



**CONSORTIUM**  
for stronger lgbt+ communities

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

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## **Annual Report & Accounts Year ended 31<sup>st</sup> Mar 2023**

**Company no: 3534603**

**Charity no: 1105502**

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## Introduction



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

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

You can access the Team Takeover section of the report [here](#).

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

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

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

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



## Our approach to the annual report

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

## Keeping the strategy agile

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

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



## Outgoing Chair's Remarks – Chris French



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

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



<https://www.consortium.lgbt/meet-the-board/>.

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



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

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

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



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





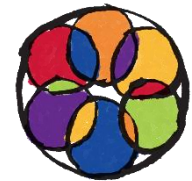
## Chief Executive's Remarks – Paul Roberts



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

highlight elements from my role.

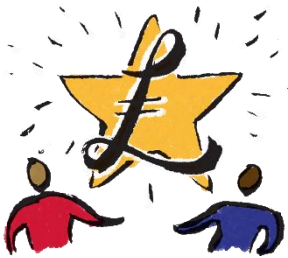
It somewhat feels like a broken record, but this represents another challenging reporting period—with negatives happening across our communities but countering this our communities rise to these challenges and grabbing opportunities that crop up. Our work as the umbrella body has tried to galvanise on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



Politically, this has to be the most challenging environment I have found myself in across 20 years of working in the LGBT+ sector. Our communities, particularly Trans and Non-Binary communities are being used to centre so-called culture wars and it is crucial that our work to break down the enormous levels of misinformation and hatred, and turn this into proactive positive messaging, continues to expand. We can't however do this alone—it requires the whole of the LGBT+ sector, both geographically and thematically, to come together and fight for a society that is inclusive, progressive and defends basic human rights. Having seen the sector come together to defend our trans communities at key moments such as the UK

Government's decision to exclude trans people from Conversion Practice legislation gives me such hope that we are truly stronger together and are working as one—in ways I have never seen before.

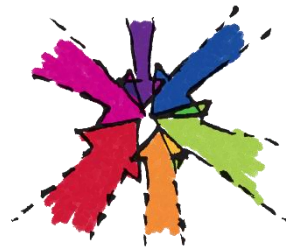




Strategically, this also helps affirm our decision to split some of our resource and capacity so we not only remain as the sector's umbrella body, but we can also develop as a specialist funder. We have used our position to strengthen our approach in this area and have now successfully distributed nearly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



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



## **Our Operating Structure**

### **Partnership and Development Team**

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

### **Membership and Engagement**

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

### **Grant Giving Activity**

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

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





## Resourced LGBT+ Organisations

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

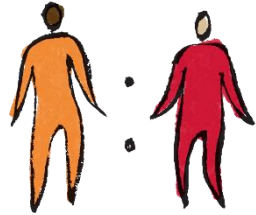
Under this strategic pillar, we articulated the focus of our activities being:

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

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



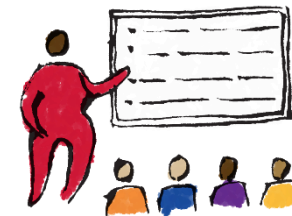
### 1:1 Support



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

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

### Skills Development



### Intersectional Support



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

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



## Participative Funding

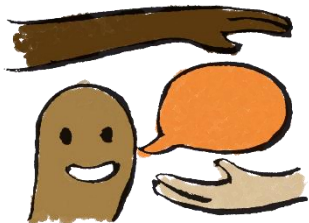


Whilst our grant giving activity remains relatively small, we are proud to have distributed over £1.5m in small grants over the last few years. We have proactively implemented participatory processes to ensure decisions we make on financial resourcing are made by those with lived experience. This ensures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

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

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

## Shaping Affirming Messages



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

## Strengthen Organisations



## Resilient LGBT+ Organisations

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

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

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

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

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





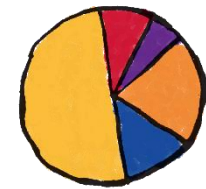
### Strengthen available data



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

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

### Evidence Impact



### Specialist networks



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

and work through collective responses or explore opportunities to connect further.

