



# CONSORTIUM

for stronger lgbt+ communities

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

**Annual Report & Accounts**

**Year Ended 31<sup>st</sup> 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**

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Christopher French (Chair of Trustees)

Carina Badger (Resigned 8<sup>th</sup> November 2021)

Kevin Griffith (Treasurer, Resigned 7<sup>th</sup> December 2021)

Hannah Taylor (Resigned 17<sup>th</sup> July 2021)

Elizabeth McDermott

Leni Candan

Emily Macaulay

Hannah Pittman (Appointed 20<sup>th</sup> April 2021)

Louie Stafford (Appointed 20<sup>th</sup> April 2021)

Rico Jacob Chace (Appointed 23<sup>rd</sup> November 2021, Treasurer from 7<sup>th</sup> Dec)

Pavlo Cherednychenko (Appointed 23<sup>rd</sup> November 2021)

## **Chief Executive Officer and Company Secretary**

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Paul Roberts OBE

## **Registered Office**

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Zone 5, Wrentham Business Park

Prospect Park

Exeter

Devon

EX4 6NA

## **Independent Examiner**

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Munro Brown

38 Gay Street, Bath, BA1 2PQ

## **Bankers**

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Unity Trust Bank PLC

## Report of the Directors for the year ended 31<sup>st</sup> 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 31<sup>st</sup> 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 30<sup>th</sup> 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 11<sup>th</sup> 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's 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**

### 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)

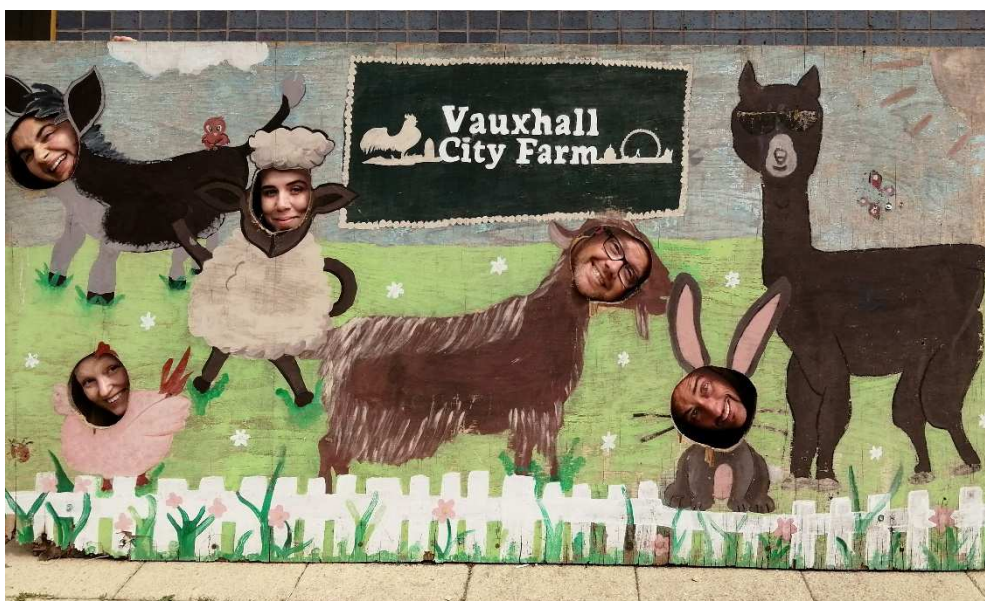
In July 2021, we relaunched our network for women and non-binary people, an open and inclusive network for people of all marginalised genders working or volunteering in the LGBT+ sector. We wanted to create an inclusive, accessible and equitable space that felt welcoming for all people who wanted to 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 LGBTQIA+ 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 2021 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)



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 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: 14-11-22



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

**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**

		UNRESTRICTED FUNDS	RESTRICTED FUNDS	TOTAL FUNDS	TOTAL FUNDS
	Notes	2022 £	2022 £	2022 £	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		218,731	179,940	398,671	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		<u>783,912</u>		<u>418,132</u>	
Total Current Assets		796,510		436,436	
CREDITORS, AMOUNTS FALLING DUE WITHIN ONE YEAR	13	<u>54,514</u>		<u>40,896</u>	
NET CURRENT ASSETS			<u>741,996</u>		<u>395,540</u>
TOTAL ASSETS LESS CURRENT LIABILITIES			748,651		398,671
TOTAL NET ASSETS			<u>748,651</u>		<u>398,671</u>
<i>The funds of the charity:</i>					
UNRESTRICTED FUNDS	10		212,615		218,731
RESTRICTED FUNDS	10		536,036		179,940
TOTAL CHARITY FUNDS			<u>748,651</u>		<u>398,671</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



Rico Jacob Chace  
Treasurer

Date: 14-11-22

Company Number 03534603

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

**CASH FLOW STATEMENT**

**AT 31ST MARCH 2022**

	<b>2022</b>	<b>2021</b>
	<b>£</b>	<b>£</b>
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)
	<u>365,683</u>	<u>262,265</u>
Interest received	97	105
Cash (utilised) / generated by operating activities	<u>365,780</u>	<u>262,370</u>
NET CASH UTILISED/GENERATED		
Cash (utilised) / generated by operating activities	365,780	262,370
Net cash utilised / generated	<u>365,780</u>	<u>262,370</u>
Cash and cash equivalents at 1 April	<u>418,132</u>	<u>155,762</u>
Cash and cash equivalents at 31 March	<u>783,912</u>	<u>418,132</u>
Cash and cash equivalents comprise:		
Cash at bank	<u>783,912</u>	<u>418,132</u>

