,737	8,773	31,444	36,113

THE CONSORTIUM OF LESBIAN, GAY, BISEXUAL AND TRANSGENDER VOLUNTARY & COMMUNITY ORGANISATIONS

NOTES TO THE ACCOUNTS

FOR THE YEAR ENDED 31ST MARCH 2024

9) MOVEMENT ON FUNDS IN YEAR

	Opening Balance 1 April 2023	Income	Deferred Income Movement	Expenditure	Transfers	Closing Balance 31 March 2024
UNRESTRICTED FUNDS	£	£	£	£	£	£
GENERAL FUND	180,910	96,351	-	145,755	-	131,506
TOTAL UNRESTRICTED FUNDS	180,910	96,351	-	145,755	-	131,506
RESTRICTED FUNDS						
LGBT Foundation (National LGB&T Partnership) Support for the Partnership's workplan as part of the Health and Wellbeing Alliance	1,875	47,629	-	49,504	-	-
National Lottery Community Fund (Equity Fund) Redistribution of TNLCF funds to equity-led organisations and additional development programme of work	76,924	56,217	-	133,141	-	-
LGBT Foundation (Rainbow Badges) Partner in the NHS England Rainbow Badges accreditation scheme	15,637	7,117	-	22,754	-	-
The Funding Network Funds from livecrowding event to support our Trans and Racial Justice work	4,515	-	-	4,515	-	-
Stonewall (TRANSforming Futures) Funds to facilitate onward grants to TRANSforming Futures applicants	29,152	21,000	-	33,036	-	17,116
Barrow Cadbury Trust Contribution to support funding more trans organisations through the Equity Fund	-	1,000	-	1,000	-	-
City Bridge Foundation (Connecting the Capital) Funds to support greater support for LGBT+ organisations in London	10,223	75,245	18,873	70,687	-	33,654
LGBT HERO (Voter ID) Funds to support increase of LGBT+ voter registration across London, in partnership with LGBT+ HERO	-	7,500	-	7,500	-	-
National Lottery Community Fund (LGBT+ Fund) Funds to strengthen grant giving activity and support the development of the LGBT+ Fund structures and income streams	-	72,101	-	10,208	-	61,893
City Bridge Foundation (Anchor Programme) Funds to support structural change for LGBT+ communities across London	-	72,500	-	22,811	-	49,689
Comic Relief (Equity Fund) Funds to provide grants to LGBT+ organisations in the Devolved Nations	15,000	10,000	-	15,000	-	10,000
BiPride UK (LGBT+ Futures: Bi Fund) Funds to provide grants to Bi Organisations in the UK	5,000	-	-	1,458	-	3,542
City Bridge Foundation (Always Out There) Grant to build on the mapping of LGBT+ services, and pan London support, though the LGBT+ London project	12,563	50,000	25,000	87,563		-
TOTAL RESTRICTED FUNDS	170,889	420,309	43,873	459,177	-	175,894
TOTAL UNRESTRICTED & RESTRICTED	351,799	516,660	43,873	604,932	-	307,400

THE CONSORTIUM OF LESBIAN, GAY, BISEXUAL AND TRANSGENDER VOLUNTARY & COMMUNITY ORGANISATIONS

NOTES TO THE ACCOUNTS

FOR THE YEAR ENDED 31ST MARCH 2024

10) FIXED ASSETS

	Office Equipment General Fund	TOTAL
Cost	£	£
Brought forward	18,503	18,503
Additions	1,418	1,418
As at 31st March 2024	19,921	19,921
Depreciation		
Brought forward	11,648	11,293
Charge for year	2,068	2,068
As at 31st March 2024	13,716	13,361
Net Book Value		
As at 31st March 2024	6,205	6,560
As at 31st March 2023	7,210	7,210

11) DEBTORS, amounts falling due within one year

	2024	2023
	£	£
Debtors	18,817	37,257
	18,817	37,257

12) CREDITORS, amounts falling due within one year

	2024	2023
	£	£
Trade creditors	3,654	4,129
Taxation and Social Security	-	1,634
Other creditors & accruals	2,500	63,674
	6,154	69,437

13) STATUS, CONNECTED CHARITIES & RELATED PARTY TRANSACTIONS

The company is incorporated by charitable means and is limited by guarantee without share capital. The company is not part of any group or specifically connected with any other charity or group.

14) GOING CONCERN

The charity is dependent on the continued support of the funding bodies.

15) ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Restricted	Unrestricted	Total
	£	£	£
Tangible Fixed Assets	-	6,560	6,560
Current Assets	192,193	131,100	306,994
Creditors	-	(6,154)	(6,154)
	175,894	131,506	307,400

THE CONSORTIUM OF LESBIAN, GAY, BISEXUAL AND TRANSGENDER VOLUNTARY & COMMUNITY ORGANISATIONS

NOTES TO THE ACCOUNTS

FOR THE YEAR ENDED 31ST MARCH 2024

16) ANALYSIS OF GRANTS TO INSTITUTIONS

	2024
LGBT+ Futures Grants	
TransActual	11,000
Trans Writes	8,625
TransSober	2,000
	21,625
LGBT+ Futures: Bi Fund	
London Bisexuals Meetup Group	208
Biscuit	250
Emmerson Ward	250
Greycastle Productions	250
Evan Reynolds Performing Arts	250
London Bisexual Games	250
	1,458
LGBT+ Futures: Faith Fund	
Hidayah	1,000
Imaan	1,750
House of Rainbow	1,750
MCC North London	1,750
Open Table Network	1,000
Keshet	1,000
Catholic for AIDS Prevention and Support	1,000
Queer Yeshiva	1,000
OneBodyOneFaith	1,000
Jamyang	500
Inclusive Gathering Birmingham	500
Aber LGBTQ+ Christians	500
BAXSAN	500
Oasis Open House LGBTQIA+ Hub Waterloo	500
Masorti LGBT+ Network	1,000
Sarbat LGBT+ Sikhs	1,880
Inclusive Mosque Initiative	1,000
Inclusive Community Church	1,000
The Village Metropolitan Community Church	1,000
	19,630
2024 Total Grants to Institutions	42,713

THE CONSORTIUM OF LESBIAN, GAY, BISEXUAL AND TRANSGENDER VOLUNTARY & COMMUNITY ORGANISATIONS

NOTES TO THE ACCOUNTS

FOR THE YEAR ENDED 31ST MARCH 2024

16) ANALYSIS OF GRANTS TO INSTITUTIONS

	2023 £
LGBT+ Futures: Equity Fund (TNLCF)	
Out in the City	4,000
Trans Pride Brighton & Hove	25,000
Sappho Events	9,500
Live Through This	23,000
TransActual	25,000
Lesbian Talk Issues Revisited (grant hosted by Consortium)	4,000
Trans4me	7,450
Planet Nation	7,500
Leeds LGBT+ Community Consortium	7,750
BLAQ UK	10,000
Eclipse	4,000
Out Together (Friends of Dorothy)	25,000
TNB Connect	3,000
The Black Boy Joy Club	8,000
We're Still Here (grant hosted by Consortium)	3,150
Black Beetle Health	25,000
All Hallows	200
The Clare Project	25,000
Trans Pride SW	1,700
Buff Bar Bristol (grant hosted by Consortium)	1,000
TransSober	1,350
Opening Doors	20,000
Trans Global	4,000
Oestrogeneration	14,150
Open Minds	6,000
African Equality Foundation	20,850
Spirit Level	2,000
Club Kali	25,000
Transparent Present	10,000
Queer Parenting	5,000
Forge MCR	900
Marlborough Theat	6,400
Deaf LGBTQ Plus	20,000

THE CONSORTIUM OF LESBIAN, GAY, BISEXUAL AND TRANSGENDER VOLUNTARY & COMMUNITY ORGANISATIONS

NOTES TO THE ACCOUNTS

FOR THE YEAR ENDED 31ST MARCH 2024

16) ANALYSIS OF GRANTS TO INSTITUTIONS

	2023 £
LGBT+ Futures: Equity Fund (TNLCF) (continued)	
NSUN	25,000
Spiritual Lesbians	4,000
London Cruisers	3,000
BLAQ UK	1,000
Outreach Youth Grant	1,000
Queer Stage	1,000
Living Free CIC	9,000
TAGS Swimming	2,000
British Asian Queer Community for East and Southeast Asians	1,900
Oasis Norfolk TSG	1,900
GIN Indian Network	950
Out & Proud African LGBTI	900
Last Frame Film Club	7,000
Q.alliance	7,700
IMAAN	9,550
Croydon VA	1,000
Proud Minds	4,500
Trans Writes (grant hosted by Consortium)	5,000
	464,500
LGBT+ Futures: Equity Fund (Barrow Cadbury)	
Not Alone Plymouth	1,000
Trans Pride Manchester	800
Trans Creative	3,700
Trans on Screen	1,000
Learnest	1,300
Trans Hull (hosted by Consortium)	5,000
Rumpus Room	7,200
Magic Us	10,000
	30,000

THE CONSORTIUM OF LESBIAN, GAY, BISEXUAL AND TRANSGENDER VOLUNTARY & COMMUNITY ORGANISATIONS

NOTES TO THE ACCOUNTS

FOR THE YEAR ENDED 31ST MARCH 2024

16) ANALYSIS OF GRANTS TO INSTITUTIONS

	2023 £
LGBT+ Futures: Equity Fund (Comic Relief)	
Trans Aid Cymru	900
Uplifted	6,000
HERe NI	10,000
LGBT Unity Glasgow	15,100
Songbirds Choir	1,000
Scottish Bi Network	1,000
Scottish (i+ Pride	950
SQIFF (Scottish Queer International Film Festival)	16,000
Cara Friend	25,000
ESE Asian Queer Society	1,000
Out & Proud African LGBTI	4,900
Pembrokeshire Pride	5,950
Trans Harm Reduction	1,000
Corrie Creative	1,000
Scottish Bi+ Pride	200
	90,000
Silver Pride	
Safe Ageing No Discrimination	800
Out in the City	800
Oasis Norfolk TSG	800
HERe NI	800
Leeds LGBT+ Community Consortium	800
	4,000
2023 Total Grants to Institutions	588,500

CONSORTIUM OF LESBIAN, GAY, BISEXUAL AND TRANSGENDER VOLUNTARY AND COMMUNITY OR

England & Wales - Charity number 1105502

Accounts

CONSORTIUM
for stronger lgbt+ communities

The Consortium of Lesbian, Gay, Bisexual and Transgender Voluntary & Community Organisations

Annual Report & Accounts
Year ended 31st Mar 2023

Company no: 3534603

Charity no: 1105502

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CONSORTIUM
for stronger lgbt+ communities

Introduction

(Most!) of Consortium's staff team and trustee board at our annual conference Jan 23.

This year, we present our annual report in a slightly different way, with two parts to it. This first part provides the top-level narrative aligned to our current Strategic Plan for 2021-2026.

We have also produced an additional section, our Team Takeover version, to delve deeper into the operational narrative, whilst also linking directly back to the strategy.

Our member mandated Strategic Plan for 2021-2026 is now 18 months into action, and we are committed to being transparent and accountable on our progress, so we hope you enjoy reading about the successes and challenges we face both as an organisation and as a sector.

Our work can be complex and individual components will cross the key pillars of our strategy, aimed at moving it all in one common direction. When reading this report, it is important to consider the crossover of work and how it take a non-linear approach.

This report also provides our opportunity to use the agility of our strategy to note some minor changes which recognises the rapidly changing environment we find our LGBT+ sectors in.

You can access the Team Takeover section of the report here.

Our approach to the annual report

To help draw both operational and strategic elements of our work together, we use a series of graphics to link back to our core pillars of focus. These images and how they relate to the **Resourcing**, **Resilience** and **Sustainability** of the LGBT+ sector are highlighted in the relevant sections. Running throughout all our work is a golden thread of **Togetherness**, reflecting the critical areas of **Equity**, **Proactive communications** and **Collaboration**. We have woven the narrative of these into the core sections of the report. For more detailed information on this approach, please refer to our Strategic Plan for 2021-2026.

Keeping the strategy agile

When designing the structure of our strategy it was important we maintain a level of agility to the strategy, giving us the ability to tweak and amend as time progressed. LGBT+ work is currently framed through a context of increasing hostility, particularly when it comes to trans and non-binary issues. Whilst the strategy remains resilient in terms of the work we undertake to tackle these issues, focus towards activities including the need to shape affirming messages, develop sector campaigns and think differently about future preparation, hasn't quite been what was first anticipated. We are well poised, with a significant portion of the team funded from multiple sources, to adapt and support sector development and responses in the most appropriate way. Whilst right now we remain more reactive as communities to the environment around us, particularly with regard to the hostility and compounding impact of Covid recovery and the cost-of-living crisis, by the end of this strategic period we will work towards the sector having a more proactive approach to what is happening around us, so we are collectively in a better position to shape the narrative and policy direction.

One reflection of the original strategy was our use of "Partnerships" under our Sustainable LGBT+ Organisations section. Partnerships and Development is one of our key operational departments and the use of this word in a targeted part of the Plan had the confusing effect of questioning whether this limited description was the full breadth of this work. We are adjusting the language of this particular element from "Partnerships" to "Connecting Communities". This won't affect the focus of this work, using our position to bring the LGBT+ sector together with a range of external partners and allies including the wider voluntary sector and corporate organisations—it just allows us frame this in a clearer way for operational purposes.

Outgoing Chair's Remarks – Chris French

It has been a privilege to serve as Chair of LGBT+ Consortium. It has not been without its challenges, and I would not have had the ability to face many of these, had it not been for the support of the Board and the steady, resilient work of the fantastic Consortium operational team, to who I want to pay particular thanks. And to Paul. The relationship between Chair and CEO is one of, if not the most important relationships in organisations such as ours. To see firsthand and upfront what the role of a CEO is in a front facing national LGBT+ organisation is eye opening. There is much that is not seen by others, including a lot of reactive need and firefighting behind the scenes. Thank you, Paul, for all I have seen you do.

As the Board, we have always sought to get the strategic element of our work correctly balanced. With this in mind, I asked our Trustees to align with the specific pillars of our Strategic Plan (Resourcing, Resilience and Sustainability) to maintain the connection throughout its time period. From the beginning of drafting our Strategic Plan, we wanted a document that would be agile and flexible, to be able to pivot to the challenges to our community. I'm grateful to my fellow trustees for embracing this approach and continuing to champion it. You can hear more from them here: https://www.consortium.lgbt/meet-the-board/.

I came to know of Consortium through the creation of my own LGBTQ+ charity and a need for support in getting established and just feeling less out of my depth! I hope that this has been the experience of other members of Consortium. We are here for you.

A particular highlight of mine was our first in person AGM since Covid. It was very special to be able to be with you, to meet you and to hear directly from about, not only the challenges that you face but also the achievements that you have seen in supporting our wonderful communities.

Thank you for all you do and continue to do, our wonderful members. And thank you for your trust and faith in me to have led Consortium as its Chair, for the last three years.

Incoming Chair Yatin Mistry will be a fantastic new Chair. His LGBT+ coaching background will be an asset to the role which is often about providing balanced, specific guidance.

I wish you all continued success and leave you with the knowledge that LGBT+ Consortium, its Board and Operational Team are there for you.

Chief Executive's Remarks – Paul Roberts

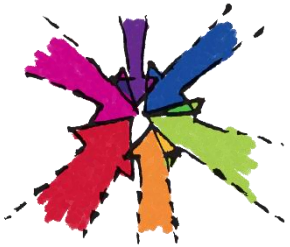
This reporting period represents our first formal opportunity to report back to our membership, and other stakeholders, using a whole team approach and I am excited we are presenting in this way. Consortium is a network of LGBT+ organisations, but also an incredible team of people working every day for our membership. It is important that we give visibility to the team, are collectively accountable, and not seen as one homogenous entity, just as we try to highlight for the sector as a whole. Across Consortium's team of 17 there is a wealth of experience, both lived and professional, and this is what makes our work so exciting and enables us to undertake such a range of practical activities. Enjoy exploring more about our work, and here are some highlight elements from my role.

It somewhat feels like a broken record, but this represents another challenging reporting period—with negatives happening across our communities but countering this our communities rise to these challenges and grabbing opportunities that crop up. Our work as the umbrella body has tried to galvanise on those opportunities, from securing financial resources for some of the most intersectional and marginalised parts of our communities through our co-produced Equity Fund to supporting emerging collaborations like the Helplines Partnership, which aims to create more sustainable support for LGBT+ people across the UK and help increase the available datasets about our communities. All our activities have highlighted to me that our central pillars of resourcing, resilience and sustainability remain critical to the future of our LGBT+ sectors.

Politically, this has to be the most challenging environment I have found myself in across 20 years of working in the LGBT+ sector. Our communities, particularly Trans and Non-Binary communities are being used to centre so-called culture wars and it is crucial that our work to break down the enormous levels of misinformation and hatred, and turn this into proactive positive messaging, continues to expand. We can't however do this alone—it requires the whole of the LGBT+ sector, both geographically and thematically, to come together and fight for a society that is inclusive, progressive and defends basic human rights. Having seen the sector come together to defend our trans communities at key moments such as the UK Government's decision to exclude trans people from Conversion Practice legislation gives me such hope that we are truly stronger together and are working as one—in ways I have never seen before.

Strategically, this also helps affirm our decision to split some of our resource and capacity so we not only remain as the sector's umbrella body, but we can also develop as a specialist funder. We have used our position to strengthen our approach in this area and have now successfully distributed nearly £1.5m, or 232 small grants in total. This is just the beginning, and we are further developing and driving our participative approach to grant giving. We remain passionate about developing an LGBT+ Endowment Fund, creating long-term resource for all LGBT+ organisations, whether they are small, large, geographically spread, working with intersectional or marginalised parts of our communities. Whilst our profile as a funder remains relatively small, we will still use this privileged position to drive our strategic aims, particularly focusing limited resource in this area on those most marginalised and under-resourced as we look to create better parity right across the sector. Longer term though we know financial resource and other support is needed across all organisations and we haven't forgotten that—indeed, our broader support offer continues to provide to all our members. We continue to advocate for other funders to play their part in providing funding and are hopeful of developing new collaborations to support this.

I also want to use this opportunity to thank the incredible Board of Trustees at Consortium. Alongside our members and our staff team, they complete the triangle of moving parts that keep Consortium moving forward. They have brought a diversity of thought to strategic conversations but have also been steadfast in our need to stay focussed on future preparations. By actively supporting our actions to be trans affirmative, encouraging our role as a funder and helping us make new connections they exemplify why the charitable model provides a unique approach to solving complex societal challenges. I would like to pay particular tribute to our outgoing Chair, Chris French. His strong, calm and collegiate approach has provided the perfect conditions for what a strategic Board should be and how it can support the operational team. As we enter look to bring our new Chair on board, I am excited to explore how we build on this so Consortium continues to demonstrate what good governance can look like.



Our Operating Structure

Partnership and Development Team

The P&D team is one of our key mechanisms for remaining agile across our fast-changing sectors. It allows the organisation to support collaborations and fill gaps where others across the sector are unable to lead, or where we have been asked to provide strategic leadership. It allows us to further test and develop our participatory grant work, which we hope to become a key facet in our own sustainability, alongside that of the wider LGBT+ sector. Within this domain, we co-lead on collaborations such as The National LGBT Partnership and the LGBTI sounding board, both engaging with NHS systems. As the umbrella body, we can ensure our Partnership work engages a diverse range of organisations, both thematically and geographically. This results in lived experience, sector expertise and community approaches built into the shaping of policy and practice. The partnerships model we adopt means we can draw on frontline expertise and provide financial contribution to fairly remunerate, as well providing additional support, to ensure those with the best experience are driving the work.

Membership and Engagement

Our M&E team is the other core operational focus at Consortium. As a membership and umbrella body, it is vital we have capacity to support our members to grow, to develop, to resources themselves and to thrive. We have tried to adapt this as our membership has evolved, resulting in our specialist engagement roles exploring racial justice and trans and non-binary issues, who work alongside our broader Engagement Officers. We are working hard to ensure this dual approach doesn't create a segregated system where specialist issues are the sole concern of a specialist officer. We are passionate about implementing an engagement approach where expertise and skills are shared across the team to keep a strong sense of shared delivery and mutual support.

Grant Giving Activity

Whilst we are still not at a point where our Grant Giving and Philanthropy development has its own department, it has become an integral and important part of our own sustainability and resilience, and of course resourcing of the sector. We want to acknowledge this in our annual report and highlight activity which crosses Consortium's departments.

We have started exploring a matrix approach to this work so we can benefit from the knowledge and expertise needed to successfully deliver. For example, our Equity Fund team are based within all parts of the organisation and have different line managers, but the working across each other allows us to bring the right expertise into the room at all times.

Resourced LGBT+ Organisations

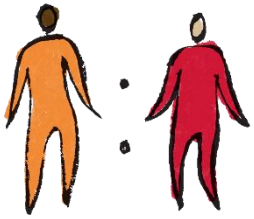
LGBT+ communities deliver vital services to millions of LGBT+ people, allies and their families each and every year. 41% of our membership operate on under £5K per annum, with 55% on less than £20K per annum. This means we are communities that are adept at delivering change and pioneering opportunity with limited resource. Consortium continues to provide our membership, and our grantees, with the resourcing—financial and other—as a core function of everything we do.

Under this strategic pillar, we articulated the focus of our activities being:

- **Member Engagement**
- **Grant Development**
- **Articulating our Ask**

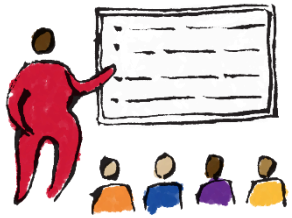
Drilling down across these three areas, the infographics to the right highlight the practical, operational, work to deliver on these areas.

1:1 Support



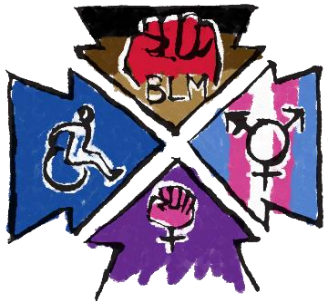
As our membership grows to over 580 organisations from across the UK, we continue to explore how best to provide vital 1:1 support. There is a huge diversity of requests through this support from traditional areas such as fundraising and financial accountability, through to emerging areas such as countering negative public discourse and implementing stronger self-care practices. We respond to individual organisation requests, but recognise that a growing membership will require more collective activity, as our staff capacity remains static. We have developed group development sessions, interactive talks and explore how we can bring organisations facing similar challenges together to look at collective responses.

Skills Development



With increasing levels of sickness and mental health issues across the sector's workforce, we are concerned that the sector may lose incredible talent over the coming years. We have been supporting organisations, through individual support and our networks, with health and wellbeing focussed respirces, and are also using this an opportunity to explore the future leadership of LGBT+ activity. Several of our programmes are looking at what future leadership might look like and how we can drive a community-led approach to increase the diversity and intersectionality of our workforce.

