



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.

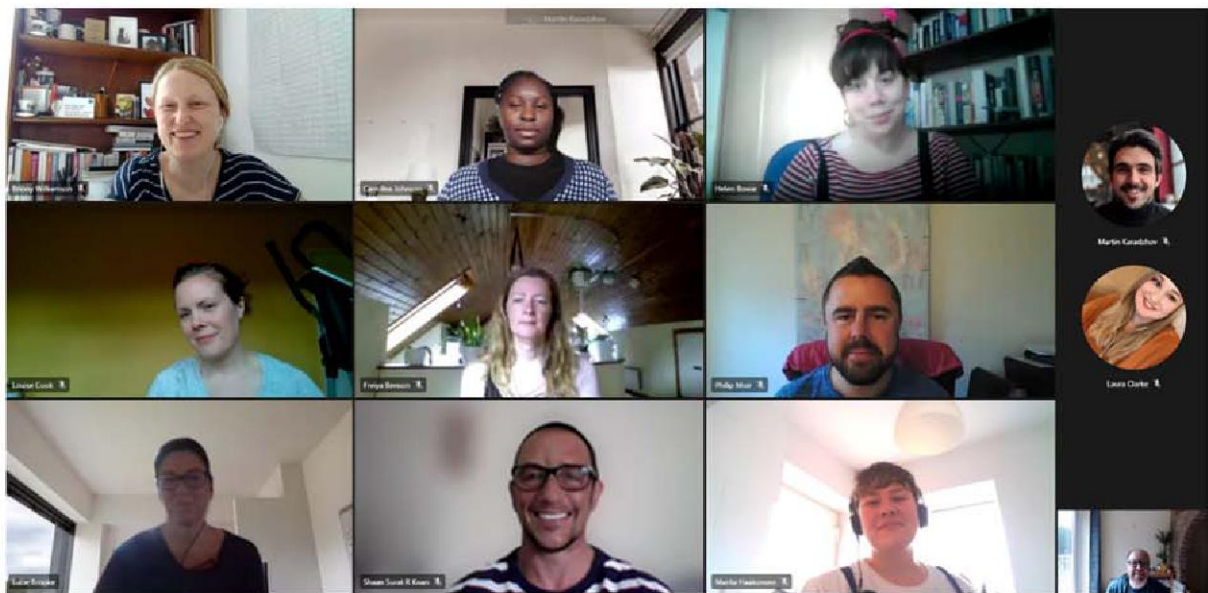
My focus has been developing our new triage system to welcome members onboard. New members are now offered a 1:1 call for us to learn about their work and their support needs and to help ensure groups know how we can help, and how to navigate around our members dashboard. It has been fantastic hearing 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 say 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 complete 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!

Shaun – 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 are 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



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



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+



GiveOut



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.

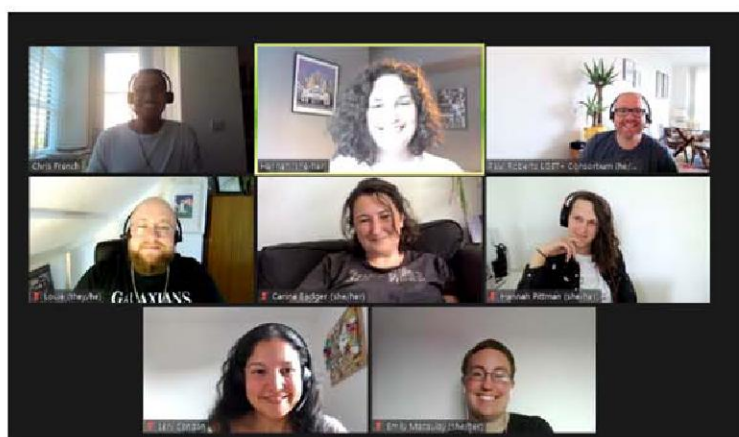
All new Board Members are then provided with an opportunity to liaise with current staff to get to know operational areas in which they may be able to provide specialist advice, support, and guidance.

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.

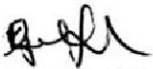
Trustees' Responsibilities in Relation to the Financial Statements

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 so 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

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

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

**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 ACTIVITIES		
Purchase of tangible fixed assets	(3,027)	-
	<hr/> 262,265	<hr/> (34,669)
Interest received	105	543
Cash (utilised) / generated by operating activities	<hr/> 262,370	<hr/> (34,126)
NET CASH UTILISED/GENERATED		
Cash (utilised) / generated by operating activities	262,370	(34,126)
Net cash utilised / generated	<hr/> 262,370	<hr/> (34,126)
Cash and cash equivalents at 1 April	<hr/> 155,762	<hr/> 189,888
Cash and cash equivalents at 31 March	<hr/> 418,132	<hr/> 155,762
Cash and cash equivalents comprise:		
Cash at bank	<hr/> 418,132	<hr/> 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 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 & 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
	<u>257,052</u>	<u>245,065</u>

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	Deferred Income movement		TOTAL	
	2021		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 Equalities 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 reimbursed 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

	Activity 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 (Infrastructure) 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, through 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	<u>9,803</u>	<u>9,803</u>
Depreciation		
Brought forward	5,629	5,629
Charge for year	1,043	1,043
As at 31st March 2021	<u>6,672</u>	<u>6,672</u>
Net Book Value		
As at 31st March 2021	<u>3,131</u>	<u>3,131</u>
As at 31st March 2020	<u>1,147</u>	<u>1,147</u>

12) DEBTORS, amounts falling due within one year

	2021 £	2020 £
Grants receivable	18,304	33,564
	<u>18,304</u>	<u>33,564</u>

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
	<u>40,896</u>	<u>10,643</u>

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

NOTES TO THE ACCOUNTS

FOR THE YEAR ENDED 31ST MARCH 2021

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)
	<hr/>	<hr/>	<hr/>
	179,940	218,731	398,671

**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	
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
	<hr/> 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 Health and Wellbeing	24,000
MindOut	24,000
Galop	24,000
Outstanding	<hr/> 200,000

**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
	£
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
	<hr/> 20,014 <hr/>
2021 Total Grants to Institutions	<hr/> 597,601 <hr/>

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

	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
	<u>152,308</u>

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

	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
	<hr/> 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
	<hr/> 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
	<hr/> 40,387
2020 Total Grants to Institutions	<hr/> <hr/> 400,000