# 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 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 2022**

<b>2) NET OPERATING SURPLUS/(DEFICIT)</b>	<b>2022</b>	<b>2021</b>
The net operating surplus/(deficit) of income over expenditure is stated after charging:	<b>£</b>	<b>£</b>
Staff costs (note 3)	354,548	257,052
Depreciation of equipment	2,218	1,043
<b>3) STAFF COSTS</b>	<b>2022</b>	<b>2021</b>
Staff costs for the year were as follows:	<b>£</b>	<b>£</b>
Salaries	315,819	233,597
Social security costs	23,982	15,623
Defined contribution pension costs	14,747	7,832
	<u>354,548</u>	<u>257,052</u>

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 reimbursed 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**

	<b>2022</b>	<b>2021</b>
	<b>£</b>	<b>£</b>
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**

	Activity Costs	Governance costs	Support costs	TOTAL 2022	TOTAL 2021
	£	£	£	£	£
<b>GENERAL FUND</b>					
Other Activities	54,903	6,213	4,112	65,228	7,125
	54,903	6,213	4,112	65,228	7,125
<b>RESTRICTED FUNDS</b>					
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	-
Esme 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	-
<b>TOTAL RESTRICTED FUNDS</b>	<b>438,424</b>	<b>-</b>	<b>28,093</b>	<b>466,517</b>	<b>980,106</b>
<b>TOTAL FUNDS</b>	<b>493,327</b>	<b>6,213</b>	<b>32,205</b>	<b>531,745</b>	<b>987,231</b>

**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
	£	£		£	£	£
<b>UNRESTRICTED FUNDS</b>						
GENERAL FUND	218,731	70,112	(10,000)	65,228	(1,000)	212,615
<b>TOTAL UNRESTRICTED FUNDS</b>	<b>218,731</b>	<b>70,112</b>	<b>(10,000)</b>	<b>65,228</b>	<b>(1,000)</b>	<b>212,615</b>
<b>RESTRICTED FUNDS</b>						
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
Esme 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, through 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	-	-
<b>TOTAL RESTRICTED FUNDS</b>	<b>179,940</b>	<b>824,113</b>	<b>(2,500)</b>	<b>466,517</b>	<b>1,000</b>	<b>536,036</b>
<b>TOTAL UNRESTRICTED &amp; RESTRICTED</b>	<b>398,671</b>	<b>894,225</b>	<b>(12,500)</b>	<b>531,745</b>	<b>-</b>	<b>748,651</b>

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

**NOTES TO THE ACCOUNTS**

**FOR THE YEAR ENDED 31ST MARCH 2022**

<b>10)</b>	<b>FIXED ASSETS</b>	<b>Office Equipment General Fund £</b>	<b>TOTAL £</b>
	Cost		
	Brought forward	9,803	9,803
	Additions	5,742	5,742
	As at 31st March 2022	<u>15,545</u>	<u>15,545</u>
	Depreciation		
	Brought forward	6,672	6,672
	Charge for year	2,218	2,218
	As at 31st March 2022	<u>8,890</u>	<u>8,890</u>
	Net Book Value		
	As at 31st March 2022	<u>6,655</u>	<u>6,655</u>
	As at 31st March 2021	<u>3,131</u>	<u>3,131</u>
<b>11)</b>	<b>DEBTORS, amounts falling due within one year</b>	<b>2022 £</b>	<b>2021 £</b>
	Debtors	12,598	18,304
		<u>12,598</u>	<u>18,304</u>
<b>12)</b>	<b>CREDITORS, amounts falling due within one year</b>	<b>2022 £</b>	<b>2022 £</b>
	Trade creditors	5,871	1,334
	Taxation and Social Security	1,143	-
	Other creditors & accruals	47,500	39,562
		<u>54,514</u>	<u>40,896</u>

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

**NOTES TO THE ACCOUNTS**

**FOR THE YEAR ENDED 31ST MARCH 2022**

**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**

	<b>Restricted</b>	<b>Unrestricted</b>	<b>Total</b>
	<b>£</b>	<b>£</b>	<b>£</b>
Tangible Fixed Assets	-	6,655	6,655
Current Assets	202,440	237,974	796,510
Creditors	(22,500)	(32,014)	(54,514)
	<hr/>	<hr/>	<hr/>
	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 £
<b>Intersections Grant Funds</b>	
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
	<hr/> 21,000
<b>National Lottery Community Fund (Equity Fund)</b>	
Kemptown Wave	<hr/> 500
	<hr/>
<b>2022 Total Grants to Institutions</b>	<hr/> 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 £
<b>Covid 19 Response Grants</b>	
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
	£
<b>Covid 19 Response Grants cont.</b>	
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
	<hr/>
	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
	£
<b>Covid-19 Response Helpline Grants</b>	
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
	£
<b>Intersectional Grants</b>	
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
<b>2021 Total Grants to Institutions</b>	597,601