Intersectional Support



We continue to develop and adapt our core service offer, to ensure we can provide targeted capacity and direct support for those part of our LGBT+ communities that are most under-resourced. This has been reflected through our onward grant giving activity, having implemented a new LGBT+ Futures: Equity Fund, that was co-developed with 20 partner organisations and continues to be co-delivered with a diverse range of intersectional LGBT+ organisations.

Our Racial Justice and Trans Engagement Officers provide a targeted focus for cohorts of our membership, but we are working hard to ensure that these roles don't sit in isolation or are looked at as the only route to support for members who might fall into that cohort. These roles are designed to enhance the core offer and have provided targeted activity which amplifies intersectional activity, facilitates new conversations and helps increase the evidence base. As we look to the future, and our membership grows across these areas, we are keen to explore the next level of this work, exploring how we can partner with other specialist organisations to co-deliver intersectional community-development activity alongside activist and policy change activity.

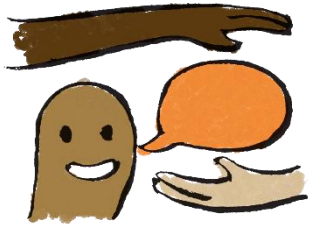
Participative Funding

Whilst our grant giving activity remains relatively small, we are proud to have distributed over £1.5m in small grants over the last few years. We have proactively implemented participatory processes to ensure decisions we make on financial resourcing are made by those with lived experience. This ensures we prioritise limited resource to those most marginalised and under-resourced parts of our communities. We have successfully delivered on a major Equity Fund thanks to a formal partnership with The National Lottery Community Fund, and later brought Comic Relief and The Barrow Cadbury Trust on board to distribute a total of £585K. We have also successfully distributed a further £20K of funds thanks to our Donor-led Intersections Fund and begun distributing seed grants through our Bi-Fund.

We are proud to be one of the partners in the TRANSforming Futures partnership, led by Stonewall and working alongside 7 other organisations, increasing data and evidence around trans issues. A key part of the programme is to distribute financial and non-financial support to put action against the research recommendations. Consortium is the lead on the financial distribution and has helped bring its participatory giving processes into the programme, resulting in £200K of funds to trans-led activity.

We will look to grow our participative funding practice over the coming years, with the aim of having a Philanthropy and Giving department by the end of this strategic reporting period.

Shaping Affirming Messages



As our communities remain under attack, we are working steadfast with our membership to reshape the narratives and highlight the positive contributions LGBT+ communities make to society. We have been able to profile a diverse range of our Members' incredible work through our social media content, alongside the showcasing of the funds we have awarded through our LGBT+ Futures Fund. We are supporting various parts of our communities, through our specialist targeted work and our broader member-wide programmes, to explore how else we can strengthen the sector over the coming years and ensure we are well-prepared for future changes that might arise because of external factors including a General Election or changing public opinions.

Strengthen Organisations

Resilient LGBT+ Organisations

We continue to experience immense change across our LGBT+ communities, both as a result of society-wide issues including Covid-19 recovery and the cost of living crisis, through to community-specific challenges including the targeting of our communities in so-called culture wars.

Our 580 strong membership has continued to show resilience through working / partnering together and giving strength to each other so we are well prepared for future developments and can respond from a position of strength.

Under this strategic pillar, we articulated the focus of our activities being:

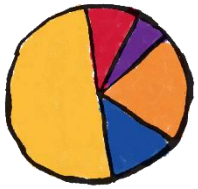
- **Informed Insight**
- **Networks**
- **Leadership**

Drilling down across these three areas, the infographics to the right highlight the practical, operational, work to deliver on these areas.

Strengthen available data

Data, evidence and demonstrating impact are core to the development of LGBT+ activity. Alongside both members, and other stakeholders, we have continued to support the development of available data—from Covid-19 research “The New Normal”, through to a resourcing pack for NHS Trusts on supporting and engaging with local LGBT+ organisations. We have been strengthening our links to academics and researchers, ensuring that LGBT+ voices are part of the consideration when new external research emerges. This includes supporting the launch of a new LGBT+ research network developing through Nottingham Trent University.

Evidence Impact



We recognise our members are stretched for capacity and want to balance out the need to gather data on the realities of the LGBT+ sector, alongside not burdening them with requests for reams of data. Historically, we have produced an annual insight report, which gathered data on a range of topics relevant to LGBT+ organisations. Over the last few years the response rate has declined and we hear our members when they say there is massive survey fatigue. We are assessing how best we can continue to collect this vital data at other critical moments such as member renewal, and whilst providing other support, as we know from external stakeholders how important this data is for driving systems change and encouraging others to act.

Specialist networks

Consortium continues to facilitate a range of specialist LGBT+ networks, and the number of these has grown to 9, increasing since the beginning of this strategic period. Wherever possible, we co-facilitate and collaborate our networks with experts in the field—for example, our Migrants Network partners with Micro Rainbow and our Safeguarding Network gets support from Stonewall. These networks are critical forums for peer support and sharing of relevant information, whilst also exploring future action and direction for targeted areas. Another example of this in action is through our LGBT+ Leaders Network, where over 120 senior leaders across the sector (whether paid or volunteer leaders) come together virtually every few weeks to discuss top-level matters and work through collective responses or explore opportunities to connect further.

Internally, we have begun to develop stronger mechanisms for cross-working of our specialist networks to maximise the opportunity for action.

Peer support

The work of our specialist networks, and our member engagement model, is built on providing opportunities for groups of peers to come together and built solidarity. We are always stronger together and we have proactively explored opportunities to connect people from across the sector. The trust and confidence built through these activities has led to new partnerships forming, including for example a new Comms Network, and has led to a greater sharing of intelligence and insight across our membership.

Diversify sector leadership

Informed by our member engagement work, and our grant-giving activities, future of LGBT+ leadership is a consistent thread of work needing focus. Broadly, we recognise the current leadership of staffed member organisations is far from intersectional so we are exploring concrete work to increase the diversity of senior leadership, whether that is (e.g.) LBT+ Women, People of Colour, or Disabled People. Through our Equity Fund programme we are working with our partner organisations to provide resource so an organic exploration of what future leadership can and should evolve into can happen. This way, the decisions about the change needed will come from those with lived experience and who have practical experience of being a leader, in whatever form that might take. We are building this model of thinking and development into potential future programmes of work.

Future preparation

Future preparation is another thread that runs throughout our thinking at Consortium. We have developed a more strategic comms approach, working with others across the sector to ensure a cohesive approach to sector comms, so we can tackle the toxicity aimed at our communities and instead focus attention on the opportunities and positives our communities bring to the table.

Through the connections developed as a specialist funder, we have also built stronger routes into informing decision-making and funder practice. This has led to greater understanding of LGBT+ issues across a broader range of funders, with some already committing to future consideration of LGBT+ issues when they review their own strategies. We hope this will ultimately lead to greater investment in our LGBT+ communities.

Sustainable LGBT+ Organisations

Sustainability cannot be achieved overnight, and the changing environment continues to add both opportunity and challenge for LGBT+ organisations in relation to long-term growth and presence. We couldn't have anticipated the cost-of-living crisis when we launched this strategy, but the agility of the plan has allowed us to continue exploring areas that we believe will ultimately lead to a more sustainable LGBT+ sector. This is a strategic pilar where some direct work is progressing quicker than others, but the building blocks are forming across all areas.

Under this strategic pillar, we articulated the focus of our activities being:

- **New funding sources**
- **Sector development**
- **Partnerships** **(now Connecting Communities)**

Drilling down across these three areas, the infographics to the right highlight the practical, operational, work to deliver on these areas.

New income sources

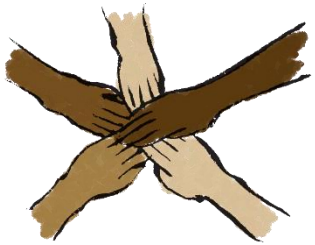
It has been an exciting period for our income generation work, not only for Consortium but the wider LGBT+ sector. We are proud to have secured a formal relationship with The National Lottery Community Fund to distribute funds on their behalf through the innovative LGBT+ Futures: Equity Fund. As previous sections have explored, it has allowed us to further develop our grant-giving practice. Through this relationship we were also able to leverage additional funds through other key funders including Comic Relief and Barrow Cadbury Trust for a total of £585K going to frontline LGBT+ organisations working with some of the most under-resourced parts of our communities.

As we look forward, we will continue to grow our onward grant giving role as a specialist funder, targeting funds to areas we know are most under-resourced and most-marginalised—data that is informed through all our work. We have also begun thinking about other diverse income sources, including corporate partnerships, and have developed a Corporate Supporters Network to bring a cohort of smaller businesses together exploring how we can collectively support LGBT+ organisations.

LGBT+ endowment fund

Whilst structured work around building an LGBT+ endowment fund is yet to start, all our funding activity is helping put the future mechanisms in place so we are in a strong position to maintain this as our ultimate longer term ambition. We feel this could be a critical factor in building sustainable income sources for our LGBT+ communities.

Intersectional collaboration



The future success of our LGBT+ sector is dependent on us collectively embracing the diversity, the intersectionality and the geographical spread of the organisations that make it. We have been identifying further ways of bringing in that diversity of voices throughout all our work—including reshaping the working model for the National LGBT Partnership to increase local and targeted experiences into the health system, and the development of an inclusive LGBTQIA+ Plan for London.

Community-led development

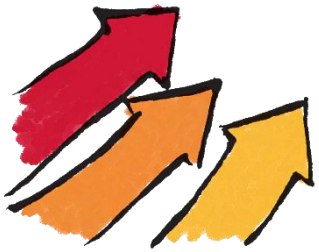
We have also begun exploring how, as a UK wide organisation, we can better support and add value to our members in the Devolved Nations. We maintain our approach of not competing against our members and recognise in these countries there is existing community-development activity undertaken by members. We are exploring shared roles so we can base additional capacity within a member organisation, so it reflects local needs and adds real value to the existing offers.

We are predominantly virtual in the activities we undertake and have reviewed the accessibility of our website, member portal and resources. Through the leadership of our internal EDI Working Group, we have overhauled parts of our website to ensure it is as accessible as possible and are currently reviewing our suite of resources, so they meet high standards of accessibility.

Connect communities.

Our broader partnerships work looks to explore how our LGBT+ sector interacts and works with other parts of the voluntary sector. Through this work we have partnered with organisations including NCVO to bring together trans-affirmative voluntary organisations to explore how they can feel safe to speak out on trans inclusion, and how we can work together to progress trans rights.

Sector campaigns



We have also looked at important moments in time to bring together our membership alongside others to amplify important messages. This included coordinating community messaging around trans inclusion regarding the banning of conversion practices. We helped mobilise over 250 LGBT+ and ally organisations to send a clear message that excluding trans people is unacceptable and our communities stand as one on this—a great example of how our reach across the country and across thematic areas can support collaborative action with high impact.

Next Steps and Future Preparation

We are now 18 months into our cycle strategic planning period and what is very evidence is how quickly LGBT+ issues develop, change direction and become ever more complex. We fully expect the following 3.5 years will continue in this direction, confirming the need for an agile and adaptive approach to how we implement our central core pillars. We are confident that these themes of resourcing, resilience and sustainability are strong lenses for everything we do, although the balance of work we do across each may vary with time.

Alongside working towards a sustainable LGBT+ voluntary and community sector, we must ensure Consortium itself becomes sustainable. We recognise our income balance is still heavily weighted towards grants and foundations—a pattern across similar second-tier organisations. Our role as a specialist funder is not only good for LGBT+ organisations—with an increase in funds being distributed—we are planning for it to be a long-term sustainable income stream for our core work. As we move through the strategic timeframe we will weight more capacity and time to developing these areas, whilst maintaining our existing capacity for member engagement and development work.

There are risk factors we must consider in our drive for progress. The political situation across the UK is one of instability, and when it comes to the UK Government, one of increasing hostility. We cannot underestimate the impact this has on our ability to advance the LGBT+ sector. To prepare we must be vigilant at horizon scanning and scenario planning for different eventualities. By doing this, we will enable both Consortium and the LGBT+ sector to be better prepared for what eventually transpires. The political environment will also have a direct impact on areas such as media and wider public sector engagement. If, for example, the toxic narratives continue then more capacity will need to be directed in tackling this head on and trying to reframe the narrative to something more positive. However, if more positive developments emerge politically, or through media coverage, then our communities will be in a stronger position to drive forward positive change. Whichever direction we find ourselves travelling, Consortium is committed to being as prepared as possible, partnership with our members and others, remaining a strong vocal ally for all parts of our communities, and remaining steadfast in our plans for a well-resourced, strong and resilient, and sustainable LGBT+ voluntary and community sector. We are stronger by working together and being allies for each other.

Our Funders

We would like to express our huge thanks to all our funders and partners throughout this reporting period.

Contact Us

For more information about Consortium's work, or to get in touch with one of our team, please contact us on:

Website
www.consortium.lgbt

Instagram
@lgbtconsortium

Twitter
@LGBTConsortium

Email
admin@consortium.lgbt

2022-23 Accounts Information

The Consortium of Lesbian, Gay, Bisexual and Transgender Voluntary & Community Organisations is a private company limited by guarantee without share capital.

Directors

Christopher French (Chair of Trustees)
Rico Jacob Chace (Treasurer)
Elizabeth McDermott
Emily Macaulay MBE
Hannah Pittman
Leni Candan
Louie Stafford
Pavlo Cherednychenko

Chief Executive Officer and Company Secretary

Paul Roberts OBE

Registered Office

Zone 5, Wrentham Business Park
Prospect Park
Exeter
Devon
EX4 6NA

Independent Examiner

Munro Brown
38 Gay Street
Bath
BA1 2PQ

Bankers

Unity Trust Bank PLC

The Trustees, who are also directors of the charity for the purposes of the Companies Act, submit their annual report and the audited financial statements for the year ended 31st March 2023. The Trustees have adopted the provisions of the Statement of Recommended Practice (SORP) “Accounting and Reporting by Charities” issued in 2005 in preparing the annual report and financial statements of the charity.

Structure, Governance and Management

Governing Document

The Consortium of Lesbian, Gay, Bisexual and Transgender Voluntary & Community Organisations is a company limited by guarantee and a registered charity with the Charity Commission. It was incorporated on 25th March 1998 and registered as a charity on 17th August 2004. The charity changed its name from the Consortium of Lesbian, Gay and Bisexual Voluntary and Community Organisations to the Consortium of Lesbian, Gay, Bisexual and Transgender Voluntary and Community Organisations on 29th April 2006. The organisation was established under a Memorandum of Association, which sets out its objects and powers and is governed under its Articles of Association. The Memorandum and Articles of Association were updated on 3rd November 2012 to include a clause that 50% of Directors must be LGB or Trans, with a further update in November 2017 allowing for a discretionary third term for Trustees.
An additional update was made to the Governing Document during this reporting period, to enable the organisation to respond to the global pandemic and hold governance meetings digitally. The working name of the organisation is Consortium.

Objectives

The principal objectives for which the charitable company was formed are, by charitable means, to help develop and maximise the effectiveness of voluntary organisations run by and for lesbians, gay men, bisexual, and transgender people, and to promote good practice within Member organisations.

Appointment of Trustee Directors

A Board of Trustee Directors manage the company, all of whom are unpaid. The Board must have a minimum of three and a maximum of nine Members at any time, with 50% of the Board coming from Member organisations. The existing Board has the power to appoint new Members to fill casual vacancies as and when required. Board Members are elected for a term of three years with the option of standing for a second term of three years. Under exceptional circumstance a Board Member can be appointed for a third term, at the discretion of Members at an AGM. New appointees will be ratified at the following AGM by the Members. The Board undertakes open recruitment of new appointments, based on required skills and governance requirements (i.e., 50% of the Board connected to Members).

Trustee induction and training

All potential new Board Members are required to complete an application form and skills audit outlining their experience and skills as part of an open process.
Following successful appointments, all new Board Members receive information which outline the history, structure, roles, finance etc. of Consortium and outlines the roles and responsibilities of the Trustees themselves.
All new Board Members are then provided with an opportunity to liaise with current staff to get to know operational areas in which they may be able to provide specialist advice, support, and guidance.
Consortium sets aside a small budget to provide external training and support to the Board as a whole. Spending is decided by the Board itself according to any identified training needs.

Organisation

The function and role of the Consortium Board of Directors is to oversee the strategic development and governance of the organisation on behalf of the Membership, and the broader LGBT+ communities. There are currently two Executive functions within the Board structure – Chair and Treasurer. The Chief Executive performs the Company Secretary role. The Chair has delegated and agreed authority in certain areas for taking any urgent decisions or actions on behalf of the full Board as required. Operational day to day management of the organisation is delegated by the Board to the Chief Executive, in line with our Internal Delegated Authority document, which has recently been updated. Delivery of organisational activities (in line with the aims and objectives of Consortium) is undertaken by the staff employed for such purposes.

Consortium's Board also have the power to enact Advisory Committees to support the organisation's strategic work. Under our developing philanthropy and giving work this includes setting up Grants Panels, which have direct Board representation alongside specialist expertise to ensure fair, accountable, and equitable decisions.

Risk Management

The Board of Trustee Directors have assessed both major and minor risks to which the charity is exposed and is satisfied that policies and systems are in place to mitigate any exposure to major risks through a comprehensive Risk Register.
Policies that impact upon risk management were thoroughly reviewed by the Board during this reporting period and approved to ensure that the organisation has the appropriate operational framework in which to function. The Board, in conjunction with the Chief Executive, regularly review the organisation's Risk Register to remain up to date and aware of any forthcoming risks.

The growing hostility and fractious political environment means the charity will remain vulnerable to the fast-changing economic conditions. The Board has in place appropriate trigger points financially and structurally to ensure the organisation can take appropriate action in advance of any potential worsening situation.
Project funding is scrutinised regularly by the Board at its scheduled meetings via thorough reporting by the Chief Executive. The Board remain committed to be a beacon of best practice for the LGBT+ voluntary and community sector.

Strategic Planning

Consortium secured the support of the membership for its new 5-year Strategic Plan at the end of 2021. This builds on the many years of work towards an LGBT+ sector that is equitable in practice, and an organisation that is passionate about being member-led.

The new strategic pillars of Resourcing, Resilience and Sustainability build on that previous work and maintain a strong LGBT+ sector. This Plan will take us through to 2026, but as per this annual report it will remain an agile plan that allows us to adapt as circumstances change and be in the best possible position to make the most of opportunities as they arise.

Financial Review

As expected, the charity recorded an overall deficit for the year of £396,852 (2022: surplus of £349,980). This represents considerable grant funds carried over from the previous financial year, which were then distributed during 2022-23 as part of the LGBT+ Futures: Equity Fund.

A deficit of £31,705 was recorded for unrestricted funds (2022: deficit of £6,116). This represents investment in core staff team capacity, working to bring unrestricted reserves down in line with the Reserves Policy, following gains during the pandemic period.

The charity had reserves to carry forward totalling £351,799, of which £180,910 represented unrestricted funds.

Acting as an onward grant giver, Consortium distributed £588,500 of its turnover as grants to LGBT+ organisations.

Reserves Policy

The Board of Trustees have formally agreed the reserves built up by the organisation can be used to help the development of the organisation. Given our work to reduce all possible costs for the organisation through remaining officeless, the Board have ring-fenced the equivalent of four months' core overheads to facilitate an orderly winding up of the organisation in the event of no significant income generation. These funds are deposited in a separate bank account.

The Board's risk strategy has created a system which enables Consortium's core work to remain lean and able to continue under a range of future circumstances.

Trustees' Responsibilities in Relation to the Financial Statements

Company law requires the Trustees to prepare financial statements that give a true and fair view of the state of affairs of the charity at the end of the financial year and of its surplus or deficit for the financial year. In doing do the Trustees are required to:

- Select suitable accounting policies and then apply them consistently.
- Make sound judgements and estimates that are reasonable and prudent.
- State whether applicable accounting standards and statements of recommended practice 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 the charity will continue in business.

The Trustees are responsible for maintaining proper accounting records which disclose with reasonable accuracy at any time the financial position of the charity and enables them to ensure that the financial statements comply with the Companies Act 2006. The Trustees 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.

Rico Jacob Chace
Treasurer
Date: 21/08/2023

Emily Macaulay
Trustee
Date: 21/08/2023

INDEPENDENT EXAMINERS REPORT TO THE MEMBERS OF THE CONSORTIUM OF LESBIAN, GAY, BISEXUAL AND TRANSGENDER VOLUNTARY & COMMUNITY ORGANISATIONS

YEAR ENDING 31 MARCH 2023

Independent Examiner's Report

I report to the charity trustees on my examination of the accounts of the charity for the year ended 31st March 2023.

Responsibilities and basis of report

As the charity trustees of the company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your company's accounts 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

Since the company's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of Institute of Chartered Accounts of Scotland which is one of the listed bodies.

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

-accounting records were not kept in respect of the company as required by section 386 of the 2006 Act; or
-the accounts do not accord with those records; or
-the accounts do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair view' which is not a matter considered as part of an independent examination; or
-the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities

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 accounts to be reached

M J Laughton CA
MUNRO BROWN LTD
Chartered Accountants
38 Gay Street, Bath BA1 2NT

Date: 25/08/2023

THE CONSORTIUM OF LESBIAN, GAY, BISEXUAL AND TRANSGENDER VOLUNTARY & COMMUNITY ORGANISATIONS

STATEMENT OF FINANCIAL ACTIVITIES
(including summary income and expenditure account)

YEAR ENDED 31ST MARCH 2023

	Notes	UNRESTRICTED FUNDS 2023 £	RESTRICTED FUNDS 2023 £	TOTAL FUNDS 2023 £	TOTAL FUNDS 2022 £
INCOME					
Charitable Activities	9	149,172	587,138	736,310	881,628
Investments	7	2,564	-	2,564	97
TOTAL INCOMING RESOURCES		151,736	587,138	738,874	881,725
EXPENDITURE					
Charitable activities	7	177,941	957,785	1,135,726	531,745
TOTAL EXPENDITURE		177,941	957,785	1,135,726	531,745
NET INCOME / (EXPENDITURE)		(26,205)	(370,647)	(396,852)	349,980
TRANSFERS BETWEEN FUNDS	9	(5,500)	5,500	-	-
NET MOVEMENT IN FUNDS		(31,705)	(365,147)	(396,852)	349,980
RECONCILIATION OF FUNDS					
TOTAL FUNDS BROUGHT FORWARD		212,615	536,036	748,651	398,671
TOTAL FUNDS CARRIED FORWARD	9	180,910	170,889	351,799	748,651

All of the above results are derived from continuing operations. There are no other recognised gains and losses other than those stated above. Movements in funds are disclosed in Note 9 to the financial statements.

THE CONSORTIUM OF LESBIAN, GAY, BISEXUAL AND TRANSGENDER VOLUNTARY & COMMUNITY ORGANISATIONS

BALANCE SHEET

AT 31ST MARCH 2023

	Notes	2023 £	2023 £	2022 £	2022 £
FIXED ASSETS	10		7,210		6,655
CURRENT ASSETS					
Debtors & prepayments	11	37,257		12,598	
Cash at bank		376,769		783,912	
Total Current Assets		414,026		796,510	
CREDITORS, AMOUNTS FALLING DUE WITHIN ONE YEAR	12	69,437		54,514	
NET CURRENT ASSETS			344,589		741,996
TOTAL ASSETS LESS CURRENT LIABILITIES			351,799		748,651
TOTAL NET ASSETS			**351,799**		**748,651**
The funds of the charity:					
UNRESTRICTED FUNDS	9		180,910		212,615
RESTRICTED FUNDS	9		170,889		536,036
TOTAL CHARITY FUNDS			**351,799**		**748,651**

The directors are satisfied that the company is entitled to exemption from the requirement to obtain an audit under section 477 of the Companies Act 2006 but as this company is a charity, it is subject to audit under the Charities Act 2011

The members have not required the company to obtain an audit in accordance with section 476 of the Companies Act.

The directors acknowledge their responsibilities for complying with the requirements of the Companies Act with respect to accounting records and the preparation of accounts.

Emily Macaulay
Chair of Trustees

Rico Jacob Chace
Treasurer

Date: 21/08/2023

Company Number 03534603

THE CONSORTIUM OF LESBIAN, GAY, BISEXUAL AND TRANSGENDER VOLUNTARY & COMMUNITY ORGANISATIONS

CASH FLOW STATEMENT

AT 31ST MARCH 2023

	2023 £	2022 £
OPERATING ACTIVITIES		
(Deficit) / Surplus for the financial year	(396,852)	349,980
Adjustments for:		
Interest receivable	(2,564)	(97)
Depreciation	2,403	2,218
Decrease/(increase) in debtors	(24,659)	5,706
(Decrease)/increase in creditors	14,923	13,618
INVESTMENT ACTIVITIES		
Purchase of tangible fixed assets	(2,958)	(5,742)
	(409,707)	365,683
Interest received	2,564	97
Cash (utilised) / generated by operating activities	(407,143)	365,780
NET CASH UTILISED/GENERATED		
Cash (utilised) / generated by operating activities	(407,143)	365,780
Net cash utilsed / generated	(407,143)	365,780
Cash and cash equivalents at 1 April	783,912	418,132
Cash and cash equivalents at 31 March	376,769	783,912
Cash and cash equivalents comprise:		
Cash at bank	376,769	783,912

THE CONSORTIUM OF LESBIAN, GAY, BISEXUAL AND TRANSGENDER VOLUNTARY & COMMUNITY ORGANISATIONS

NOTES TO THE ACCOUNTS

YEAR ENDED 31ST MARCH 2023

1) ACCOUNTING POLICIES

The principal accounting policies adopted in the preparation of the financial statements are set out below, and have been consistently applied within the accounts.

a) Basis of accounting
The financial statements have been prepared under the historical cost convention, with the exception of investments which are included at market value. The financial statements have been prepared in accordance with the Financial Reporting Standard 102 (FRS 102), the Statement of Recommended Practice (SORP), "Accounting and Reporting by Charities" published in 2022 SORP (FRS102) and applicable charity and company law.

b) Incoming Resources/ Income
Incoming resources are recognised on an accruals basis, except that donations and legacies are recognised only upon receipt unless the donor advises otherwise. Grants & contracts are treated as income for the period to which the funder assigns the funds so matching income with the associated income for the period to which the funder assigns the funds so matching income with the associated costs of the services.

c) Fixed Assets & Depreciation
Office equipment at the Head Office is depreciated so as to write off its cost at 25% on a reducing balance basis. Office equipment for specific projects are depreciated over the life of the project. Small items of equipment are written off as incurred, to the statement of financial activities.

d) Charitable activities expenditure
Charitable activities consist of expenses incurred to further the company's aims and objectives of developing and maximising the effectiveness of LGBT+ organisations. Charitable expenditure includes the costs of training, sponsorship, grants and support to such organisations. The costs of liasing with member organisations, the preparation of directories and conferences are included as well as a suitable proportion of support costs, which, in the directors' opinion, relate to such activities. Salaries and consultant's fees, equipment depreciation and office overheads & consumables are apportioned between charitable activities, costs of generating charitable income and governance costs according to a best estimate of the time taken on each activity.

e) Stocks of materials & literature
Stocks of materials and literature are written off as incurred.

f) Going concern basis
The accounts have been prepared on a going concern basis.

g) VAT
Where appropriate expenditure includes irrecoverable value added tax.

h) Fund Accounting
Unrestricted funds are available for the use in the furtherance of the charity's objectives. Restricted funds are subject to restrictions imposed by donors as set out in the notes to the accounts.

i) Debtors
Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid after taking account of any trade discounts due.

j) Creditors
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.

THE CONSORTIUM OF LESBIAN, GAY, BISEXUAL AND TRANSGENDER VOLUNTARY & COMMUNITY ORGANISATIONS

NOTES TO THE ACCOUNTS

FOR THE YEAR ENDED 31ST MARCH 2023

2) NET OPERATING SURPLUS/(DEFICIT)

The net operating surplus/(deficit) of income over expenditure is stated after charging:	2023	2022
	£	£
Staff costs (note 3)	405,240	354,548
Depreciation of equipment	2,403	2,218

3) STAFF COSTS

Staff costs for the year were as follows:	2023	2023
	£	£
Salaries	356,791	315,819
Social security costs	31,860	23,982
Defined contribution pension costs	16,589	14,747
	405,240	354,548

The average number of persons employed by the charitable company in the year was 15 persons (2022 - 13)
One member of staff was paid more than £60,000.
The key management personnel of the charity comprises the trustees and the Chief Executive, to whom responsibility for the day-to-day activities of the charity is delegated. The total employee benefits received by key management personnel during the year were £70,749 (2022: £61,724).

4) TRUSTEES' REMUNERATION AND BENEFITS

Trustees had expenses reimbused or paid directly in the year totalling £869 in travel costs (2022 - £Nil).
There were no other trustees' remuneration or benefits for the year ending 31 March 2023

5) TAXATION

The charity is exempt from tax on income and gains falling within section 505 of the Taxes Act or section 252 of the Taxation of Chargeable Gains Act 1992 to the extent that these are applied to its charitable objects.

6) INTEREST RECEIVABLE

	2023	2022
	£	£
GENERAL FUND - unrestricted	2,564	97

THE CONSORTIUM OF LESBIAN, GAY, BISEXUAL AND TRANSGENDER VOLUNTARY & COMMUNITY ORGANISATIONS

NOTES TO THE ACCOUNTS

FOR THE YEAR ENDED 31ST MARCH 2023

7) EXPENDITURE

	Actvity Costs	Governance costs	Support costs	TOTAL 2023	TOTAL 2022
	£	£	£	£	£
GENERAL FUND					
Other Activities	159,690	8,773	9,478	177,941	65,228
	159,690	8,773	9,478	177,941	65,228
RESTRICTED FUNDS					
LGBT Foundation (National LGB&T Partnership)	48,833	-	-	48,833	44,273
National Lottery Community Fund (Equity Fund)	601,664	-	26,635	628,299	25,528
LGBT Foundation (Rainbow Badges)	19,658	-	-	19,658	4,509
The Funding Network	4,420	-	-	4,420	-
Silver Pride	4,548	-	-	4,548	2,123
Stonewall (TRANSforming Futures)	12,848	-	-	12,848	-
Barrow Cadbury Trust	30,000	-	-	30,000	-
City Bridge Trust (Connecting the Capital)	8,469	-	-	8,469	-
Comic Relief (Equity Fund)	90,000	-	-	90,000	-
BiPride UK (LGBT+ Futures: Bi Fund)	-	-	-	-	-
London Funders (Propel)	15,000	-	-	15,000	-
City Bridge Trust (Always Out There)	95,710	-	-	95,710	92,104
Garfield Weston Foundation	-	-	-	-	10,000
Intersections Grant Funds	-	-	-	-	21,000
National Lottery Community Fund (Covid-19)	-	-	-	-	32,456
The National Emergencies Trust	-	-	-	-	70,557
Cornerstone	-	-	-	-	25,000
National Lottery Community Fund (Development Grant)	-	-	-	-	36,261
Esmee Fairbairn Core	-	-	-	-	40,000
London Community Foundation (London Community Response	-	-	-	-	888
City Bridge Trust (London Community Response Fund)	-	-	-	-	385
City Bridge Trust (London Community Response Fund)	-	-	-	-	6,820
National Lottery Community Fund (Civil Society Roots)	-	-	-	-	54,613
TOTAL RESTRICTED FUNDS	931,150	-	26,635	957,785	466,517
TOTAL FUNDS	1,090,840	8,773	36,113	1,135,726	531,745

8) GOVERNANCE & SUPPORT COSTS

	Governance		Support	
	2023 £	2022 £	2023 £	2022 £
Independent Examination	2,500	2,500	-	-
Board & AGM Expenses	2,736	627	-	-
Salaries	3,537	3,086	3,537	3,086
Postage and Stationery	-	-	262	822
Telecoms	-	-	5,679	5,113
Administration of grant-making	-	-	26,635	23,184
	8,773	5,313	36,113	46,136

THE CONSORTIUM OF LESBIAN, GAY, BISEXUAL AND TRANSGENDER VOLUNTARY & COMMUNITY ORGANISATIONS

NOTES TO THE ACCOUNTS

FOR THE YEAR ENDED 31ST MARCH 2023

9) MOVEMENT ON FUNDS IN YEAR

	Opening Balance 1 April 2022	Income	Deferred Income Movement	Expenditure	Transfers	Closing Balance 31 March 2023
UNRESTRICTED FUNDS	£	£	£	£	£	£
GENERAL FUND	212,615	151,736	-	177,941	(5,500)	180,910
TOTAL UNRESTRICTED FUNDS	212,615	151,736	-	177,941	(5,500)	180,910
RESTRICTED FUNDS						
LGBT Foundation (National LGB&T Partnership) Support for the Partnership's workplan as part of the Health and Wellbeing Alliance	-	47,208	-	48,833	3,500	1,875
National Lottery Community Fund (Equity Fund) Redistribution of TNLCF funds to equity-led organisations and additional development programme of work	497,486	207,737	-	628,299	-	76,924
LGBT Foundation (Rainbow Badges) Partner in the NHS England Rainbow Badges accreditation scheme	16,794	18,501	-	19,658	-	15,637
The Funding Network Funds from livecrowding event to support our Trans and Racial Justice work	8,935	-	-	4,420	-	4,515
Silver Pride	4,548	-	-	4,548	-	-
Stonewall (TRANSforming Futures) Funds to facilitate onward grants to TRANSforming Futures applicants	-	42,000	-	12,848	-	29,152
Barrow Cadbury Trust Contribution to support funding more trans organisations	-	29,000	-	30,000	1000	-
City Bridge Trust (Connecting the Capital) Funds to support greater support for LGBT+ organisations in London	-	37,565	(18,873)	8,469	-	10,223
Comic Relief (Equity Fund) Funds to provide grants to LGBT+ organisations in the Devolved Nations	-	105,000	-	90,000	-	15,000
BiPride UK (LGBT+ Futures: Bi Fund) Funds to provide grants to Bi Organisations in the UK	-	4,000	-		1000	5,000
London Funders (Propel) Funds to support LGBT+ engagement in a funder collaborative in London	-	15,000	-	15000	-	-
City Bridge Trust (Always Out There) Grant to build on the mapping of LGBT+ services, and pan London support, though the LGBT+ London project	8,273	100,000	-	95,710	-	12,563
TOTAL RESTRICTED FUNDS	536,036	606,011	(18,873)	957,785	5,500	170,889
TOTAL UNRESTRICTED & RESTRICTED	748,651	757,747	(18,873)	1,135,726	-	351,799

THE CONSORTIUM OF LESBIAN, GAY, BISEXUAL AND TRANSGENDER VOLUNTARY & COMMUNITY ORGANISATIONS

NOTES TO THE ACCOUNTS

FOR THE YEAR ENDED 31ST MARCH 2023

10) FIXED ASSETS

	Office Equipment General Fund	TOTAL
Cost	£	£
Brought forward	15,545	15,545
Additions	2,958	2,958
As at 31st March 2023	18,503	18,503
Depreciation		
Brought forward	8,890	8,890
Charge for year	2,403	2,403
As at 31st March 2023	11,293	11,293
Net Book Value		
As at 31st March 2023	7,210	7,210
As at 31st March 2022	6,655	6,655

11) DEBTORS, amounts falling due within one year

	2023	2022
	£	£
Debtors	37,257	12,598
	37,257	12,598

12) CREDITORS, amounts falling due within one year

	2023	2022
	£	£
Trade creditors	4,129	5,871
Taxation and Social Security	1,634	1,143
Other creditors & accruals	63,674	47,500
	69,437	54,514

13) STATUS, CONNECTED CHARITIES & RELATED PARTY TRANSACTIONS

The company is incorporated by charitable means and is limited by guarantee without share capital. The company is not part of any group or specifically connected with any other charity or group.

14) GOING CONCERN

The charity is dependent on the continued support of the funding bodies.

15) ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Restricted	Unrestricted	Total
	£	£	£
Tangible Fixed Assets	-	7,210	7,210
Current Assets	202,440	199,264	414,026
Creditors	(43,873)	(25,564)	(69,437)
	170,889	180,910	351,799

THE CONSORTIUM OF LESBIAN, GAY, BISEXUAL AND TRANSGENDER VOLUNTARY & COMMUNITY ORGANISATIONS

NOTES TO THE ACCOUNTS

FOR THE YEAR ENDED 31ST MARCH 2023

16) ANALYSIS OF GRANTS TO INSTITUTIONS

	2023 £
LGBT+ Futures: Equity Fund (TNLCF)	
Out in the City	4,000
Trans Pride Brighton & Hove	25,000
Sappho Events	9,500
Live Through This	23,000
TransActual	25,000
Safe Ageing No Discrimination	10,950
Kairos Nottingham	950
United Pride Friends	9,950
Queer China	1,350
Lesbian Talk Issues Revisited (grant hosted by Consortium)	4,000
Trans4me	7,450
Planet Nation	7,500
Leeds LGBT+ Community Consortium	7,750
BLAQ UK	10,000
Eclipse	4,000
Out Together (Friends of Dorothy)	25,000
TNB Connect	3,000
The Black Boy Joy Club	8,000
We're Still Here (grant hosted by Consortium)	3,150
Black Beetle Health	25,000
All Hallows	200
The Clare Project	25,000
Trans Pride SW	1,700
Buff Bar Bristol (grant hosted by Consortium)	1,000
TransSober	1,350
Opening Doors	20,000
Trans Global	4,000
Oestrogeneration	14,150
Open Minds	6,000
African Equality Foundation	20,850
Spirit Level	2,000
Club Kali	25,000
Transparent Present	10,000
Queer Parenting	5,000
Forge MCR	900
Marlborough Theat	6,400
Deaf LGBTQ Plus	20,000

THE CONSORTIUM OF LESBIAN, GAY, BISEXUAL AND TRANSGENDER VOLUNTARY & COMMUNITY ORGANISATIONS

NOTES TO THE ACCOUNTS

FOR THE YEAR ENDED 31ST MARCH 2023

16) ANALYSIS OF GRANTS TO INSTITUTIONS

	2023 £
LGBT+ Futures: Equity Fund (TNLCF) (continued)	
NSUN	25,000
Spiritual Lesbians	4,000
London Cruisers	3,000
BLAQ UK	1,000
Outreach Youth Grant	1,000
Queer Stage	1,000
Living Free CIC	9,000
TAGS Swimming	2,000
British Asian Queer Community for East and Southeast Asians	1,900
Oasis Norfolk TSG	1,900
GIN Indian Network	950
Out & Proud African LGBTI	900
Last Frame Film Club	7,000
Q.alliance	7,700
IMAAN	9,550
Croydon VA	1,000
Proud Minds	4,500
Trans Writes (grant hosted by Consortium)	5,000
	464,500
LGBT+ Futures: Equity Fund (Barrow Cadbury)	
Not Alone Plymouth	1,000
Trans Pride Manchester	800
Trans Creative	3,700
Trans on Screen	1,000
Learnest	1,300
Trans Hull (hosted by Consortium)	5,000
Rumpus Room	7,200
Magic Us	10,000
	30,000

THE CONSORTIUM OF LESBIAN, GAY, BISEXUAL AND TRANSGENDER VOLUNTARY & COMMUNITY ORGANISATIONS

NOTES TO THE ACCOUNTS

FOR THE YEAR ENDED 31ST MARCH 2023

16) ANALYSIS OF GRANTS TO INSTITUTIONS

	2023 £
LGBT+ Futures: Equity Fund (Comic Relief)	
Trans Aid Cymru	900
Uplifted	6,000
HERe NI	10,000
LGBT Unity Glasgow	15,100
Songbirds Choir	1,000
Scottish Bi Network	1,000
Scottish (i+ Pride	950
SQIFF (Scottish Queer International Film Festival)	16,000
Cara Friend	25,000
ESE Asian Queer Society	1,000
Out & Proud African LGBTI	4,900
Pembrokeshire Pride	5,950
Trans Harm Reduction	1,000
Corrie Creative	1,000
Scottish Bi+ Pride	200
	90,000
Silver Pride	
Safe Ageing No Discrimination	800
Out in the City	800
Oasis Norfolk TSG	800
HERe NI	800
Leeds LGBT+ Community Consortium	800
	4,000
2023 Total Grants to Institutions	588,500

THE CONSORTIUM OF LESBIAN, GAY, BISEXUAL AND TRANSGENDER VOLUNTARY & COMMUNITY ORGANISATIONS

NOTES TO THE ACCOUNTS

FOR THE YEAR ENDED 31ST MARCH 2023

16) ANALYSIS OF GRANTS TO INSTITUTIONS

	2022 £
Intersections Grant Funds	
Open Table Network	2,000
KeshetUK	500
Colours Network	1,000
Black Trans Foundation	1,500
Positive East	1,000
Queer East	1,000
Out in the City	750
Live Through This	1,500
Leeds LGBT + Community Consortium	750
Deaf Rainbow UK	2,000
LezTalks	2,000
House of Rainbow	2,000
Decoder	1,000
WOW Network	500
Deaf Cymru Pride	1,000
Parapride	1,500
Feeling Queer	1,000
	21,000
National Lottery Community Fund (Equity Fund)	
Kemptown Wave	500
2022 Total Grants to Institutions	21,500

CONSORTIUM OF LESBIAN, GAY, BISEXUAL AND TRANSGENDER VOLUNTARY AND COMMUNITY OR

England & Wales - Charity number 1105502

Accounts

CONSORTIUM

for stronger lgbt+ communities

The Consortium of Lesbian, Gay, Bisexual and Transgender Voluntary & Community Organisations

Annual Report & Accounts

Year Ended 31st March 2022

Company No: 3534603

Charity No: 1105502

The Consortium of Lesbian, Gay, Bisexual and Transgender Voluntary & Community Organisations

A private company limited by guarantee without share capital

Company Registration number 3534603
Charity Registration number 1105502

Directors

Christopher French (Chair of Trustees)
Carina Badger (Resigned 8th November 2021)
Kevin Griffith (Treasurer, Resigned 7th December 2021)
Hannah Taylor (Resigned 17th July 2021)
Elizabeth McDermott
Leni Candan
Emily Macaulay
Hannah Pittman (Appointed 20th April 2021)
Louie Stafford (Appointed 20th April 2021)
Rico Jacob Chace (Appointed 23rd November 2021, Treasurer from 7th Dec)
Pavlo Cherednychenko (Appointed 23rd November 2021)

Chief Executive Officer and Company Secretary

Paul Roberts OBE

Registered Office

Zone 5, Wrentham Business Park
Prospect Park
Exeter
Devon
EX4 6NA

Independent Examiner

Munro Brown
38 Gay Street, Bath, BA1 2PQ

Bankers

Unity Trust Bank PLC

Report of the Directors for the year ended 31st March 2022

The Trustees, who are also directors of the charity for the purposes of the Companies Act, submit their annual report and the audited financial statements for the year ended 31st March 2022. The Trustees have adopted the provisions of the Statement of Recommended Practice (SORP) "Accounting and Reporting by Charities" issued in 2005 in preparing the annual report and financial statements of the charity.

'We have been positioned front and centre in the ongoing 'culture wars'. We didn't ask to be. For simply wanting to be who we are, we are being constantly challenged and it is tiring; for our trans family it is even more so. Amongst this ever-changing political narrative, this seems to be the one constant that we can be sure of.

I attended EuroPride 2022, the 30th anniversary of the event, in Belgrade, capital of Serbia. This in itself was quite a moment, the country not known for its liberal leanings and pretty much having no LGBTQIA+ rights, despite having an openly lesbian prime minister.

There were protests against the event taking place, there were riots against the event taking, there was an 11th hour decision by the government to ban the march. The march did go ahead in the end, massively shortened after being held in place for hours, whilst we were pelted with eggs. People were beaten up and hospitalised after leaving the pride party later in the evening. Sound familiar?

On my return to the UK, there was not a feeling of returning to a more moderate place, no feeling of wider protection because of the hard-won rights that generations of LGBTQIA+ before having ushered in with literal blood, sweat and tears. I returned to a place where angry mobs storm libraries in protest at stories being read to children, a place where transphobic, homophobic, biphobic hate crimes have risen, often resulting in violent attacks against our community.

This is why Consortium is such an important organisation, one that I have been proud to chair for the last two years. In anticipation of such hostility, our strategic plan was purposefully made to be agile and flexible to this constantly changing narrative. We are glad that we took this approach looking at where we are now.

I take great positive thoughts and feelings however from the community of organisations that we are and the strength of the people that make these up. It is a hard and demanding role and one that I personally thank you all for undertaking. Wherever we can, Consortium will go on supporting you and the amazing work you do.

Chris – Chair of Trustees

2021-22 in Context

Whilst we think everyone had hoped that 2021 would be the year we moved on from the global pandemic, sadly it very much became a year where this remained the under-current for everything the organisation undertook. With various staff members struck down with Covid, Members continuing to face restrictions on gatherings and service delivery in the first half of the year, and the enduring long-term impacts on our communities, it will be another remembered for the additional stress placed on everyone.

However, this does not mean there weren't positive opportunities built during this financial year, far from it. As we navigated towards the end of the year, we were able to hold our own first in-person events for two years, we saw the development of a major new funding programme and the introduction of our brand-new Racial Justice programme.

As with the previous financial year, we saw a few team changes, and had an average of 14 members of staff, with an 11 FTE. This is an increase of 3 staff members on the previous financial year.

We would like to extend our heartfelt thanks to the team members who moved onto new adventures during this year: Lou Cook, our Grants Manager; Maria our Development Coordinator; Martin, our London Coordinator; Tom, our seconded Performance Manager; and Tyron, our Equity Fund Development Officer. Their collective input has helped drive the incredible work of Consortium and we are delighted to see their respective areas of work continue to flourish.

We then welcomed some fantastic new members of staff: Leo, our Comms Officer; Camillea, our Racial Justice Officer; Leyla, our Equity Fund Project Officer; LJ, our Grants Officer; and Philippa, our Rainbow Badges Development Officer.

This financial year also saw changes across the Board of Trustees, with 4 Trustees joining, and 3 leaving during the financial year. We would like to extend our thanks to Hannah Taylor, Carina Badger and Kevin Griffith for their time, energy and expertise on the board across a collective 15 years of service to Consortium. A huge welcome is extended to Hannah Pittman, Louie Stafford, Rico Jacob Chace and Pavlo Cherednychenko who joined during this year. We are excited to have their expertise represented through the Board of Trustees.

Some of the Consortium team and a Trustee at our Trans event at City Hall

‘This financial year really was another one where major contrasts played against each other. The ongoing restrictions from the pandemic, the disproportionate impact we saw it having on our diverse LGBT+ communities and increasingly negative media and government narratives around trans communities had the potential to create fractious activity across the LGBT+ sector. However, against this background, we saw an increased level of collaboration, of cooperation and of solidarity from all parts of our communities. For this, I remain extremely proud of what we can achieve together as a set of strong communities, under such extraordinary circumstances.

Whilst a strong sector remains, this doesn’t mean it is sustainable. It is grossly unfair to expect organisations working with some of the most marginalised and discriminated against communities in the country to expect this as the norm. We must work to change the narrative and ease the pressure on the incredible work our members undertake every single day.

I am delighted that during another challenging year we were able to secure further investment in our communities, but not only that secure investment that aims to change the way we interact as a sector. The funds targeted at intersectional and community-targeted organisations has been a very lengthy work in progress, but the power of collaboration and co-production has proven it is possible. Seeing that investment go to organisations who rarely, or have never, received funding before is just awe-inspiring.

As we continue to move through additional challenges including the cost-of-living crisis and further political turmoil, I am resolute that Consortium will stay firmly focused on supporting our members to be strong, resilient and sustainable.’

Paul – Chief Executive

Keeping our flags clean and eating rainbow cakes!

Highlights

→ £21,500 in grants distributed during financial year
→ £565,000 secured to distribute in 2022
→ 18 grants made to UK LGBT+ organisations
→ Continued work with 65 grantees
→ Membership grew by 21%
→ 78 new members joining
→ Welcomed 4 new Trustees during financial year
→ Welcomed 5 new members of staff

Some of the Consortium team at our first in-person Team Day for 2 years!

Strategic Pillars

Consortium' 5-year Strategic Plan, taking us through to 2026, was ratified by our membership at last year's AGM. Beyond our cross-cutting work on equity, comms and collaborating, the three pillars underpinning our work, alongside the targeted activity we proposed, are:

- **Resourced LGBT+ Organisations:** Providing the resources LGBT+ groups and organisations need to thrive and built a strong case for support.
    - Member Engagement: Tailored support for Members
    - Grant Development: Specialist onward grant giving
    - Articulating our Ask: Shape affirming and proactive messaging
- **Resilient LGBT+ Organisations:** Helping LGBT+ groups and organisations prepare for, respond and adapt to the changing environment.
    - Informed Insight: Strengthen the evidence base
    - Networks: Maintain and build relevant networks
    - Leadership: Support to diversify leadership in the sector
- **Sustainable LGBT+ Organisations:** Supporting the growth and development of LGBT+ groups and organisations.
    - New funding sources: Seek new income stream for the sector
    - Sector Development: Collective action and closer collaborations
    - Partnerships: Bringing the LGBT+ sector together with others in the VCSE

As part of our commitment to reporting back to our membership, we have indicated throughout this annual report how each piece of work links back to one of our strategic pillars, and the underlying indicators outlined in each strategic pillar.

We designed our Strategic Plan to enable us the agility and freedom to adapt as our communities, and the environment around us, evolves. With the increasing pressures of the cost-of-living crisis, and the ongoing long-term effects of the global pandemic—to name just two things—we are confident that the Plan remains fit for purpose and all planned work for the coming years still fits neatly across these pillars.

'2021 was another challenging year as the whole country tried to work out how to run services, support, community groups whilst keeping each safe. This has been hard for all and I've been proud to be a very small part of the hard work of Consortium supporting all its members to survive these uncertain times that look set to continue into the future.'

Emily – Trustee

Activities

Membership & Engagement (Resourced LGBT+ Organisations)

As our membership has grown over this period, we have also seen a change in the way that groups want to work with us and also in the way we need to use our team capacity to support our members. Despite the limitations placed on some traditional forms of engagement work by pandemic restrictions, the engagement team have worked hard to find creative and innovative ways to reach out to our member organisations and to ensure that they had access to the support and resources they need to operate effectively. We have run a couple of in-person events, which have had good levels of attendance and there is clearly willingness for some folks to get back into rooms face-to-face. Conversely, we have seen a decrease in interest in 'live' online engagement, with many people preferring to access recorded sessions at their convenience – probably a reflection of life getting 'back to normal' and needing to manage demands on capacity. Our toolkits remain some of the most popular of our resources and the level of interest in the tools for new organisations reflects the number of groups set up to support our communities during the pandemic.

'I am constantly amazed by how much our small team manages to achieve, and the creative ways that each person maximises their capacity to most benefit the groups they are supporting - people are always shocked when I tell them there are just 15 members of staff here at Consortium (and most are part-time!).

Over the last year, our membership has continued to grow, reflecting the number of newer groups set up in response to the ongoing impacts of the pandemic and the evolving needs of our LGBT+ communities. The engagement team has responded quickly to the changing demands of our member organisations. This has included a strong focus on promoting staff/volunteer wellbeing and providing a range of support options relevant to newly established groups, particularly around governance and fundraising. We have responded to feedback about the challenges of managing demands on their time, making sure that any workshops and events are as easy to engage with as possible and that recordings are available that can be accessed flexibly around other commitments.

It is such a privilege to support our members and to see them growing and changing in such exciting and innovative ways. When things are tough, and there have been a lot of challenges this year, I always come back to why we are here – for our members, for our sector and for our incredible and inspiring LGBT+ communities.'

Briony – Head of Membership and Engagement

Partnerships & Development (Sustainable LGBT+ Organisations)

Our Partnerships and Development department is now in its second year of formation and continues to provide a focus for our external facing collaborations. We have developed strategies to build new relationships with potential partners and to diversify income. Through this work we have developed a new relationship with Diversity Jobs, a recruitment and job advertising agency working across three jobs boards, LGBT Jobs, BAME Jobs and Disability Jobs. Diversity Jobs have donated £5k to Consortium, and in recognition of their support we host a link and banner for their LGBT Jobs board underneath member opportunities on our website jobs board. We will continue to work with Diversity Jobs' Director, Rory Haslam, to build on this relationship. Additionally, this partnership offers us complementary advertising across all three Diversity Jobs Boards, supporting our EDI work to reach more diverse and intersectional candidates for our own roles.

This type of partnership has been especially useful in understanding and developing our offer to corporate supporters and is helping to shape our approach to building relationships and seeking sponsorship from other companies.

We have also worked alongside LGBT Foundation and Stonewall to develop Legacy messaging, and in turn worked closely with an individual supporter of Consortium who is keen to support the development of our legacy and fund development work. (Resourced LGBT+ Orgs: Articulating our Ask)

'2021-22 was a busy year for Partnerships and Development. Highlights include: working alongside Stonewall and LGBT+ Foundation to develop shared, LGBT+ sector legacy messaging, which was soft-launched on social media towards the end of the reporting period and which will be developed and weaved into our wider messages going forward; working alongside existing corporate supporters such as Scrutton Bland and LGBT Jobs to refine our Corporate supporter messages and begin building relationships with new partners; working with Opening Doors and Stonewall to develop a bid for a longer term LGBT+ elders research project and working with the helplines partnership towards developing an ongoing way of collaboration beyond the end of their initial funding.

The Partnerships and development team also grew throughout the year, with the addition of the Communications Officer role, the Equity Fund Grants Officer and the Rainbow Badges Development officer, as well as having Shannon O'Rourke on placement with us, focussing on corporate support and relationships, as part of her PhD programme with G-Versity.

Much of the year was again marked by shifting Covid-19 restrictions, which impacted on some tentative plans around a possible event to launch the legacy campaign, and the 2021 City For LGBT+ event taking place virtually. The wider political and cultural landscape also had a big impact, for example in responding to consultations around the Human Rights Act Reform and developing communications to counter harmful media narratives.'

Helen – Head of Partnerships and Development

Our Networks (Resilient LGBT+ Orgs: Networks)

Trans Organisations Network

As one of our longest running networks, it remains a central mechanism for bringing together our members who are both trans-led and working specifically for trans and non-binary communities. We remain engaged with circa 60 organisations in the network.

Given the increasingly toxic media discourse around trans and non-binary issues, despite evidence showing that the public are more supportive than ever of TNB communities, much of the work of the network has been shaped around providing a supportive environment where organisations can share and receive peer-support.

Beyond the immediate needs arising out of Covid-19, much of the activity period focused on providing peer support to organisations responding to the increasingly negative anti-trans rhetoric in the public domain. We are extremely grateful to all the members of TON who have come together to provide that mutual support and remain strong and resilient under intense pressures from many directions. (Resourced LGBT+ Orgs: Articulating our Ask)

Training Providers Network (Sustainable LGBT+ Orgs: Sector Development)

The training providers network meets quarterly to share tools and techniques as well as talk through challenges. In the past year we have had member led 'mini-teach' sessions on: e learning platforms, running hybrid events, training via Teams and interactive tools. We have also provided a dedicated members only webpage to share network news.

'I have had the privilege of welcoming 49 new members to Consortium through our triage call system in the past year. It is always a pleasure to hear about the amazing work our members are delivering. After all the Covid restrictions, it has been particularly positive to hear about in-person project and events and Prides taking place.

I have continued to work on improving the members dashboard, creating new resources in response to needs and updating previous resources to ensure better accessibility.

I co-launched a new Safeguarding Network, with support and leadership from Stonewall and the group has explored some key themes including data recording, sharing and retention and partnership policies.

I have led the Training Providers Network with groups providing 'mini-teach' sessions to share knowledge and experience on key topics such as running hybrid events and e-learning platforms. We updated the Consortium training page so that anyone looking for LGBT+ training providers can search our members via region as well as by thematic focus.'

Lucie – Engagement Officer

Women and Non-Binary Network (Resilient LGBT+ Orgs: Networks & Leadership)

In July 2021, we relaunched our network for women and non-binary people, an open and inclusive network for people of all marginalised genders working or volunteering in the LGBT+ sector. We wanted to create an inclusive, accessible and equitable space that felt welcoming for all people who wanted to access it. The network has been meeting each month for informal discussion, networking and mutual support. We have looked at various topics during the sessions, including inclusive gender-based violence services, queer parenting and healthcare issues experienced by our communities.

LGBT+ Leaders Network (Resilient LGBT+ Orgs: Networks & Leadership)

There has never been more need for this network of peers, made up of both paid senior leaders and incredible volunteer leaders. The network has maintained its regular schedule of meeting once every three weeks and uses the opportunity to think strategically about top-level priorities for the LGBT+ sector.

We have also been able to bring in a range of external people to give them access to a diverse range of leaders from across the LGBT+ sector, including the Charity Commission, the Health Security Agency and key refugee organisations working in support of the Homes for Ukraine scheme.

The network now has circa 120 people on the circulation list and this coming year will explore opportunities to further increase the diversity and intersectionality of those engaging in the network. As part of this work, the network is exploring how best to facilitate its focused work on equity and inclusion. Run as a Working Group previously, we are now re-integrating it into the focus of the Network and how we can ensure leaders across the sector continue to champion and advocate for a more equitable LGBT+ sector.

Some of our team enjoying our visit to Vauxhall City Farm!

Projects

Always Out There: London (Sustainable LGBT+ Orgs: Partnerships)

This period saw us enter a new 3-year phase of this City Bridge Trust funded project to review, maintain and expand the live map of LGBT+ services across the Capital, whilst also providing the much-needed community development support to a diverse range of LGBT+ organisations. Working in collaboration with LGBT HERO, this work builds on previous research into the unmet needs of Londoners along with learnings from the Covid pandemic and the ongoing impacts on our services and communities. This 3-year piece of work focuses on the intersectional needs of our London Members and allowed us to dedicate specific resource to support those who operate across the outer boroughs and may not have access to the same resource as those more centrally located. With the funding from City Bridge Trust, we have also been able to increase the dedicated specialist support available to LGBT+ organisations, creating capacity to support those organisations working across racial justice issues through our Racial Justice Engagement Officer, as well as dedicating specific resource to Trans and Non-Binary organisations through our Trans Organisations Engagement Officer.

'The London team spent this period focusing on LGBTQIA+ Londoners' recovery from the covid-19 and what that can look like across our communities. After launching the LGBTIQA+ Plan for London in June 2021, we collaborated with members, local and regional governance bodies and other key organisations to strengthen our sector as London slowly found its feet after lockdown. By facilitating roundtables with LGBTQIA+ faith groups, and LGBTQIA+ migrant support groups, providing guidance to the GLA on their Structural Inequalities Action Plan, hosting a landmark event on trans and non-binary Londoners at City Hall and more, we have engaged and involved key London decision-makers in conversations about covid-19 recovery.

A snapshot of other highlights during this period includes establishing several networks and forums, building stronger relationships with organisations in West London, running a weekly fund drop-in for LGBTQIA+ groups, working with the London Volunteering Strategy Group and other London based campaigns, and providing tailored support to members. London is home to more than 1/3 of our membership, and as ever it offers unique opportunities for innovative projects and collaborations that can be replicated in other locations across the country. Our presence and influence in the capital is being increasingly recognised by organisations within and beyond our sector, and I am very excited to see where this work will take us in the next 12 months.'

Marita – London Engagement Officer

Rainbow Badges (Sustainable LGBT+ Orgs: Partnerships)

Phase two of the Rainbow Badges programme began in December 2021, with Philippa Oakley joining the Consortium team to work on the Rainbow Badges project in the role of LGBT+ Development Officer. This role creates links between the trusts participating in the accreditation process and LGBT+ community and voluntary groups.

As a new role, the initial focus of this work was on creating links with Consortium members and identifying potential connections to the Rainbow Badges programme. Another key area of work has been in building up an LGBT+ resource library, drawing on community expertise and resources, and working with Rainbow Badges Assessors (hosted by Rainbow Badges partner organisations LGBT Foundation, Stonewall and Switchboard) to signpost trusts to these resources. The next stage of this work will involve facilitating networks and roundtables which bring together NHS trusts and community groups, focusing on specific geographic areas, and areas of healthcare practice which impact particular identities and intersections within LGBT+ groups.

City for LGBT+ (Sustainable LGBT+ Orgs: New Funding Sources)

In October 20021 we had the third annual City For LGBT+ event, in partnership with The Funding Network, Give Out and Macquarie bank. The event is a 'live Crowdfunder' where Consortium Members and Give Out Grant Partners pitch for funding from invited guests. For the 2021 event we changed the usual event format slightly and Consortium pitched for funding to enhance our own specialist capacity, rather than platforming two member organisations. This enabled us to raise over £9000 towards additional work in support of our trans and racial justice work.

Silver Pride (Resourced LGBT+ Orgs: Grant Development)

In 2021, Craig Suttle-Burton of SilverPride approached Consortium to work in Partnership on the promotion and outreach of SilverPride, a Pride Festival for older people in the UK. The initial SilverPride concept began with a single event in West

Yorkshire, and the group were keen to expand this to offer high-quality pride events for older people around the UK.

Through working with SilverPride we supported in hosting resources and advertising the event through Consortium channels and facilitated introductions between Silverpride and other pride groups to work towards greater inclusivity and provision for older people at local and identity-focused prides. In addition, we agreed to hold funds raised by Silverpride from individuals and corporates through their fundraising work which can then be redistributed through community grants. This funding will be used in the 2022/23 financial year towards microgrants for events specifically tailored to older LGBT+ people.

Civil Society Roots (Resourced LGBT+ Orgs: Member Engagement)

This period saw the end of our phase of the Roots programme, which provided us with opportunities to engage with other equity focused organisations across London (Clinks, Inclusion London, Ubele and Women's Resource Centre) and enabled us to provide bespoke support to LGBT+ organisations, including governance, sustainability, and fundraising support. We worked alongside our programme partners to explore how London's civil society can be strengthened and supported, contributing to the design of the next iteration of the programme as well as being involved in the robust evaluation process of the work done so far This was a 2-year collaborative funding programme brought together by Great London Authority, National Lottery Community Fund and City Bridge Trust.

National LGBT Partnership (Sustainable LGBT+ Orgs: Partnerships)

The LGBT+ Partnership entered its first year of a new three-year funding cycle with the Health and Wellbeing Alliance, and the new approach from the HWA represented a change to some previous processes within the Partnership. One key aspect of this was a move towards a community collaborator model, which brings together a core group of LGBT+ groups to actively participate in the work of the LGBT+ partnership, to better represent the breadth and diversity of LGBT+ communities and ensure that the full intersectionality of LGBT+ experiences is understood both in core LGBT+ projects and in collaboration with other HWA members.

The new model also highlighted some potential capacity issues within the Partnership team, which were addressed by working with freelance staff to support one of the core projects. This offered key learnings which have helped to shape the staffing structure of the LGBT Partnership for subsequent years.

The LGBT+ Partnership core projects in 2021/22 focused on LGBT+ LGBTQIA+ people's experiences of the pandemic recovery period and emerging from a period of lockdowns to a 'return to normal'. The research offered an opportunity to develop the community collaborator model, and a report into this topic was produced by a freelance writer and researcher, who has since joined the team in the role of LGBT+ Partnership Stakeholder officer. The second core project focused on bi+ health inequalities, culminating in the production of a pamphlet for healthcare workers. This built on a previous piece of LGBT+ partnership work surrounding bi+ health inequalities and has also fed into a core project for 22/23 which will develop training on this topic.

'This financial year was my first full year of working for Consortium, and my first year shaping the workplan for the LGBT Partnership. It was also year one of our three-year funding with the Health and Wellbeing Alliance and the first year that we adapted the Community Collaborator model – so a lot of firsts! Working with the Community Collaborators and appointing Equity Representatives to champion further marginalised people within the LGBT community allowed us more eyes on our work, to ensure that we were representing all queer people, and producing the more inclusive and intersectional work that we could.

In 21/22 we worked on two core projects – the first being research into LGBTQIA+ people's experience of coming out of the pandemic. From this research we produced a report, for which we hired a freelance researcher & writer who now holds a permanent position within the Partnership as our Stakeholder Officer. Our second project was a continuation of our work on bi+ health inequalities – as part of this work we created a pamphlet for healthcare workers breaking down the key aspects of the report written earlier in the project. Both projects are now complete and awaiting sign-off so that they can be sent to a designer for publication.'

Laura – National LGBT Partnership Coordinator

A panel event on trans issues at City Hall in London

LGBT+ Futures: Equity Fund (Resourced LGBT+ Orgs: Grant Development; Sustainable LGBT+ Orgs: Sector Development)

In partnership with

One of the largest pieces of work Consortium has ever undertaken, the development of the Equity Fund has truly been collaboration and co-production at its best. Thanks to the development support provided by our National Emergencies Trust funds and a National Lottery Community Fund development grant, we were able to bring together an intersectional and diverse group of LGBT+ organisations to explore what was needed to create the systems change for those orgs working with some of the most marginalised and discriminated parts of our communities.

We were able to analyse our existing grant-giving data, our membership data, undertake community-led consultations and commission expert resources into intersectional and targeted community needs.

All this led to the acknowledgement of 5 priority areas where investment in resource, funding and support was most needed in our sector. There were: Older LGBT+ People; Black and Brown people and those facing racial injustice; LBT Women; D/deaf and Disabled LGBT+ people; and Trans and Non-Binary people.

Building on the community data, we worked with our partners, and other collaborators, to design a new Fund that would distribute much-needed financial resource, alongside community development support, to these priority areas. After securing a 2-year agreement with the National Lottery Community Fund, we are extremely proud that we now have a Community Panel led LGBT+ Futures: Equity Fund, which is distributing £465,000 in onward grants during 2022/23. Plans also began to explore additional funds for the Equity Fund, with the aim of creating a more sustainable model of giving for LGBT+ organisations using participative models.

'I joined Consortium in February of 2022, excited about the opportunity to invest in our communities through a collaborative, participatory approach. I jumped in quickly to support a great first cohort of Equity Fund applicants and awards. I have provided tailored support to many groups facing different structural barriers, better positioning groups to access funding in the future, including more mainstream funding.

Every day at the Equity Fund is a new adventure, and my colleagues at Consortium have been a delight to work with as we build this new programme to best respond to the needs of our communities.'

LJ – LGBT+ Futures Grants Officer

‘Joining in December 2021, my first few months before the end of the financial year were spent preparing for the opening of the Equity Fund and creating 5 Community Panels to assess applications in our first round alongside outreach and application support. For my role, this time was about taking the learnings from the work done before I joined and putting it into action. With our Collaborators and Panel Members, the first few months of my role with the Equity Fund has been about making sure the programme stays agile and reactive from the start.

Before the launch of the Fund, we were able to secure 28 positions across our 5 Panels after a process of sifting and follow up questions with the applicants. The induction process with Panel Members was really enjoyable as they were eager to take up their roles and immediately were giving us feedback and helping us tweak our processes. We had one round of Panels with several awards made which was a really exciting way to start the Fund and end the financial year. Through a large amount of community outreach with colleagues and partners, I spent time searching for and reaching out to grassroots groups who were eligible for this Fund for informal conversations and application support. Applicant support included supporting groups with application processes, such as advising on eligibility for smaller groups, assisting with writing bids and reviewing applications. Hosting the Fund Drop-In, alongside our London Engagement Officer has been another fantastic way of bringing in groups that may not have applied for funding before or want to check their eligibility. Weekly sessions on Zoom ensured groups had a space to chat informally and meet other groups alongside getting guidance and support, therefore making the application process more accessible and less intimidating which is a known barrier for new and small groups.’

Leyla – LGBT+ Futures Project Officer

Networking at a Member social event

Funds Held in Trust (Sustainable LGBT+ Orgs: Sector Development)

Consortium continues to act as a fiscal host for several smaller organisations, enabling them to undertake their important work. This arrangement enables them the capacity, support and resource to develop their organisations and put in place their own structures for the future.

In this financial year we were able to provide support to 3 organisations under this mechanism.

‘The past year has been a monumental one for Consortium with the development and roll-out of our long-awaited Grant Management System (GMS). I have felt honoured to work on this project, along with our development company, to create a bespoke system which meets our needs and adapts to future needs not initially anticipated. It has been a challenging journey, but also a very rewarding one, and the feedback we have received from partners and collaborators has been extremely positive.

The first real test for the new system was the launch of the LGBT+ Futures: Equity Fund, which has been completed managed by the new GMS. We have found that in many areas the system has exceeded our expectations, with regard to grant management and reporting, and where adaptations and additions have needed to be made, this has been no issue for the new system. We look forward to rolling out future funds using this system.

As our members have started a phased return to in-person engagement over the past year, we have been there to support them in their journey. We have found that many members have retained changes in practices, with regard to digital engagement, that we have supported them to make, or have implemented hybrid practices to keep their teams and service users safe, and in many instances, make huge savings compared to in-person engagement.

We have continued to see a dramatic rise in our membership over the past year and we have found that the majority of new members have joined us on the recommendation of other members, or on the back of targeted engagement we have undertaken. We continue to develop our Members Dashboard resource, to make sure it remains relevant and contains the tools and resources our members need or have asked for. We never rest on our laurels, and we will continue to make developments and improvements, and we look forward to welcoming many more new members in the coming year.’

Philip – Information and Engagement Officer

Our Funders and Partners

Without the support of the following funders we would not have been able to achieve so much this year. Thank you to each one of them for their support.

Structure, Governance and Management

Governing Document

The Consortium of Lesbian, Gay, Bisexual and Transgender Voluntary &+ Community Organisations is a company limited by guarantee and a registered charity with the Charity Commission. It was incorporated on 25th March 1998 and registered as a charity on 17th August 2004. The charity changed its name from the Consortium of Lesbian, Gay and Bisexual Voluntary and Community Organisations to the Consortium of Lesbian, Gay, Bisexual and Transgender Voluntary and Community Organisations on 29th April 2006. The organisation was established under a Memorandum of Association, which sets out its objects and powers and is governed under its Articles of Association. The Memorandum and Articles of Association were updated on 3rd November 2012 to include a clause that 50% of Directors must be LGB or Trans, with a further update in November 2017 allowing for a discretionary third term for Trustees.
An additional update was made to the Governing Document during this reporting period, to enable the organisation to respond to the global pandemic and hold governance meetings digitally. The working name of the organisation is Consortium.

Objectives

The principal objectives for which the charitable company was formed are, by charitable means, to help develop and maximise the effectiveness of voluntary organisations run by and for lesbians, gay men, bisexual, and transgender people, and to promote good practice within Member organisations.

Appointment of Trustee Directors

A Board of Trustee Directors manage the company, all of whom are unpaid. The Board must have a minimum of three and a maximum of nine Members at any time, with 50% of the Board coming from Member organisations. The existing Board has the power to appoint new Members to fill casual vacancies as and when required. Board Members are elected for a term of three years with the option of standing for a second term of three years. Under exceptional circumstance a Board Member can be appointed for a third term, at the discretion of Members at an AGM. New appointees will be ratified at the following AGM by the Members. The Board undertakes open recruitment of new appointments, based on required skills and governance requirements (i.e., 50% of the Board connected to Members).

Trustee induction and training

All potential new Board Members are required to complete an application form and skills audit outlining their experience and skills as part of an open process. Following successful appointments, all new Board Members receive information which outline the history, structure, roles, finance etc. of Consortium and outlines the roles and responsibilities of the Trustees themselves.

All new Board Members are then provided with an opportunity to liaise with current staff to get to know operational areas in which they may be able to provide specialist advice, support, and guidance.
Consortium sets aside a small budget to provide external training and support to the Board as a whole. Spending is decided by the Board itself according to any identified training needs.

Organisation

The function and role of the Consortium Board of Directors is to oversee the strategic development and governance of the organisation on behalf of the Membership, and the broader LGBT+ communities. There are currently two Executive functions within the Board structure – Chair and Treasurer. The Chief Executive performs the Company Secretary role. The Chair has delegated and agreed authority in certain areas for taking any urgent decisions or actions on behalf of the full Board as required. Operational day to day management of the organisation is delegated by the Board to the Chief Executive, in line with our Internal Delegated Authority document, which has recently been updated. Delivery of organisational activities (in line with the aims and objectives of Consortium) is undertaken by the staff employed for such purposes.

Consortium's Board also have the power to enact Advisory Committees to support the organisation's strategic work. Under our developing philanthropy and giving work this includes setting up Grants Panels, which have direct Board representation alongside specialist expertise to ensure fair, accountable, and equitable decisions.

Consortium's Board of Trustees (minus Liz!)

Risk Management

The Board of Trustee Directors have assessed both major and minor risks to which the charity is exposed and is satisfied that policies and systems are in place to mitigate any exposure to major risks through a comprehensive Risk Register. Policies that impact upon risk management were thoroughly reviewed by the Board during this reporting period and approved to ensure that the organisation has the appropriate operational framework in which to function. The Board, in conjunction with the Chief Executive, regularly review the organisation's Risk Register to remain up to date and aware of any forthcoming risks.

The slow recovery because of the Covid-19 global pandemic, and a fractious political and social environment, means the charity will remain vulnerable to the fast-changing economic conditions. The Board has in place appropriate trigger points financially and structurally to ensure the organisation can take appropriate action in advance of any potential worsening situation. The organisation’s work over the last few years around sustainability and resilience positioned Consortium to respond to the opportunities arising out of the pandemic, particularly around issues of equitable practice.

Project funding is scrutinised regularly by the Board at its scheduled meetings via thorough reporting by the Chief Executive. The Board remain committed to be a beacon of best practice for the LGBT+ voluntary and community sector.

Strategic Planning

Consortium secured the support of the membership for its new 5-year Strategic Plan. This builds on the many years of work towards an LGBT+ sector that is equitable in practice, and an organisation that is passionate about being member-led.
The new strategic pillars of Resourcing, Resilience and Sustainability will build on that previous work and maintain a strong LGBT+ sector. This Plan will take us through to 2026, but it will remain an agile plan that allows us to adapt as circumstances change and be in the best possible position to make the most of opportunities as they arise.
This report covers our reporting mechanism back to members on this plan, which we will provide each financial year.

Financial Review

The charity recorded an overall surplus of £349,980 (2021: 218,841) for the year represented mainly by grant funds still to be distributed to recipients and funds that will be used to support the development of the LGBT+ Futures: Equity Fund. A deficit of £6,116 was recorded for unrestricted funds (2021: surplus of £122,583). The charity had reserves to carry forward totalling £748,651 of which £212,615 represented unrestricted funds

Reserves Policy

The Board of Trustees have formally agreed the reserves built up by the organisation can be used to help the development of the organisation. Given our work to reduce all possible costs for the organisation through remaining officeless, the Board have ring-fenced the equivalent of four months' core overheads to facilitate an orderly winding up of the organisation in the event of no significant income generation. These funds are deposited in a separate bank account. The Board's risk strategy has created a system which enables Consortium's core work to remain lean and able to continue under a range of future circumstances.

Trustees' Responsibilities in Relation to the Financial Statements

Company law requires the Trustees to prepare financial statements that give a true and fair view of the state of affairs of the charity at the end of the financial year and of its surplus or deficit for the financial year. In doing do the Trustees are required to:

- Select suitable accounting policies and then apply them consistently.
- Make sound judgements and estimates that are reasonable and prudent.
- State whether applicable accounting standards and statements of recommended practice 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 the charity will continue in business.

The Trustees are responsible for maintaining proper accounting records which disclose with reasonable accuracy at any time the financial position of the charity and enables them to ensure that the financial statements comply with the Companies Act 2006. The Trustees 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.

Christopher French
Chair of Trustees
Date: 14-11-22

RJChace

Rico Jacob Chace
Treasurer
Date: 14-11-22

INDEPENDENT EXAMINERS REPORT TO THE MEMBERS OF THE CONSORTIUM OF LESBIAN, GAY, BISEXUAL AND TRANSGENDER VOLUNTARY & COMMUNITY ORGANISATIONS

YEAR ENDING 31 MARCH 2022

Independent Examiner's Report

I report to the charity trustees on my examination of the accounts of the charity for the year ended 31st March 2022.

Responsibilities and basis of report

As the charity trustees of the company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your company's accounts 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

Since the company's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of Institute of Chartered Accounts of Scotland which is one of the listed bodies.

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

-accounting records were not kept in respect of the company as required by section 386 of the 2006 Act; or
-the accounts do not accord with those records; or
-the accounts do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair view' which is not a matter considered as part of an independent examination; or
-the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities

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 accounts to be reached

M J Laughton CA
MUNRO BROWN LTD
Chartered Accountants
38 Gay Street, Bath BA1 2NT

Date: 25/11/22

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THE CONSORTIUM OF LESBIAN, GAY, BISEXUAL AND TRANSGENDER VOLUNTARY & COMMUNITY ORGANISATIONS

STATEMENT OF FINANCIAL ACTIVITIES
(including summary income and expenditure account)

YEAR ENDED 31ST MARCH 2022

	Notes	UNRESTRICTED FUNDS 2022 £	RESTRICTED FUNDS 2022 £	TOTAL FUNDS 2022 £	TOTAL FUNDS 2021 £
INCOME					
Charitable Activities	9	60,015	821,613	881,628	1,205,967
Investments	7	97	-	97	105
TOTAL INCOMING RESOURCES		60,112	821,613	881,725	1,206,072
EXPENDITURE					
Charitable activities	7	65,228	466,517	531,745	987,231
TOTAL EXPENDITURE		65,228	466,517	531,745	987,231
NET INCOME / (EXPENDITURE)		(5,116)	355,096	349,980	218,841
TRANSFERS BETWEEN FUNDS	9	(1,000)	1,000	-	-
NET MOVEMENT IN FUNDS		(6,116)	356,096	349,980	218,841
RECONCILIATION OF FUNDS					
TOTAL FUNDS BROUGHT FORWARD		218731	179940	398671	179,830
TOTAL FUNDS CARRIED FORWARD	9	212,615	536,036	748,651	398,671

All of the above results are derived from continuing operations. There are no other recognised gains and losses other than those stated above. Movements in funds are disclosed in Note 9 to the financial statements.

THE CONSORTIUM OF LESBIAN, GAY, BISEXUAL AND TRANSGENDER VOLUNTARY & COMMUNITY ORGANISATIONS

BALANCE SHEET

AT 31ST MARCH 2022

	Notes	2022		2021	
		£	£	£	£
FIXED ASSETS	11		6,655		3,131
CURRENT ASSETS					
Debtors & prepayments	12	12,598		18,304	
Cash at bank		783,912		418,132	
Total Current Assets		796,510		436,436	
CREDITORS, AMOUNTS FALLING DUE WITHIN ONE YEAR	13	54,514		40,896	
NET CURRENT ASSETS			741,996		395,540
TOTAL ASSETS LESS CURRENT LIABILITIES			748,651		398,671
TOTAL NET ASSETS			**748,651**		**398,671**
The funds of the charity:					
UNRESTRICTED FUNDS	10		212,615		218,731
RESTRICTED FUNDS	10		536,036		179,940
TOTAL CHARITY FUNDS			**748,651**		**398,671**

The directors are satisfied that the company is entitled to exemption from the requirement to obtain an audit under section 477 of the Companies Act 2006 but as this company is a charity, it is subject to audit under the Charities Act 2011

The members have not required the company to obtain an audit in accordance with section 476 of the Companies Act.

The directors acknowledge their responsibilities for complying with the requirements of the Companies Act with respect to accounting records and the preparation of accounts.

Christopher French
Chair of Trustees

Rico Jacob Chace
Treasurer

Date: 14-11-22

Company Number 03534603

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THE CONSORTIUM OF LESBIAN, GAY, BISEXUAL AND TRANSGENDER VOLUNTARY & COMMUNITY ORGANISATIONS

CASH FLOW STATEMENT

AT 31ST MARCH 2022

	2022 £	2021 £
OPERATING ACTIVITIES		
(Deficit) / Surplus for the financial year	349,980	218,841
Adjustments for:		
Interest receivable	(97)	(105)
Depreciation	2,218	1,043
Decrease/(increase) in debtors	5,706	15,260
(Decrease)/increase in creditors	13,618	30,253
INVESTMENT ACTIVITIES		
Purchase of tangible fixed assets	(5,742)	(3,027)
	365,683	262,265
Interest received	97	105
Cash (utilised) / generated by operating activities	365,780	262,370
NET CASH UTILISED/GENERATED		
Cash (utilised) / generated by operating activities	365,780	262,370
Net cash utilsed / generated	365,780	262,370
Cash and cash equivalents at 1 April	418,132	155,762
Cash and cash equivalents at 31 March	783,912	418,132
Cash and cash equivalents comprise:		
Cash at bank	783,912	418,132

THE CONSORTIUM OF LESBIAN, GAY, BISEXUAL AND TRANSGENDER VOLUNTARY & COMMUNITY ORGANISATIONS

NOTES TO THE ACCOUNTS

YEAR ENDED 31ST MARCH 2022

1) ACCOUNTING POLICIES

The principal accounting policies adopted in the preparation of the financial statements are set out below, and have been consistently applied within the accounts.

a) Basis of accounting
The financial statements have been prepared under the historical cost convention, with the exception of investments which are included at market value. The financial statements have been prepared in accordance with the Financial Reporting Standard 102 (FRS 102), the Statement of Recommended Practice (SORP), "Accounting and Reporting by Charities" published in 2021 SORP (FRS102) and applicable charity and company law.

b) Incoming Resources/ Income
Incoming resources are recognised on an accruals basis, except that donations and legacies are recognised only upon receipt unless the donor advises otherwise. Grants & contracts are treated as income for the period to which the funder assigns the funds so matching income with the associated income for the period to which the funder assigns the funds so matching income with the associated costs of the services.

c) Fixed Assets & Depreciation
Office equipment at the Head Office is depreciated so as to write off its cost at 25% on a reducing balance basis. Office equipment for specific projects are depreciated over the life of the project. Small items of equipment are written off as incurred, to the statement of financial activities.

d) Charitable activities expenditure
Charitable activities consist of expenses incurred to further the company's aims and objectives of developing and maximising the effectiveness of LGBT+ organisations. Charitable expenditure includes the costs of training, sponsorship, grants and support to such organisations. The costs of liasing with member organisations, the preparation of directories and conferences are included as well as a suitable proportion of support costs, which, in the directors' opinion, relate to such activities. Salaries and consultant's fees, equipment depreciation and office overheads & consumables are apportioned between charitable activities, costs of generating charitable income and governance costs according to a best estimate of the time taken on each activity.

e) Stocks of materials & literature
Stocks of materials and literature are written off as incurred.

f) Going concern basis
The accounts have been prepared on a going concern basis.

g) VAT
Where appropriate expenditure includes irrecoverable value added tax.

h) Fund Accounting
Unrestricted funds are available for the use in the furtherance of the charity's objectives. Restricted funds are subject to restrictions imposed by donors as set out in the notes to the accounts.

i) Debtors
Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid after taking account of any trade discounts due.

j) Creditors
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.

THE CONSORTIUM OF LESBIAN, GAY, BISEXUAL AND TRANSGENDER VOLUNTARY & COMMUNITY ORGANISATIONS

NOTES TO THE ACCOUNTS

FOR THE YEAR ENDED 31ST MARCH 2022

2) NET OPERATING SURPLUS/(DEFICIT)

The net operating surplus/(deficit) of income over expenditure is stated after charging:	2022	2021
	£	£
Staff costs (note 3)	354,548	257,052
Depreciation of equipment	2,218	1,043

3) STAFF COSTS

	2022	2022
Staff costs for the year were as follows:	£	£
Salaries	315,819	233,597
Social security costs	23,982	15,623
Defined contribution pension costs	14,747	7,832
	354,548	257,052

The average number of persons employed by the charitable company in the year was 13 persons (2021 - 9)
One member of staff was paid more than £60,000.
The key management personnel of the charity comprises the trustees and the Chief Executive, to whom responsibility for the day-to-day activities of the charity is delegated. The total employee benefits received by key management personnel during the year were £61,724 (2021: £56,262).

4) TRUSTEES' REMUNERATION AND BENEFITS

Trustees had expenses reimbused or paid directly in the year totalling £Nil (2021 - £Nil).
There were no other trustees' remuneration or benefits for the year ending 31 March 2022

5) TAXATION

The charity is exempt from tax on income and gains falling within section 505 of the Taxes Act or section 252 of the Taxation of Chargeable Gains Act 1992 to the extent that these are applied to its charitable objects

6) INTEREST RECEIVABLE

	2022	2021
	£	£
GENERAL FUND - unrestricted	97	105

THE CONSORTIUM OF LESBIAN, GAY, BISEXUAL AND TRANSGENDER VOLUNTARY & COMMUNITY ORGANISATIONS

NOTES TO THE ACCOUNTS

FOR THE YEAR ENDED 31ST MARCH 2022

7) EXPENDITURE

	Actvity Costs	Governance costs	Support costs	TOTAL 2022	TOTAL 2021
	£	£	£	£	£
GENERAL FUND					
Other Activities	54,903	6,213	4,112	65,228	7,125
	54,903	6,213	4,112	65,228	7,125
RESTRICTED FUNDS					
Barrow Cadbury Trust	-	-	-	-	30,000
Barrow Cadbury - Connect Fund (Infrastructure)	-	-	-	-	30,000
Garfield Weston Foundation	10,000	-	-	10,000	-
Intersections Grant Funds	21,000	-	-	21,000	20,000
LGBT Foundation (National LGB&T Partnership)	42,864	-	1,409	44,273	47,995
National Lottery Community Fund (Covid-19)	32,456	-	-	32,456	52,544
The National Emergencies Trust	46,573	-	23,984	70,557	605,550
City Bridge Trust (London Community Response Fund)	-	-	-	-	25,000
Cornerstone	25,000	-	-	25,000	-
National Lottery Community Fund (Development Grant)	36,261	-	-	36,261	13,346
LGBT Foundation (Rainbow Badges)	4,509	-	-	4,509	-
Silver Pride	2,123	-	-	2,123	-
Esmee Fairbairn Core	40,000	-	-	40,000	-
London Community Foundation (London Community Response Fu	729	-	-	729	7,530
London Community Foundation (London Community Response Fu	159	-	-	159	1,977
City Bridge Trust (London Community Response Fund)	385	-	-	385	403
City Bridge Trust (London Community Response Fund)	6,820	-	-	6,820	3,020
National Lottery Community Fund (Emerging Futures)	-	-		-	41,850
National Lottery Community Fund (Civil Society Roots)	52,913	-	1,700	54,613	45,221
City Bridge Trust (Always Out There)	91,104	-	1,000	92,104	55,670
National Lottery Community Fund (Equity Fund)	25,528	-	-	25,528	-
TOTAL RESTRICTED FUNDS	438,424	-	28,093	466,517	980,106
TOTAL FUNDS	493,327	6,213	32,205	531,745	987,231
			-	-	

8) GOVERNANCE & SUPPORT COSTS

	Governance		Support	
	2022 £	2021 £	2022 £	2022 £
Independent Examination	2,500	2,500	-	-
Board & AGM Expenses	627	-	-	-
Postage and Stationery	-	-	822	445
Telecoms	-	-	5,113	5,137
Administration of grant-making	-	-	23,184	37,741
Salaries	3,086	2,813	3,086	2,813
	6,213	5,313	32,205	46,136

THE CONSORTIUM OF LESBIAN, GAY, BISEXUAL AND TRANSGENDER VOLUNTARY & COMMUNITY ORGANISATIONS

NOTES TO THE ACCOUNTS

FOR THE YEAR ENDED 31ST MARCH 2022

9) MOVEMENT ON FUNDS IN YEAR

	Opening Balance 1 April 2021	Income	Deferred Income Movement	Expenditure	Transfers	Closing Balance 31 March 2022
UNRESTRICTED FUNDS	£	£		£	£	£
GENERAL FUND	218,731	70,112	(10,000)	65,228	(1,000)	212,615
TOTAL UNRESTRICTED FUNDS	218,731	70,112	(10,000)	65,228	(1,000)	212,615
RESTRICTED FUNDS						
Garfield Weston Foundation A core grant for Consortium's membership and engagement work	-	10,000	-	10,000	-	-
Intersections Grant Funds Grants for intersectional LGBT+ issues	20,000	-	-	21,000	1,000	-
LGBT Foundation (National LGB&T Partnership) Support for the Partnership's workplan as part of the Health and Wellbeing Alliance	-	44,273	-	44,273	-	-
National Lottery Community Fund (Covid-19) Funds to support Consortium during the Covid-19 pandemic	32,456	-	-	32,456	-	-
The National Emergencies Trust Funds to redistribute to LGBT+ orgs responding to the pandemic, support for LGBT+ helpline and programme of development	70,557	-	-	70,557	-	-
Cornerstone Funds to support exploration of pan equality voluntary sector in London	-	25,000	-	25,000	-	-
National Lottery Community Fund (Equity Fund) Redistribution of TNLCF funds to equity-led organisations and additional development programme of work	-	523,014	-	25,528	-	497,486
LGBT Foundation (Rainbow Badges) Partner in the NHS England Rainbow Badges accreditation scheme	-	21,303	-	4,509	-	16,794
The Funding Network Funds from livecrowding event to support our Trans and Racial Justice work	-	8,935	-	-	-	8,935
Silver Pride Funds to support older LGBT+ people's work, in partnership with Silver Pride	-	6,671	-	2,123	-	4,548
Esmee Fairbairn Core Funds to support Consortium's core engagement delivery work	-	40,000	-	40,000	-	-
National Lottery Community Fund (Development Grant) Funds to support the development of the LGBT+ Futures: Equity Fund	36,261	-	-	36,261	-	-
London Community Foundation (London Community Response Fund Les Talks project	729	-	-	729	-	-
London Community Foundation (London Community Response Fund Trans London project	159	-	-	159	-	-
City Bridge Trust (London Community Response Fund) Lambeth Links project	385	-	-	385	-	-
City Bridge Trust (London Community Response Fund) Lez Flicks project	6,820	-	-	6,820	-	-
City Bridge Trust (Always Out There) Grant to build on the mapping of LGBT+ services, and pan London support, though the LGBT+ London project	7,877	95,000	(2,500)	92,104	-	8,273
National Lottery Community Fund (Emerging Futures) Grant working in partnership with Wise Thoughts to create videos highlighting BAME/PoC and Trans voices through the pandemic	-	-	-		-	-
National Lottery Community Fund (Civil Society Roots) Grant to develop community development support in London	4,696	49,917	-	54,613	-	-
TOTAL RESTRICTED FUNDS	179,940	824,113	(2,500)	466,517	1,000	536,036
TOTAL UNRESTRICTED & RESTRICTED	398,671	894,225	(12,500)	531,745	-	748,651

THE CONSORTIUM OF LESBIAN, GAY, BISEXUAL AND TRANSGENDER VOLUNTARY & COMMUNITY ORGANISATIONS

NOTES TO THE ACCOUNTS

FOR THE YEAR ENDED 31ST MARCH 2022

10) FIXED ASSETS

	Office Equipment General Fund	TOTAL
Cost	£	£
Brought forward	9,803	9,803
Additions	5,742	5,742
As at 31st March 2022	15,545	15,545
Depreciation		
Brought forward	6,672	6,672
Charge for year	2,218	2,218
As at 31st March 2022	8,890	8,890
Net Book Value		
As at 31st March 2022	6,655	6,655
As at 31st March 2021	3,131	3,131

11) DEBTORS, amounts falling due within one year

	2022	2021
	£	£
Debtors	12,598	18,304
	12,598	18,304

12) CREDITORS, amounts falling due within one year

	2022	2022
	£	£
Trade creditors	5,871	1,334
Taxation and Social Security	1,143	-
Other creditors & accruals	47,500	39,562
	54,514	40,896

13) STATUS, CONNECTED CHARITIES & RELATED PARTY TRANSACTIONS

The company is incorporated by charitable means and is limited by guarantee without share capital. The company is not part of any group or specifically connected with any other charity or group.

14) GOING CONCERN

The charity is dependent on the continued support of the funding bodies.

15) ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Restricted	Unrestricted	Total
	£	£	£
Tangible Fixed Assets	-	6,655	6,655
Current Assets	202,440	237,974	796,510
Creditors	(22,500)	(32,014)	(54,514)
	536,036	212,615	748,651

THE CONSORTIUM OF LESBIAN, GAY, BISEXUAL AND TRANSGENDER VOLUNTARY & COMMUNITY ORGANISATIONS

NOTES TO THE ACCOUNTS

FOR THE YEAR ENDED 31ST MARCH 2022

16) ANALYSIS OF GRANTS TO INSTITUTIONS

	2022 £
Intersections Grant Funds	
Open Table Network	2,000
KeshetUK	500
Colours Network	1,000
Black Trans Foundation	1,500
Positive East	1,000
Queer East	1,000
Out in the City	750
Live Through This	1,500
Leeds LGBT + Community Consortium	750
Deaf Rainbow UK	2,000
LezTalks	2,000
House of Rainbow	2,000
Decoder	1,000
WOW Network	500
Deaf Cymru Pride	1,000
Parapride	1,500
Feeling Queer	1,000
	21,000
National Lottery Community Fund (Equity Fund)	
Kemptown Wave	500
2022 Total Grants to Institutions	21,500

THE CONSORTIUM OF LESBIAN, GAY, BISEXUAL AND TRANSGENDER VOLUNTARY & COMMUNITY ORGANISATIONS

NOTES TO THE ACCOUNTS

FOR THE YEAR ENDED 31ST MARCH 2022

16) ANALYSIS OF GRANTS TO INSTITUTIONS

	2021 £
Covid 19 Response Grants	
Juice Belfast	5,000
African Equality Foundation	5,400
Sport4Health	4,940
Albert Kennedy Trust	5,000
Learnest CIC	9,685
The Kite Trust	7,233
Saltire Thistle FC	2,000
Drop Zone Youth Projects	2,688
Micro Rainbow CIC	5,000
Just Like Us	9,798
Deaf Rainbow UK	4,550
Black Beetle Health	13,510
Living Free CIC	5,000
Positively UK	9,912
Free2B Alliance	3,700
Marlborough Theatre Productions Ltd	5,000
Tags Support CIC	2,500
UK Lesbian and Gay Immigration Group	4,914
SAYiT	9,329
Diversity Role Models	9,773
Mermaids	10,000
Middle Eastern Women and Society Organization	4,929
Pride in North Cumbria	4,830
Hidayah LGBTQI+	6,000
Birmingham LGBT	8,864
Outspoken Arts Scotland Limited	4,800
LEAP Sports Scotland	10,000

THE CONSORTIUM OF LESBIAN, GAY, BISEXUAL AND TRANSGENDER VOLUNTARY & COMMUNITY ORGANISATIONS

NOTES TO THE ACCOUNTS

FOR THE YEAR ENDED 31ST MARCH 2022

16) ANALYSIS OF GRANTS TO INSTITUTIONS

	2021
Covid 19 Response Grants cont.	**£**
Equality Network	11,744
Gaydio CIC	7,970
Off The Record (Bristol)	10,000
Controlling Chemsex CIC	4,800
Rainbow Foundation	2,900
Opening Doors London	9,980
Derbyshire LGBT+	9,124
Proud 2 B Parents	7,000
Rainbow Home (North East)	5,000
ELOP	7,428
Allsorts Youth Project	3,000
LGB&T Dorset Equality Network	4,500
DYS Space Ltd (Space* Youth Services)	4,900
Leicester LGBT Centre	10,000
Stonewall Housing	10,000
The Faith and Belief Forum	8,899
Curious Arts Limited	4,550
TransActual CIC	4,000
Support U LTD	9,500
Gendered Intelligence	8,000
New Family Social	5,250
Cardiff Wales LGBT Mardi Gras trading as Pride Cymru	2,268
Queerspace (held by Cara-Friend)	3,200
Cathays and Central Youth and Community Project (Impact LGBT Youth Group)	3,004
GISDA	3,500
NAZ Project London	3,000
Leeds LGBT+ Book Club	257
House of Rainbow	13,000
LGBT Youth Scotland	5,000
Pink Saltire	5,000
Bi Pride UK	858
Transgender Northern Ireland	10,000
National Eisteddfod of Wales	5,000
Stonewall Cymru	600
	377,587

THE CONSORTIUM OF LESBIAN, GAY, BISEXUAL AND TRANSGENDER VOLUNTARY & COMMUNITY ORGANISATIONS

NOTES TO THE ACCOUNTS

FOR THE YEAR ENDED 31ST MARCH 2022

16) ANALYSIS OF GRANTS TO INSTITUTIONS

	2021
Covid-19 Response Helpline Grants	**£**
LGBT Foundation	32,000
Brighton and Hove Switchboard	24,000
LGBT+ Switchboard	24,000
The Intercom Trust	24,000
Cara Friend	24,000
LGBT Healh and Wellbeing	24,000
MindOut	24,000
Galop	24,000
Outstanding	200,000

	2021
Intersectional Grants	**£**
Colours Network	3,000
House Of Rainbow CIC	1,800
York LGBT Forum	1,000
Birmingham LGBT	1,584
poc a dot	1,250
UK Lesbian and Gay Immigration Group (UKLGIG)	2,160
The Faith & Belief Forum	2,700
Bristol Pride	1,960
Marlborough Theatre Productions Ltd	500
Bradford LGB&T Strategic Partnership, AKA Equity Partnership	2,000
The Gathering - Cardiff / The Gathering	1,060
Black Beetle Health	1,000
	20,014
2021 Total Grants to Institutions	597,601

CONSORTIUM OF LESBIAN, GAY, BISEXUAL AND TRANSGENDER VOLUNTARY AND COMMUNITY OR

England & Wales - Charity number 1105502

Accounts

CONSORTIUM

for stronger lgbt+ communities

The Consortium of Lesbian, Gay, Bisexual and Transgender Voluntary & Community Organisations

Annual Report & Accounts

Year Ended 31st March 2021

Company No: 3534603

Charity No: 1105502

The Consortium of Lesbian, Gay, Bisexual and Transgender Voluntary & Community Organisations

A private company limited by guarantee without share capital

Company Registration number 3534603
Charity Registration number 1105502

Directors

Helen Belcher (Chair, resigned 16th Sept 2020)
Christopher French (appointed 10th Aug 2020, appointed Chair 19th November 2020)
Carina Badger (Acting Chair as of 16th Sept 2020)
Kevin Griffith (Treasurer)
Hannah Taylor (resigned 17th July 2021)
Yuri Polyakov (Resigned 9th Sept 2020)
Elizabeth McDermott
Leni Candan (appointed 10th Aug 2020)
Emily Macaulay (appointed 10th Aug 2020)
Hannah Pittman (appointed 20th April 2021)
Louie Stafford (appointed 20th April 2021)

Chief Executive Officer and Company Secretary

Paul Roberts OBE

Registered Office

Zone 5, Wrentham Business Park
Prospect Park
Exeter
Devon
EX4 6NA

Auditor

William Price & Co Audit Ltd
Suite 9 Westbury Court, Church Road, Bristol BS9 3EF

Bankers

Unity Trust Bank PLC

Report of the Directors for the year ended 31st March 2021

The Trustees, who are also directors of the charity for the purposes of the Companies Act, submit their annual report and the audited financial statements for the year ended 31st March 2021. The Trustees have adopted the provisions of the Statement of Recommended Practice (SORP) "Accounting and Reporting by Charities" issued in 2005 in preparing the annual report and financial statements of the charity.

'In my New Year Consortium blog, I reflected on the past year and thought about what 2021 would mean for me. Advocacy was what came to mind when I did. At its simplest, advocacy is defined as 'Public support for or recommendation of a particular cause or policy'. The team at Consortium are experts in this and it is always a genuine pleasure to see what they do for our community. I am, and I know the rest the board are, so very proud of the team; a small team achieving big outcomes.

A highlight for me is the addition of two new trustees to the board, the first under my tenure as Chair. Hannah and Louie, both appointed in April 2021, bring more experience to the board as a whole which is only ever a good thing. I look forward to working alongside them and the rest of the fantastic trustees of Consortium. Of course, becoming Chair during this period is another highlight for me personally!'

Chris – Chair of Trustees

2020-21 in Context

2020 will always be remembered as the year the biggest global pandemic of our generation hit our lives, our communities, and the economy hard.

This reporting period covers those challenging times, but more positively highlights the diverse array of work undertaken by Consortium, and positive changes which saw the organisation continue to focus on sustainability and resilience of the LGBT+ voluntary and community sectors.

There were several changes to Consortium's staff team during the reporting period, with an average of 11 team members during the year. We would like to thank those members of the team who moved onto new organisations for all their hard work and dedication to our LGBT+ communities. We would particularly like to thank Vicky Worthington, who left as our Membership and Engagement Manager after 8 years with Consortium, and who helped transform the organisation's approach to membership in that time.

Thanks to some of the unique opportunities arising during the pandemic, particularly the developing focus on equitable practice resulting in additional income, Consortium was able to look at how we deliver on our operational priorities. We welcomed Briony Williamson as our new Head of Membership and Engagement, and towards the latter part of this reporting period introduced our brand-new Head of Partnerships

and Development role, which Helen Bowie has taken up. We were also in the fortunate position to be in the process of recruiting for our new Racial Justice Engagement Officer as this reporting period ended, enabling to dedicate staff time to those Member organisations who experience racial injustice. This will neatly complement our specialist staff time and capacity supporting trans and non-binary Member organisations.

Covid-19 Pandemic

The Covid-19 pandemic hit everyone hard, but Consortium was well placed as it developed having been an officeless organisation for 8 years. This enabled the team to quickly focus attention on direct support for Member organisations as they quickly transitioned their working practices to officeless and digital environments. It also enabled us to respond to emerging needs for LGBT+ organisations in an agile way and negotiate strategically important relationships and opportunities, outlined later in this report.

Consortium has advocated for more equitable practice when working with LGBT+ communities for many years and the pandemic shone a bright light on the inequalities that exist. Working with our Members and other stakeholders, we were able to secure additional funds for Consortium and LGBT+ organisations to begin the systems change work needed to create a fairer and more equitable third sector. We are extremely grateful to those funders who have led the charge in adapting their funding priorities and decision-making processes to get funds to where they are most needed and have created more accessible ways for applying.

'It's impossible to talk about 2020-21 without mentioning Covid which has (and continues to) impact us all. As an officeless organisation we were thankfully in a strong position to support our members. It was a privilege to be part of the series of webinars and training sessions, supporting our members to adapt to new ways of working.

My focus has been developing our new triage system to welcome members onboard. New members are now offered a 1:1 call for us to learn about their work and their support needs and to help ensure groups know how we can help, and how to navigate around our members dashboard. It has been fantastic hearing about all the amazing work, in particular the responses to Covid, with groups finding creative ways to connect with their service-users. Working with new members has also helped me get a much better insight into how groups interact with our dashboard and so I have enjoyed working with the team to overhaul the whole members area – which is looking pretty fabulous if I do day so!

A key highlight over the past year has been my involvement with our equity and inclusion work. As part of the Consortium's internal working group and the members working group I am particularly proud of our updated inclusive logo and the new Equity & Inclusion resources on the dashboard to support members with their E&I journeys.

Lucie – Engagement Officer

Highlights

→ £608,000 in grants distributed
→ 88 grants made to UK LGBT+ organisations
→ Membership grew by 20%
→ 108 new members joining
→ Welcomed 3 new Trustees during financial year
→ Welcomed 2 new Trustees into new financial year
→ Welcomed 6 new members of staff

Consortium's staff team Aug 2021

Activities

Membership & Engagement

At the end of March 2021 Consortium had a 435 strong Membership, with 108 new Members joining during the reporting year.

Our annual insight data, alongside our Covid-19 reports, give valuable data on our membership and their experiences during the pandemic.

Our LGBT+ voluntary and community sectors are predominantly volunteer led, with 73% of Members being run by, or reliant on, volunteers. Over half of our membership (55%) operate on less than £20,000 per year, with most of these operating on less than £5,000 per year. This results in our Engagement teams focus of support being on those organisations with fewer resources or access to paid staff.

During this reporting period the team directly supported 209 LGBT+ groups, with 191 attending one of our online training sessions.

'Since joining Consortium in October 2020, I have: supported, developed (and grown!) the team; identified potential networks for development and gaps in our membership to address; built relationships with members and key stakeholders across the UK including funders and commissioners; supported partners with recruitment; worked with colleagues to compile and submit evidence to an enormous number of consultations; overseen the design and reporting of the latest Insights survey.

The highlight for me is the brilliant team at Consortium. We are a small organisation, but the team are so dedicated, enthusiastic, and creative that people tend to assume that there are many more of us! I am consistently blown away by the work our team does to support our members and wider communities. The positive feedback that I get on the interactions groups have had with team members never fails to make me beam with pride!'

Briony – Head of Membership and Engagement

Shaan, Marita & Martin meeting with a Member at Trans Pride 2021

Partnerships & Development

Consortium aims to engage Members, and other relevant stakeholders, across all its work to ensure nothing we do stands in isolation. In recognition of this collaborative approach, we took the strategic decision to recruit a brand-new senior role and are delighted to have welcome Helen Bowie as our Heads of Partnership and Development at the beginning of 2021.

Helen's role will bring together our strategic partnerships, explore new and emerging opportunities for the LGBT+ sector and to help Consortium focus on its own sustainability and resilience through diversified income streams.

'As a new role, coming into post as Head of Partnerships and Development in January 2021, much of the three month period leading to the end of the financial year consisted of developing an understanding of the role and opportunities for the sector, through meeting with colleagues internally, at member organisations, and with interested external parties such as Pride Life, Are We Europe and Together Films, which highlighted the opportunities available to raise awareness of Consortium more widely, as well as the need for more dedicated communications resource to maximise such opportunities.

A key activity within this period was work on the #ProudToBeCounted census campaign, in collaboration with colleagues at Stonewall and LGBT Foundation. This was a highly successful campaign across social media channels and with strong support from across the sector, encouraging our communities to compete the new voluntary questions on gender identity and sexual orientation within the 2021 England and Wales censuses, and the sexual orientation question in the 2021 Northern Ireland census. By encouraging our communities to participate and answer these questions, we hope that the ONS will be able to provide robust data which recognises the scale of our communities and can help make the case for future development for LGBT+ people.

Other activities in the period from January to March included research and relationship building to create the groundwork for the Consortium Corporate Supporters Network, which will launch fully in September 2021, and holding the relaunch event for the LGBT+ Women and Non-Binary Network.

Additionally, in this period we applied to the City Bridge Trust for Cornerstone funding for a collaboration between Consortium, Inclusion London, Ubele and Women's Resource Centre for a project to examine new, sustainable funding models for equity work; this bid was successful, and the first round of the project is underway as of summer 2021.'

Helen – Head of Partnership and Development

Our Networks

Trans Organisations Network

One of our most established networks, and open to all Members who are trans and non-binary led, it engages with over 60 organisations. Beyond the immediate needs arising out of Covid-19, much of the activity during this reporting period focused on providing peer support to organisations responding to the increasingly negative anti-trans rhetoric in the public domain.

We are extremely grateful to The Leathersellers Company for having supported the work of TON over the last 4 years.

'I am extremely proud of our Trans Organisations Network's achievements during the difficult pandemic times.

TON ramped up across-the-board support for its 60+ member groups, for instance, by organising fortnightly peer support online sessions to share experiences, concerns, and strategic actions during the lockdown. They now have become now a regular date in TON members' diaries.

In autumn 2020, Consortium, alongside various member orgs launched the **Together. campaign**. The purpose of this campaign was to change the narrative on trans+ discourse and highlight that trans people deserve to be safe and treated with respect. TON managed to engage over 30 of its member groups to be listed as a supporting organisation of this campaign, ensuring that the campaign gathered momentum online for a strong impact.

I am happy to announce that I am now working on designing the next phase of this ground-breaking campaign - watch this space!'

Shaan – Consortium's Trans Officer

Training Providers Network

Set up in response to the pandemic and the quick changing environment for those providing training, this newly formed network provided space to explore a range of training needs. Transferring to a completely digital provision of training has the potential to put some organisations at an advantage, and some of the work of the network was to explore collaborative opportunities and to help identify and recognise local expertise so those wanting to receive training on LGBT+ issues can do so from the most relevant organisation. With training providing much needed earned income for many in the LGBT+ voluntary and community sectors, we are stronger by working in collaboration and creating access to a diversity of LGBT+ training.

LGBT+ Leaders Network

The need to connect and engage with peers has never been more important than during the global pandemic. The LGBT+ Leaders Network provides a strategic space for those leading LGBT+ organisations across our membership to come together and share knowledge, expertise and explore key issues affecting the LGBT+ voluntary and community sectors.

This network has been structured so it not only engages those paid Chief Officers (or equivalent titled roles) but also recognises the important role of volunteer leaders. Many parts of our sector are under-funded and under-resourced, and we are passionate about levelling these structural inequalities out. Therefore, those volunteer leaders (e.g., from Trans and Non-Binary or Black-led LGBT+ organisations) are actively invited to join the Network.

'There has never been a year more memorable than 2020—some of it for very negative reasons of course, but there were also things that happened that wouldn't have been done without something as life-changing as the Covid-19 pandemic.

Consortium has spent a lot of time and resource on supporting our LGBT+ communities to be more sustainable and resilient. I am so proud of how the team, our trustees and our members responded to the pandemic and so pleased that the skills and development training implemented over the years were put to continued good use.

The most frustrating thing for me in the last year has been the ever-increasing divide between those who are well resourced and those who seem to fall by the wayside. This not only happens in terms of individuals but has also been highly visible in terms of the organisations we work with. I am pleased we were able to advocate for the needs of our diverse communities and secure new funds to distribute to LGBT+ organisations. Consortium has now distributed over £1m in grants! This is however just a drop in the ocean. We will continue to fight to bring more funding into our sector, and ensure that it is distributed fairly, equitably and to those organisations most in need of support.

Consortium remains a unique organisation in the LGBT+ voluntary and community sector, and that uniqueness comes from the power of the collective energy of our combined membership. Our membership is diverse and has become increasingly more so over the last year. This is just the beginning—we won't stop working until LGBT+ organisations and treated fairly and equitably, no matter their geographical or thematic profile"

Paul – Chief Executive Officer

Equity and Inclusion Working Group

Linked to the LGBT+ Leaders Network, this working group formed of senior leaders across the sector was borne out of the sector's desire to respond to Black Lives Matter in a practical way. Thanks to those involved in the group, which has been wonderfully steered by Lucie, one of our Engagement team, it has produced a set of Equity Principles for the sector and is currently exploring 'gold standard' approaches for areas including procuring of services to ensure equity spans everything we all always do and is a primary lens

Some of our Engagement team meeting for the first time in a long time!

> "Consortium is absolutely essential to the LGBT+ sector. We can't get the support we need from mainstream second-tier organisations because they just don't understand our sector."
> ***Consortium Member***

Equity and Inclusion

Throughout the year Consortium has championed and amplified diverse LGBT+ voices across a range of platforms. The pandemic highlighted the stark inequalities so many communities face, particularly those at the intersections of our LGBT+ communities.

We wanted to make sure that Consortium's response to important movements and events like Black Lives Matter and the increasingly hostile anti-trans rhetoric were meaningful. Words are important but far more important are the actions we take to be part of the solution. Our commitment to equity and inclusion, both for Consortium and across our LGBT+ voluntary and community sectors, isn't a separate piece of work or a standalone project. It runs through everything we do.

We have taken practical actions within our recruitment practice to ensure we are able to assess applications based on their merit, and not the unconscious bias from having seen someone's educational attainment, or personal background.

We have supported the setup of an Equity and Inclusion Working Group linked to the LGBT+ Leaders Network. The team have also set up our own internal Equity and Inclusion Working Group, which has driven forward an action plan of change, including the imagery we use, training and development needs and diversifying the experiences and expertise brought onto our Board of Trustees and staff team.

We have also been exploring how accessible an organisation we are. Our Engagement Team have been assessing our member dashboard ensuring it is fit for purpose for those who are neuro diverse. We are refreshing our online video resources and having them captioned professionally rather than using the in-built functionality which doesn't provide 100% accuracy. We now include accessibility costs as standard into each funding application we submit to ensure all work we undertake is available to our entire membership. We are very grateful to our members working with disabled LGBT+ people for their insight and expertise.

Our onward funding is an increasingly important part of our work to support the sustainability and resilience of the LGBT+ sector. Our own grants data has highlighted areas of our communities, predominantly those working across intersectional issues, where resourcing remains low. To address this, we are developing more participative approaches to grant making, to ensure those most affected by the issues we want to fund are in the driving seat of the decision-making. We are committed to further adopting this approach—we already ensure good diversity of community knowledge and expertise, both thematically and geographically, across our Grants panels—and are actively pursuing new opportunities to drive funds to those parts of our communities most in need of resource. We would like to thank our Intersections Fund working group, consisting of intersectional LGBT+ organisations, who have helped us on a paid for basis thanks to development funds from our NET and National Lottery Community Fund programmes, form our Intersections Working Group.

Projects

Always Out There: London

This reporting period saw the conclusion of a City Bridge Trust funded 3-year project which sought to build a live map of LGBT+ services across the Capital, whilst also providing the much-needed community development support to a diverse range of LGBT+ organisations.

Working in collaboration with LGBT HERO, this work already built on previous research into the unmet needs of Londoners and with the pandemic in full swing we quickly identified the ongoing need to fund this important work. We are truly grateful that City Bridge Trust also saw the value in further developing this work and have funded a new 3-year piece of work which will see a new focus on the intersectional needs of our London Members, and those who operate across the outer boroughs and whom often don't have access to the same resource as those more centrally located.

We will continue to develop the LGBT+ London Map, while increasing the specialist support available to LGBT+ organisations, with specific resource for Trans and Non-Binary organisations through our Trans Officer Shaan, and newly created capacity to support those organisations working across racial justice issues through our new Racial Justice Engagement Officer Camillea.

'Joining Consortium as a London Engagement Officer in February 2021 I quickly got stuck in with the very exciting work on the LGBT+ Plan for London.

The LGBT+ Plan for London presented a great opportunity to record the impact of the pandemic across all of London's LGBT+ communities, but it was also a key moment to articulate ambitious and bold missions to improve the lives of LGBTIQA+ Londoners over the next five years. By engaging our London membership across 9 thematic working groups, I captured valuable insights, and supported the formation of relationships and strong networks.

Fully immersing myself in this important and interesting piece of work set a strong precedent for my understanding of the challenges and visions within our London membership and beyond, and I am very excited to continue supporting them and our sector in transforming London into the best city for LGBTIQA+ people in the world.'

Marita – London Engagement Officer

Civil Society Roots

Complementing our Always Out There work, the Roots programme sees us engage with other equity focussed organisations across London (Clinks, Inclusion London, Ubele and Women's Resource Centre), enabling us to provide bespoke support to LGBT+ organisations, including governance, sustainability, and fundraising support. We also work alongside other programme partners to explore how we can collectively strengthen London's civil society. This is a 2-year collaborative funding programme brought together by Great London Authority, National Lottery Community Fund and City Bridge Trust.

'During the last year, our London Engagement with members has expanded. We have seen an increase in new members over the last year. The London Engagement Officer has proactively worked to diversify London membership through working with current members to refer new groups and organisations that may need support. We have provided more tailored support and opportunities for specialist groups working with youth, trans people and working in the field of mental health, culture and sports. I have supported over 20 groups to formally incorporate and assisted numerous groups in developing policies and processes.

We continued to deliver series of training events and digital spaces for members during the pandemic. A highlight of this period will be our consultations with members leading to the launch of the LGBT+ Recovery Plan for London. We engaged over 80 LGBT+ groups in the process of developing the plan in series of roundtables and online events. The Plan will serve as a guiding document of our future London work with clear areas of focus for our membership and the sector.

Our London work has become a key element of our overall engagement and a potential blueprint for future engagement work in different areas in the UK. We have increased our presence in the capital and developed relationships with new stakeholders. We have become a key and trusted stakeholder involved in multiple strategic boards and conversations focused on VCOs, Equality and Recovery.

Martin – London Coordinator

National LGBT Partnership

The National LGB&T Partnership

VCSE health & wellbeing alliance

This reporting period saw the last year of the former Health and Wellbeing Alliance (HWA) structure, as funded by the Department of Health and Social Care. The National LGBT Partnership was one of the 21 partner organisations and much of the year was focused on responding to the health inequalities and priorities as arose from the pandemic. We also saw Harri Weeks leave the Partnership as they moved

onto a new role and welcomed Laura Clarke as the new Stakeholder Engagement Officer.

Alongside the lead partner, LGBT Foundation, we also successfully submitted a bid for the new HWA structure which will see an additional three years of funding. We are adopting a more participative engagement model for this new funding and are delighted to have 37 Community Collaborators helping form the National LGBT Partnership.

'I joined the Consortium Team in July 2020 and between starting and March 2021 have partaken in a number of projects on behalf of the National LGBT Partnership. In the past year we have supported the LGBT NHS England Health Team and the LGBT Foundation in their production of a guide to sexual orientation and trans status monitoring, using previous research that was conducted by the Partnership to establish best practice questions.

We have also collaborated with NHS England on a research project exploring trans men and non-binary people's experiences of pregnancy and birth – this project involved a survey and several roundtables with trans men and non-binary people who had experienced pregnancy and sought to understand inequalities they faced when accessing maternity services. On a similar theme, we have worked with Best Beginnings on the revamp of their Baby Buddy app to ensure that LGBTQ+ parents were appropriately considered during this process.

The Partnership has used our social media presence to celebrate LGBTQ+ awareness days and use these as opportunities to campaign for better healthcare for the community and raise awareness of current issues. We have engaged the community by conducting mini-interviews and creating profiles for such days which we have shared on Twitter and Instagram and have held events on Instagram Live where we have had discussions with prominent LGBTQ+ people.

However, I believe our main highlight was in March 2021 when we hosted the annual LBT Women's Health Week. We were able to offer a number of events to attend (15 events spread across 5 days) including educational webinars for healthcare workers and wellbeing events for the LGBTQ+ community. Our events were diverse and addressed many intersections of the LGBTQ+ community (we held events for trans people, older people, disabled people and people of colour) and received overwhelming feedback following the week. A guide for healthcare workers was produced and launched during this week, addressing the many aspects of health that LBT women must navigate and this report was a big success.

Laura – Stakeholder Engagement Officer (National LGBT Partnership)

Emerging with Pride

Thanks to funding through the National Lottery Community Fund's Emerging Futures programme, we collaborated with Wise Thoughts on an exciting project exploring the voices of racial minorities and trans and non-binary people through the pandemic. A series of 15 videos were created and are featured on Wise Thoughts website.

These videos have also formed part of the exploratory and participative work into the development of an extended Intersections Fund, seeking to increase capacity, resource, and funding for LGBT+ led by and for intersectional organisations. Huge thank you to Wise Thoughts for their expertise and collaboration on this project.

'As Consortium's new Racial Justice Engagement Officer the importance of my role is to understand the specific needs and increase the support available for LGBT+ Groups working within communities impacted by racism and racial inequity. I am looking forward to my upcoming project at LGBT+ Consortium with Black History Month, ensuring that we focus on the importance of intersectionality.'

Camillea – Racial Justice Engagement Officer

Connect Fund

During this reporting period Consortium also continued its work to explore the value of social investment for LGBT+ communities and how best to articulate LGBT+ enterprise development needs through our Common Outcomes Framework. This was all thanks to funding from the Connect Fund, administered by Barrow Cadbury.

In partnership with our consultants Traverse, we were able to explore in depth case studies of 3 LGBT+ organisations at differing stages of their enterprise development journey and combine their case studies with a new social investment toolkit, which is available to our member organisations.

London Community Response Fund

A collaborative partnership of 70+ funders from across London, brought together to create a streamlined and centralised funding process for voluntary organisations across the Capital, we helped form an Equity Scrutiny Group, led by London Funders, to ensure those organisations disproportionately affected by the pandemic could access vital funds. We proactively worked with other equity partners (Ubele, Inclusion London and Women's Resource Centre) to provide expert strategic input into the development of the funding and its decision-making processes, whilst also providing direct support to our own diverse communities to maximise access to available funds.

We are delighted that this innovative and unique approach to engaging equity organisations with structural funding change is being explored as a more long-term model.

Funds Held in Trust

As part of our work to provide greater access to vital funds to a more diverse range of LGBT+ organisations, and to ensure those organisations developing structures to be able to access funds weren't disproportionately affected at a time of greatest need, Consortium acted as a host organisation for 4 organisations during this reporting period.

'The past year has been very challenging for all of us and the increased need for support has certainly been highlighted by the surge of new membership applications we received during this period. Along with our initial triage calls that are offered to all new members, we were able to reach-out and offer vital support to those groups most in need.

One area I found particularly rewarding is the work we have been undertaking around Digital Transformation. This has largely been modelled around the need expressed by our members, through survey feedback at the start of the pandemic and one-to-one engagement work. We have created a suite of digital resources and support on our website that members can access at any time to help them with their digital transformation journey; whether they want to start by holding a few online meetings or go completely office-less - and everything in-between.

I have also been supporting those members who need it, through one-to-one sessions on a range of topics around digital engagement. These needs are highlighted in the initial triage call with the group and then a tailored session is created around those needs and delivered in a way where the group has maximum input in how the session is delivered. We find that this way we can spend more time on certain areas where needed and really focus on what the group needs to maximise their digital engagement.

Philip – Information and Engagement Officer

Philanthropy and Giving

Consortium has now been distributing grants for 3 years and is proud to have become the largest specialist LGBT+ funder in the UK. During this reporting period we secured new funds to redistribute and have begun dialogue with key funders with a view to new funds being available as we emerge out of the pandemic.

'This year Consortium was chosen to be one of the partners for distributing emergency Covid-relief funding from the National Emergencies Trust to LGBT+ communities. A lot of my year focused on setting up, promoting and managing this £350,000 programme and supporting the grants committee who oversaw the distribution of over 60 grants to LGBT+ organisations across the UK. The resulting programme aimed to be responsive, quick, and proportionate, getting the majority of grants to applicant organisations within 6 weeks of receiving an application.

Although the NET programme was certainly one of the highlights of my year, the other was receiving confirmation that we would be able to run the LGBT+ Futures: Intersections Fund for a second year. This fund has distributed £42,000 now across two funding rounds and what is so special about it is not only the remarkable LGBT+ organisations it has supported, but that the donation which made it possible was from a private individual. It's truly inspiring to see gifts like this bringing new opportunities into the sector.'

Lou – Grants Manager

LGBT+ Futures: National Emergencies Trust Fund

CONSORTIUM
for stronger lgbt+ communities

NET
NATIONAL EMERGENCIES TRUST

We know how hard the global pandemic hit LGBT+ organisations across the UK and are extremely grateful to the NET for not only recognising the disproportionate effect on our communities, but also the lack of specialist funds available to the sector. As one of their National Partners Programme, we secured £686,000 of funding of which £550,000 was redistributed as grants to enable organisations to respond to the emerging needs of the pandemic. An additional £27,587 of funding was also sourced to enable our grants panel to make an additional set of awards, which led to a total of 61 main grants being made. This was in addition to 8 emergency grants that were made to LGBT+ helpline organisations across the UK who had seen large increases in calls for support.

Running alongside the grant giving, we also had the opportunity to explore the area of participatory giving, which has enabled us to open new doors for an intersectional focused LGBT+ fund—identified as areas of resourcing need through our grants data analysis.

LGBT+ Futures Intersections Fund

Having distributed £20,000 in the previous year, we were delighted to get the green light from our private donor to reopen the Intersections Fund again in early 2021. An additional £20,000 was donated for Consortium to redistribute as grants to organisations who are led by and for LBT Women, BAME/PoC communities, Faith communities, and Older People. Through this programme we were able to make 17 donations to organisations across the UK. We are extremely grateful to our donor's generosity in making this Fund possible.

City4LGBT+

Having raised £26,000 in the previous year, we partnered once again with GiveOut, The Funding Network and Macquarie Bank for a live crowdfunding event. Due to Covid-19 the event was remote but still generated a lot of interest for the 4 LGBT+ organisations pitching for funds.

Following an application process, Opening Doors and BlackOutUK pitched for funds on the night which saw them both raise around £5,000 each for their important work. This was alongside two international LGBT+ organisations chosen by Give Out.

It has been exciting to explore new fundraising methods for our LGBT+ communities and look forward to further development

'It was a busy time for the grants team, with £350,000 being distributed to LGBT+ groups and charities across the UK via the National Emergencies Trust Fund, set up in response to the coronavirus pandemic. We have also been able to share our grant giving data through the 360Giving platform, enabling others to see how we allocate the grant schemes run here at Consortium to ensure we remain transparent and accountable for the onward granting we offer.'

Freiya – Grants Administrator

Our Funders and Partners

Without the support of the following funders we would not have been able to achieve so much this year. Thank you to each one of them for their support.

Future Plans

→ Rebuild and Recovery post Covid

Covid-19 has hit the world hard and our LGBT+ communities have not been immune from its effects—far from it. It has highlighted the stark inequalities facing so many from our communities and Consortium will continue to do what we can to advocate for greater resource and funding to sustain vital diverse LGBT+ organisations.

→ Sustainability and Resilience

Consortium's work over the last few years to consolidate and focus on the sustainability and resilience of the LGBT+ sector has stood us in good stead. There is much more to be done to keep our sector stable, but we are pleased to see organisations using the knowledge and skills developed to better position their own organisations so they not only survive through the pandemic but can thrive as we go through the rebuild and recovery.

→ Strategic Planning Periods

Having implemented a 1-year temporary strategic plan to see us through 2021, we are now in a position to publish our new 5-year strategy. This will see us continue to help resource the sector, source new income streams and drive forward change so we create a sustainable and resilient LGBT+ sector. We are committed to being an accountable and transparent organisation. Alongside our strategic plan, each year as part of our reporting to our members and stakeholders, we will publish a high-level operational plan to provide insight into the practical direction of the organisation. This will also be driven by our ongoing engagement and insight work.

Consortium retains its unique place in the UK LGBT+ sector and will continue to champion the diverse voices of its Membership, using its oversight of the sector to promote the need to continue increasing the financial capacity of all LGBT+ organisations. Consortium is passionate about securing a future for our LGBT+ sector that has collaboration, financial stability, and stronger relationships with diverse stakeholders at its heart.

> "Consortium is an essential resource for us. We use it to link into the LGBT sector and for advice which is invaluable. We sought (and followed!) advice about an organisation restructure and we're in a much, much stronger position as a result. The advice encouraged us to be more ambitious and plan for growth which has been excellent advice since we have grown."
> ***Consortium Member***

Structure, Governance and Management

Governing Document

The Consortium of Lesbian, Gay, Bisexual and Transgender Voluntary &+ Community Organisations is a company limited by guarantee and a registered charity with the Charity Commission. It was incorporated on 25th March 1998 and registered as a charity on 17th August 2004. The charity changed its name from the Consortium of Lesbian, Gay and Bisexual Voluntary and Community Organisations to the Consortium of Lesbian, Gay, Bisexual and Transgender Voluntary and Community Organisations on 29th April 2006. The organisation was established under a Memorandum of Association, which sets out its objects and powers and is governed under its Articles of Association. The Memorandum and Articles of Association were updated on 3rd November 2012 to include a clause that 50% of Directors must be LGB or Trans, with a further update in November 2017 allowing for a discretionary third term for Trustees.
An additional update was made to the Governing Document during this reporting period, to enable the organisation to respond to the global pandemic and hold governance meetings digitally. The working name of the organisation is Consortium.

Objectives

The principal objectives for which the charitable company was formed are, by charitable means, to help develop and maximise the effectiveness of voluntary organisations run by and for lesbians, gay men, bisexual, and transgender people, and to promote good practice within Member organisations.

Appointment of Trustee Directors

The company is managed by a Board of Trustee Directors, all of whom are unpaid. The Board must have a minimum of three and a maximum of nine Members at any time, with 50% of the Board coming from Member organisations. The existing Board has the power to appoint new Members to fill casual vacancies as and when required. Board Members are elected for a term of three years with the option of standing for a second term of three years. Under exceptional circumstance a Board Member can be appointed for a third term, at the discretion of Members at an AGM. New appointees will be ratified at the following AGM by the Members. The Board undertakes open recruitment of new appointments, based on required skills and governance requirements (i.e., 50% of the Board connected to Members).

Trustee induction and training

All potential new Board Members are required to complete an application form and skills audit outlining their experience and skills as part of an open process. Following successful appointments, all new Board Members receive information which outline the history, structure, roles, finance etc. of Consortium and outlines the roles and responsibilities of the Trustees themselves.

All new Board Members are then provided with an opportunity to liaise with current staff to get to know operational areas in which they may be able to provide specialist advice, support, and guidance.
Consortium sets aside a small budget to provide external training and support to the Board as a whole. Spending is decided by the Board itself according to any identified training needs.

Organisation

The function and role of the Consortium Board of Directors is to oversee the strategic development and governance of the organisation on behalf of the Membership, and the broader LGBT+ communities. There are currently two Executive functions within the Board structure – Chair and Treasurer. The Company Secretary role is performed by the Chief Executive. The Chair has delegated and agreed authority in certain areas for taking any urgent decisions or actions on behalf of the full Board as required. Operational day to day management of the organisation is delegated by the Board to the Chief Executive, in line with our Internal Delegated Authority document, which has recently been updated. Delivery of organisational activities (in line with the aims and objectives of Consortium) is undertaken by the staff employed for such purposes.

Consortium's Board also have the power to enact Advisory Committees to support the organisation's strategic work. Under our developing philanthropy and giving work this includes setting up Grants Panels, which have direct Board representation alongside specialist expertise to ensure fair, accountable, and equitable decisions.

Some of Consortium's Board of Trustees

Risk Management

The Board of Trustee Directors have assessed both major and minor risks to which the charity is exposed and is satisfied that policies and systems are in place to mitigate any exposure to major risks through a comprehensive Risk Register. Policies that impact upon risk management were thoroughly reviewed by the Governance Sub-Group during this reporting period and approved by the Board to ensure that the organisation has the appropriate operational framework in which to function. The Board, in conjunction with the Chief Executive, regularly review the organisation's Risk Register to remain up to date and aware of any forthcoming risks.

The Covid-19 global pandemic hit the voluntary sector hard during this reporting period, increasing already high vulnerability to ever-changing economic conditions. The Board has in place appropriate trigger points financially and structurally to ensure the organisation can take appropriate action in advance of any potential worsening situation. The organisation's work over the last few years around sustainability and resilience positioned Consortium to respond to the opportunities arising out of the pandemic, particularly around issues of equitable practice.

Project funding is scrutinised regularly by the Board at its scheduled meetings via thorough reporting by the Chief Executive. The Board remain committed to be a beacon of best practice for the LGBT+ voluntary and community sector.

Strategic Planning

Consortium's regular strategic review period fell during the global pandemic, so a 1-year Strategic Plan extension was put in place. This allowed the organisation to focus actions on the continuing health and economic crisis and be more responsive to the ever-evolving situation. Consortium has now developed its new Strategic Plan for 2022-2027, which will seek ratification at the AGM for this reporting period. This will see the organisation refine its current strategic priorities and align these with the necessary recovery and rebuild from the pandemic, alongside the evolving and diverse nature of the LGBT+ voluntary and community sectors.

Financial Review

The charity recorded an overall surplus of £218,841 (2020: deficit of £25,208) for the year represented mainly by grant funds still to be distributed to recipients and funds that will be used to support the development of the LGBT+ Futures: Equity Fund. A surplus of £97,948 was recorded for unrestricted funds (2019: deficit of £12,648). The charity had reserves to carry forward totalling £398,671, of which £218,731 represented unrestricted funds. Acting as an onward grant giver, Consortium distributed £597,601 of its turnover as grants to LGBT+ organisations.

Reserves Policy

The Board of Trustees have formally agreed the reserves built up by the organisation can be used to help the development of the organisation. Given our work to reduce all possible costs for the organisation through remaining officeless, the Board have ring-fenced the equivalent of four months' core overheads to facilitate an orderly winding up of the organisation in the event of no significant income generation. These funds are deposited in a separate bank account. The Board's risk strategy has created a system which enables Consortium's core work to remain lean and able to continue under a range of future circumstances.

Trustees' Responsibilities in Relation to the Financial Statements

Company law requires the Trustees to prepare financial statements that give a true and fair view of the state of affairs of the charity at the end of the financial year and of its surplus or deficit for the financial year. In doing do the Trustees are required to:

- Select suitable accounting policies and then apply them consistently.
- Make sound judgements and estimates that are reasonable and prudent.
- State whether applicable accounting standards and statements of recommended practice 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 the charity will continue in business.

The Trustees are responsible for maintaining proper accounting records which disclose with reasonable accuracy at any time the financial position of the charity and enables them to ensure that the financial statements comply with the Companies Act 2006. The Trustees 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.

Christopher French
Chair of Trustees
Date: 10/11/21

Kevin Griffith
Treasurer
Date: 10/11/21

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF THE CONSORTIUM OF LESBIAN, GAY, BISEXUAL AND TRANSGENDER VOLUNTARY & COMMUNITY ORGANISATIONS YEAR ENDED 31ST MARCH 2021

Opinion

We have audited the financial statements of The Consortium of Lesbian, Gay, Bisexual and Transgender Voluntary & Community Organisations (the 'charitable company') for the year ended 31 March 2021 which comprise of the Statement of Financial Activities, Balance Sheet, Cash Flow statement and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 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 2021 and of its incoming resources and application of resources, including its income and expenditure, 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

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charitable company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Other information

The other information comprises the information included in the trustees annual report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the annual report. 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.

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 course of 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 this gives rise to a material misstatement in the financial statements themselves. 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.

We have nothing to report in this regard.

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters in relation to which the Charities (Accounts and Reports) Regulations 2008 require us to report to you if, in our opinion:
-the information given in the financial statements is inconsistent in any material respect with the trustees' report; or
-the charitable company has not kept adequate accounting records; or
-the financial statements are not in agreement with the accounting records and returns; or
-we have not received all the information and explanations we require for our audit.

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF THE CONSORTIUM OF LESBIAN, GAY, BISEXUAL AND TRANSGENDER VOLUNTARY & COMMUNITY ORGANISATIONS YEAR ENDED 31ST MARCH 2021

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement 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

We have been appointed as auditor under section 144 of the Charities Act 2011 and report in accordance with regulations made under section 154 of that Act.

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.

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.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

A further description of our responsibilities is available on the Financial Reporting Council's website at: https://www.frc.org.uk/Our-Work/Audit/Audit-and-assurance/Standards-and-guidance/Standards-and-guidance-for-auditors/Auditors-responsibilities-for-audit/Description-of-auditors-responsibilities-for-audit.aspx. This description forms part of our auditor's report.

Use of our report

This report is made solely to the charitable company's trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. 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 trustees as a body, for our audit work, for this report, or for the opinions we have formed.

William Price & Co Audit Ltd 15-11-21

William Price & Co Audit Ltd
Statutory Auditor
Suite 9 Westbury Court
Church Road
Bristol

William Price & Co Audit Ltd is eligible to act as an auditor in terms of section 1212 of the Companies Act 2006

THE CONSORTIUM OF LESBIAN, GAY, BISEXUAL AND TRANSGENDER VOLUNTARY & COMMUNITY ORGANISATIONS

STATEMENT OF FINANCIAL ACTIVITIES
(including summary income and expenditure account)

YEAR ENDED 31ST MARCH 2021

	Notes	UNRESTRICTED FUNDS 2021 £	RESTRICTED FUNDS 2021 £	TOTAL FUNDS 2021 £	TOTAL FUNDS 2020 £
INCOME					
Charitable Activities	4	104,968	1,100,999	1,205,967	741,267
Investments	7	105	-	105	543
TOTAL INCOMING RESOURCES		105,073	1,100,999	1,206,072	741,810
EXPENDITURE					
Charitable activities	8	7,125	980,106	987,231	767,018
TOTAL EXPENDITURE		7,125	980,106	987,231	767,018
NET INCOME / (EXPENDITURE)		97,948	120,893	218,841	(25,208)
TRANSFERS BETWEEN FUNDS	10	24,635	(24,635)	-	-
NET MOVEMENT IN FUNDS		122,583	96,258	218,841	(25,208)
RECONCILIATION OF FUNDS					
TOTAL FUNDS BROUGHT FORWARD		96,148	83,682	179,830	205,038
TOTAL FUNDS CARRIED FORWARD	10	218,731	179,940	398,671	179,830

All of the above results are derived from continuing operations. There are no other recognised gains and losses other than those stated above. Movements in funds are disclosed in Note 10 to the financial statements.

THE CONSORTIUM OF LESBIAN, GAY, BISEXUAL AND TRANSGENDER VOLUNTARY & COMMUNITY ORGANISATIONS

BALANCE SHEET

AT 31ST MARCH 2021

	Notes	2021 £	2021 £	2020 £	2020 £
FIXED ASSETS	11		3,131		1,147
CURRENT ASSETS					
Debtors & prepayments	12	18,304		33,564	
Cash at bank		418,132		155,762	
Total Current Assets		436,436		189,326	
CREDITORS, AMOUNTS FALLING DUE WITHIN ONE YEAR	13	40,896		10,643	
NET CURRENT ASSETS			395,540		178,683
TOTAL ASSETS LESS CURRENT LIABILITIES			398,671		179,830
TOTAL NET ASSETS			**398,671**		**179,830**
The funds of the charity:					
UNRESTRICTED FUNDS	10		218,731		96,148
RESTRICTED FUNDS	10		179,940		83,682
TOTAL CHARITY FUNDS			**398,671**		**179,830**

The directors are satisfied that the company is entitled to exemption from the requirement to obtain an audit under section 477 of the Companies Act 2006 but as this company is a charity, it is subject to audit under the Charities Act 2011

The members have not required the company to obtain an audit in accordance with section 476 of the Companies Act.

The directors acknowledge their responsibilities for complying with the requirements of the Companies Act with respect to accounting records and the preparation of accounts.

Christopher French
Chair of Trustees

Kevin Griffith
Treasurer

Date: 10/11/21

Company Number 03534603

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THE CONSORTIUM OF LESBIAN, GAY, BISEXUAL AND TRANSGENDER VOLUNTARY & COMMUNITY ORGANISATIONS

CASH FLOW STATEMENT

AT 31ST MARCH 2021

	2021 £	2020 £
OPERATING ACTIVITIES		
(Deficit) / Surplus for the financial year	218,841	(25,208)
Adjustments for:		
Interest receivable	(105)	(543)
Depreciation	1,043	382
Decrease/(increase) in debtors	15,260	33,846
(Decrease)/increase in creditors	30,253	(43,146)
INVESTMENT ACTIVTIES		
Purchase of tangible fixed assets	(3,027)	-
	262,265	(34,669)
Interest received	105	543
Cash (utilised) / generated by operating activities	262,370	(34,126)
NET CASH UTILISED/GENERATED		
Cash (utilised) / generated by operating activities	262,370	(34,126)
Net cash utilsed / generated	262,370	(34,126)
Cash and cash equivalents at 1 April	155,762	189,888
Cash and cash equivalents at 31 March	418,132	155,762
Cash and cash equivalents comprise:		
Cash at bank	418,132	155,762

THE CONSORTIUM OF LESBIAN, GAY, BISEXUAL AND TRANSGENDER VOLUNTARY & COMMUNITY ORGANISATIONS

NOTES TO THE ACCOUNTS

YEAR ENDED 31ST MARCH 2021

1) ACCOUNTING POLICIES

The principal accounting policies adopted in the preparation of the financial statements are set out below, and have been consistently applied within the accounts.

a) Basis of accounting
The financial statements have been prepared under the historical cost convention, with the exception of investments which are included at market value. The financial statements have been prepared in accordance with the Financial Reporting Standard 102 (FRS 102), the Statement of Recommended Practice (SORP), "Accounting and Reporting by Charities" published in 2020 SORP (FRS102) and applicable charity and company law.

b) Incoming Resources/ Income
Incoming resources are recognised on an accruals basis, except that donations and legacies are recognised only upon receipt unless the donor advises otherwise. Grants & contracts are treated as income for the period to which the funder assigns the funds so matching income with the associated income for the period to which the funder assigns the funds so matching income with the associated costs of the services.

c) Fixed Assets & Depreciation
Office equipment at the Head Office is depreciated so as to write off its cost at 25% on a reducing balance basis. Office equipment for specific projects are depreciated over the life of the project. Small items of equipment are written off as incurred, to the statement of financial activities.

d) Charitable activities expenditure
Charitable activities consist of expenses incurred to further the company's aims and objectives of developing and maximising the effectiveness of LBGT+ organisations. Charitable expenditure includes the costs of training, sponsorship, grants and support to such organisations. The costs of liasing with member organisations, the preparation of directories and conferences are included as well as a suitable proportion of support costs, which, in the directors' opinion, relate to such activities. Salaries and consultant's fees, equipment depreciation and office overheads & consumables are apportioned between charitable activities, costs of generating charitable income and governance costs according to a best estimate of the time taken on each activity.

e) Stocks of materials & literature
Stocks of materials and literature are written off as incurred.

f) Going concern basis
The accounts have been prepared on a going concern basis.

g) VAT
Where appropriate expenditure includes irrecoverable value added tax.

h) Fund Accounting
Unrestricted funds are available for the use in the furtherance of the charity's objectives. Restricted funds are subject to restrictions imposed by donors as set out in the notes to the accounts.

i) Debtors
Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid after taking account of any trade discounts due.

j) Creditors
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.

THE CONSORTIUM OF LESBIAN, GAY, BISEXUAL AND TRANSGENDER VOLUNTARY & COMMUNITY ORGANISATIONS

NOTES TO THE ACCOUNTS

FOR THE YEAR ENDED 31ST MARCH 2021

2) NET OPERATING SURPLUS/(DEFICIT)

	2021	2020
The net operating surplus/(deficit) of income over expenditure is stated after charging:	£	£
Staff costs (note 3)	257,052	245,065
Depreciation of equipment	1,043	382

3) STAFF COSTS

	2021	2021
Staff costs for the year were as follows:	£	£
Salaries	233,597	219,591
Social security costs	15,623	19,093
Defined contribution pension costs	7,832	6,381
	257,052	245,065

The average number of persons employed by the charitable company in the year was 9 persons (2020 - 9)
No member of staff was paid more than £60,000.
The key management personnel of the charity comprises the trustees and the Chief Executive, to whom responsibility for the day-to-day activities of the charity is delegated. The total employee benefits received by key management personnel during the year were £56,262 (2020: £53,267).

THE CONSORTIUM OF LESBIAN, GAY, BISEXUAL AND TRANSGENDER VOLUNTARY & COMMUNITY ORGANISATIONS

NOTES TO THE ACCOUNTS

FOR THE YEAR ENDED 31ST MARCH 2021

4) ANALYSIS OF CHARITABLE INCOME

	2021	Deferred Income movement	TOTAL 2021	2020
GENERAL FUND	£	£	£	£
TOTAL UNRESTRICTED FUNDS	115,073	(10,000)	105,073	52,898
RESTRICTED FUNDS				
Barrow Cadbury - Connect Fund	-	-	-	1,000
Barrow Cadbury Trust	30,000	-	30,000	-
Barrow Cadbury - Connect Fund (Infrastructure)	15,000	-	15,000	15,000
Garfield Weston Foundation	-	-	-	10,000
HOME	-	-	-	20,036
Intersections Grant Funds	20,000	-	20,000	20,000
LGBT Foundation (National LGB&T Partnership)	47,995	-	47,995	49,275
National Lottery Community Fund (Covid-19)	85,000	-	85,000	-
The National Emergencies Trust	676,107	-	676,107	-
City Bridge Trust (London Community Response Fund)	25,000	-	25,000	-
National Lottery Community Fund (Development Grant)	49,607	-	49,607	-
London Community Foundation (London Community Response	8,259	-	8,259	-
London Community Foundation (London Community Response	2,136	-	2,136	-
City Bridge Trust (London Community Response Fund)	788	-	788	-
City Bridge Trust (London Community Response Fund)	9,840	-	9,840	-
National Lottery Community Fund (Emerging Futures)	41,850	-	41,850	-
National Lottery Community Fund (Civil Society Roots)	49,917	-	49,917	-
City Bridge Trust (Always Out There)	45,000	(22,500)	22,500	68,250
City Bridge Trust (Still Out There)	17,000	-	17,000	-
Government Equalties Office - LGBT + Futures Grant	-	-	-	105,351
LGBT+ Futures Grants	-	-	-	400,000
TOTAL RESTRICTED FUNDS	1,123,499	(22,500)	1,100,999	688,912
TOTAL UNRESTRICTED & RESTRICTED	1,238,572	(32,500)	1,206,072	741,810

5) TRUSTEES' REMUNERATION AND BENEFITS

Directors had expenses reimbused or paid directly in the year totalling £Nil (2020 - £577).
These costs related to travel and subsistence.
There were no other trustees' remuneration or benefits for the year ending 31 March 2021

6) TAXATION

The charity is exempt from tax on income and gains falling within section 505 of the Taxes Act or section 252 of the Taxation of Chargeable Gains Act 1992 to the extent that these are applied to its charitable objects.

7) INTEREST RECEIVABLE

	2021	2020
	£	£
GENERAL FUND - unrestricted	105	543

THE CONSORTIUM OF LESBIAN, GAY, BISEXUAL AND TRANSGENDER VOLUNTARY & COMMUNITY ORGANISATIONS

NOTES TO THE ACCOUNTS

FOR THE YEAR ENDED 31ST MARCH 2021

8) EXPENDITURE

	Actvity Costs	Governance costs	Support costs	TOTAL 2021	TOTAL 2020
	£	£	£	£	£
GENERAL FUND					
Other Activities	1,398	5,313	414	7,125	40,436
	1,398	5,313	414	7,125	40,436
RESTRICTED FUNDS					
Barrow Cadbury - Connect Fund	-	-	-	-	24,099
Barrow Cadbury Trust	30,000	-	-	30,000	-
Barrow Cadbury - Connect Fund (Infrastructure)	29,500	-	500	30,000	-
Garfield Weston Foundation	-	-	-	-	-
HOME	-	-	-	-	5,401
Intersections Grant Funds	20,000	-	-	20,000	-
LGBT Foundation (National LGB&T Partnership)	47,395	-	600	47,995	-
National Lottery Community Fund (Covid-19)	47,914	-	4,630	52,544	-
The National Emergencies Trust	567,809	-	37,741	605,550	-
City Bridge Trust (London Community Response Fund)	25,000	-	-	25,000	-
National Lottery Community Fund (Development Grant)	12,796	-	550	13,346	-
London Community Foundation (London Community Re	7,530	-	-	7,530	-
London Community Foundation (London Community Re	1,977	-	-	1,977	-
City Bridge Trust (London Community Response Fund)	403	-	-	403	-
City Bridge Trust (London Community Response Fund)	3,020	-	-	3,020	-
National Lottery Community Fund (Emerging Futures)	41,350	-	500	41,850	-
National Lottery Community Fund (Civil Society Roots)	44,620	-	601	45,221	-
City Bridge Trust	55,070	-	600	55,670	-
National Lottery Community Fund - Awards For All	-	-	-	-	6,399
Government Equalities Office - LGBT+ Futures Fund	-	-	-	-	161,051
LGBT+ Futures Grants	-	-	-	-	400,000
LGBT Foundation National LGB&T Partnership	-	-	-	-	49,275
Big Lottery Fund Partnerships	-	-	-	-	8,329
Esmée Fairbairn	-	-	-	-	5,034
City Bridge Trust	-	-	-	-	66,994
TOTAL RESTRICTED FUNDS	934,384	-	45,722	980,106	726,582
TOTAL FUNDS	935,782	5,313	46,136	987,231	767,018

9) GOVERNANCE & SUPPORT COSTS

	Governance		Support	
	2021 £	2020 £	2021 £	2020 £
Audit / Independent Examination	2,500	1,900	-	-
Board Travel & Meeting Expenses	-	855	-	-
Telecoms	-	-	5,137	3,913
Administration of grant-making	-	-	37,741	34,341
Postage and Stationery	-	-	445	304
Salaries	2,813	2,663	2,813	2,663
	5,313	5,418	46,136	41,221

THE CONSORTIUM OF LESBIAN, GAY, BISEXUAL AND TRANSGENDER VOLUNTARY & COMMUNITY ORGANISATIONS

NOTES TO THE ACCOUNTS

FOR THE YEAR ENDED 31ST MARCH 2021

10) MOVEMENT ON FUNDS IN YEAR

	Opening Balance 1 April 2020	Income	Expenditure	Transfers	Closing Balance 31 March 2021
UNRESTRICTED FUNDS	£	£	£	£	£
GENERAL FUND	96,148	105,073	7,125	24,635	218,731
TOTAL UNRESTRICTED FUNDS	96,148	105,073	7,125	24,635	218,731
RESTRICTED FUNDS					
Barrow Cadbury Trust Funds to support Consortium during the Covid-19 pandemic	-	30,000	30,000	-	-
Barrow Cadbury - Connect Fund (Infrasructure) Grant to allow Consortium to further explore social investment for LGBT+ orgs	15,000	15,000	30,000	-	-
Garfield Weston Foundation A core grant for Consortium's membership and engagement work	10,000	-	-	(10,000)	-
HOME Funds to explore community assets in London	14,635	-	-	(14,635)	-
Intersections Grant Funds Grants for intersectional LGBT+ issues	20,000	20,000	20,000	-	20,000
LGBT Foundation (National LGB&T Partnership) Support for the Partnership's workplan as part of the Health and Wellbeing Alliance	-	47,995	47,995	-	-
National Lottery Community Fund (Covid-19) Funds to support Consortium during the Covid-19 pandemic	-	85,000	52,544	-	32,456
The National Emergencies Trust Funds to redistribute to LGBT+ orgs responding to the pandemic, support for LGBT+ helpline and programme of development	-	676,107	605,550	-	70,557
City Bridge Trust (London Community Response Fund) Funds to support Consortium during the Covid-19 pandemic	-	25,000	25,000	-	-
National Lottery Community Fund (Development Grant) Funds to support the development of the LGBT+ Futures: Intersections Fund	-	49,607	13,346	-	36,261
London Community Foundation (London Community Response Fund Les Talks project	-	8,259	7,530	-	729
London Community Foundation (London Community Response Fund Trans London project	-	2,136	1,977	-	159
City Bridge Trust (London Community Response Fund) Lambeth Links project	-	788	403	-	385
City Bridge Trust (London Community Response Fund) Lez Flicks project	-	9,840	3,020	-	6,820
National Lottery Community Fund (Emerging Futures) Grant working in partnership with Wise Thoughts to create videos highlighting BAME/PoC and Trans voices through the pandemic	-	41,850	41,850	-	-
National Lottery Community Fund (Civil Society Roots) Grant to develop community development support in London	-	49,917	45,221	-	4,696
City Bridge Trust Grant to build on the mapping of LGBT+ services, and pan London support, though the LGBT+ London project	-	22,500	14,623	-	7,877
City Bridge Trust LGBT+ London project to support London member organisations in partnership to LGBT+ HERO	24,047	17,000	41,047	-	-
TOTAL RESTRICTED FUNDS	83,682	1,100,999	980,106	(24,635)	179,940
TOTAL UNRESTRICTED & RESTRICTED	179,830	1,206,072	987,231	-	398,671

THE CONSORTIUM OF LESBIAN, GAY, BISEXUAL AND TRANSGENDER VOLUNTARY & COMMUNITY ORGANISATIONS

NOTES TO THE ACCOUNTS

FOR THE YEAR ENDED 31ST MARCH 2021

11) FIXED ASSETS

	Office Equipment General Fund	TOTAL
Cost	£	£
Brought forward	6,776	6,776
Additions	3,027	3,027
As at 31st March 2021	9,803	9,803
Depreciation		
Brought forward	5,629	5,629
Charge for year	1,043	1,043
As at 31st March 2021	6,672	6,672
Net Book Value		
As at 31st March 2021	3,131	3,131
As at 31st March 2020	1,147	1,147

12) DEBTORS, amounts falling due within one year

	2021	2020
	£	£
Grants receivable	18,304	33,564
	18,304	33,564

13) CREDITORS, amounts falling due within one year

	2021	2020
	£	£
Trade creditors	1,334	7,004
Taxation and Social Security	-	1,739
Other creditors & accruals	39,562	1,900
	40,896	10,643

14) STATUS, CONNECTED CHARITIES & RELATED PARTY TRANSACTIONS

The company is incorporated by charitable means and is limited by guarantee without share capital. The company is not part of any group or specifically connected with any other charity or group.

15) GOING CONCERN

The charity is dependent on the continued support of the funding bodies.

16) ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Restricted	Unrestricted	Total
	£	£	£
Tangible Fixed Assets	-	3,131	3,131
Current Assets	202,440	233,996	436,436
Creditors	(22,500)	(18,396)	(40,896)
	179,940	218,731	398,671

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NOTES TO THE ACCOUNTS

FOR THE YEAR ENDED 31ST MARCH 2021

17) ANALYSIS OF GRANTS TO INSTITUTIONS

	2021 £
Covid 19 Response Grants	
Juice Belfast	5,000
African Equality Foundation	5,400
Sport4Health	4,940
Albert Kennedy Trust	5,000
Learnest CIC	9,685
The Kite Trust	7,233
Saltire Thistle FC	2,000
Drop Zone Youth Projects	2,688
Micro Rainbow CIC	5,000
Just Like Us	9,798
Deaf Rainbow UK	4,550
Black Beetle Health	13,510
Living Free CIC	5,000
Positively UK	9,912
Free2B Alliance	3,700
Marlborough Theatre Productions Ltd	5,000
Tags Support CIC	2,500
UK Lesbian and Gay Immigration Group	4,914
SAYiT	9,329
Diversity Role Models	9,773
Mermaids	10,000
Middle Eastern Women and Society Organization	4,929
Pride in North Cumbria	4,830
Hidayah LGBTQI+	6,000
Birmingham LGBT	8,864
Outspoken Arts Scotland Limited	4,800
LEAP Sports Scotland	10,000
Equality Network	11,744
Gaydio CIC	7,970
Off The Record (Bristol)	10,000
Controlling Chemsex CIC	4,800
Rainbow Foundation	2,900
Opening Doors London	9,980
Derbyshire LGBT+	9,124
Proud 2 B Parents	7,000
Rainbow Home (North East)	5,000

THE CONSORTIUM OF LESBIAN, GAY, BISEXUAL AND TRANSGENDER VOLUNTARY & COMMUNITY ORGANISATIONS

NOTES TO THE ACCOUNTS

FOR THE YEAR ENDED 31ST MARCH 2021

17) ANALYSIS OF GRANTS TO INSTITUTIONS

	2021
Covid 19 Response Grants cont.	**£**
ELOP	7,428
Allsorts Youth Project	3,000
LGB&T Dorset Equality Network	4,500
DYS Space Ltd (Space* Youth Services)	4,900
Leicester LGBT Centre	10,000
Stonewall Housing	10,000
The Faith and Belief Forum	8,899
Curious Arts Limited	4,550
TransActual CIC	4,000
Support U LTD	9,500
Gendered Intelligence	8,000
New Family Social	5,250
Cardiff Wales LGBT Mardi Gras trading as Pride Cymru	2,268
Queerspace (held by Cara-Friend)	3,200
Cathays and Central Youth and Community Project (Impact LGBT Youth Group)	3,004
GISDA	3,500
NAZ Project London	3,000
Leeds LGBT+ Book Club	257
House of Rainbow	13,000
LGBT Youth Scotland	5,000
Pink Saltire	5,000
Bi Pride UK	858
Transgender Northern Ireland	10,000
National Eisteddfod of Wales	5,000
Stonewall Cymru	600
	377,587
Covid-19 Response Helpline Grants	
LGBT Foundation	32,000
Brighton and Hove Switchboard	24,000
LGBT+ Switchboard	24,000
The Intercom Trust	24,000
Cara Friend	24,000
LGBT Healh and Wellbeing	24,000
MindOut	24,000
Galop	24,000
Outstanding	200,000

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NOTES TO THE ACCOUNTS

FOR THE YEAR ENDED 31ST MARCH 2021

17) ANALYSIS OF GRANTS TO INSTITUTIONS

	2021
Intersectional Grants	£
Colours Network	3,000
House Of Rainbow CIC	1,800
York LGBT Forum	1,000
Birmingham LGBT	1,584
poc a dot	1,250
UK Lesbian and Gay Immigration Group (UKLGIG)	2,160
The Faith & Belief Forum	2,700
Bristol Pride	1,960
Marlborough Theatre Productions Ltd	500
Bradford LGB&T Strategic Partnership, AKA Equity Partnership	2,000
The Gathering - Cardiff / The Gathering	1,060
Black Beetle Health	1,000
	20,014
2021 Total Grants to Institutions	597,601

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NOTES TO THE ACCOUNTS

FOR THE YEAR ENDED 31ST MARCH 2021

17) ANALYSIS OF GRANTS TO INSTITUTIONS

	2020 £
Main grants supporting diverse LGBT+ projects and events sustainability	
Opening Doors London (ODL)	12,864
Brum Bi Group	1,200
LGBT Foundation	9,958
Encompass Network	5,080
UK Lesbian and Gay Immigration Group (UKLGIG)	10,578
Marlborough Theatre C.I.C & New Writing South	9,475
Bolton Rainbow Community	1,777
Bury LGBT+ Forum	1,850
TransBareAll	1,700
Curious Arts Limited	2,500
Proud 2 b parents	2,220
York LGBT Forum	2,933
LGBT+ Service Nottinghamshire (formally operating as The Centre Place)	9,417
Rainbow Foundation	700
Switchboard	7,959
GayGlos	2,255
LGB&T Out in the Bay	2,260
Trade Sexual Health	3,017
LGBT Federation North East	2,260
LGBT Bristol (Bristol Lesbian, Gay, Bisexual and Transgender Forum)	6,500
KeshetUK	3,630
LCR Pride Foundation	4,500
Not Alone Plymouth	1,865
Leeds Bi Group	1,230
Rainbow Home (North East England)	4,812
Out of the Can	6,500
Rainbow Noir	2,150
Kingston LGBT Forum	975
Unmuted	2,080
Manchester Village Spartans RUFC	5,500
House of Rainbow	8,000
Deaf LGBTIQA and access costs	6,793
Learnest CIC	7,770
	152,308

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NOTES TO THE ACCOUNTS

FOR THE YEAR ENDED 31ST MARCH 2021

17) ANALYSIS OF GRANTS TO INSTITUTIONS

	2020
Main grants supporting diverse LGBT+ projects and events sustainability cont.	**£**
MindOut LGBTQ Mental Health Service	10,961
The Intercom Trust	15,810
Leicester LGBT Centre	18,698
Lancashire LGBT	9,899
New Family Social	9,788
Educate & Celebrate	3,200
Stonewall Housing	7,551
London Friend	9,500
	85,407
Youth grants	
Allsorts Youth Project	12,525
Gendered Intelligence CIC	14,226
Mosaic LGBT Youth Centre	18,558
SAYiT	14,643
The Clare Project	8,000
Free2B Alliance	2,826
Breakout Youth	9,560
Q Space	2,189
Q:alliance	7,650
The Kite Trust	8,388
Space Youth Project	8,767
Proud2Be CIC	6,566
X2y Youth Group	8,000
	121,898
Pride event grants	
Salford Pride	2,500
Pride in Sheffield	8,869
Bi Pride UK	4,202
Pride in Gloucestershire	2,530
Lesbian Unity Festival South London (LezFest)	1,877
Warwickshire Pride	2,750
Oldham Pride	2,100
Sunderland Pride Group CIC	2,020
Cumbria LGBT Pride	1,700
Pride in North Cumbria	1,865
Norwich Pride	1,830
ParaPride	8,145
	40,387
2020 Total Grants to Institutions	400,000