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





### Peer support



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

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

### Diversify sector leadership



### Future preparation



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

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



## Sustainable LGBT+ Organisations

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

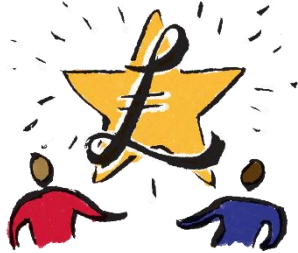
Under this strategic pillar, we articulated the focus of our activities being:

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

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



### New income sources



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

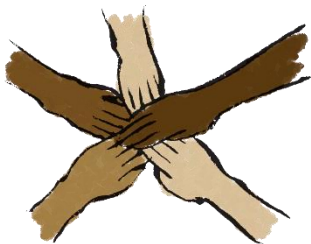
As we look forward, we will continue to grow our onward grant giving role as a specialist funder, targeting funds to areas we know are most under-resourced and most-marginalised—data that is informed through all our work. We have also begun thinking about other diverse income sources, including corporate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

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

### LGBT+ endowment fund



### Intersectional collaboration



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



## Community-led development

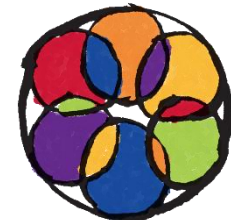


We have also begun exploring how, as a UK wide organisation, we can better support and add value to our members in the Devolved Nations. We maintain our approach of not competing against our members and recognise in these countries there is existing community-development activity undertaken by members.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

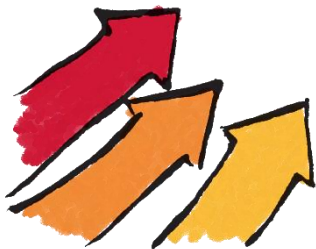
We are predominantly virtual in the activities we undertake and have reviewed the accessibility of our website, member portal and resources. Through the leadership of our internal EDI Working Group, we have overhauled parts of our website to ensure it is as accessible as possible and are currently reviewing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

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

## Connect communities.



## Sector campaigns



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





## **Next Steps and Future Preparation**

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

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

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





## Our Funders

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



## **Contact Us**

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



Website  
[www.consortium.lgbt](http://www.consortium.lgbt)



Instagram  
[@lgbtconsortium](https://www.instagram.com/lgbtconsortium)



Twitter  
[@LGBTConsortium](https://twitter.com/LGBTConsortium)



Email  
[admin@consortium.lgbt](mailto:admin@consortium.lgbt)



## 2022-23 Accounts Information

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

### Directors

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

### Chief Executive Officer and Company Secretary

Paul Roberts OBE

### Registered Office

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

### Independent Examiner

Munro Brown  
38 Gay Street  
Bath  
BA1 2PQ

### Bankers

Unity Trust Bank PLC

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



## **Structure, Governance and Management**

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### **Governing Document**

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

An additional update was made to the Governing Document during this reporting period, to enable the organisation to respond to the global pandemic and hold governance meetings digitally. The working name of the organisation is Consortium.

### **Objectives**

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

### **Appointment of Trustee Directors**

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



## Trustee induction and training

All potential new Board Members are required to complete an application form and skills audit outlining their experience and skills as part of an open process.

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

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

Consortium sets aside a small budget to provide external training and support to the Board as a whole. Spending is decided by the Board itself according to any identified training needs.

## Organisation

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

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





## **Risk Management**

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

Policies that impact upon risk management were thoroughly reviewed by the Board during this reporting period and approved to ensure that the organisation has the appropriate operational framework in which to function. The Board, in conjunction with the Chief Executive, regularly review the organisation's Risk Register to remain up to date and aware of any forthcoming risks.

The growing hostility and fractious political environment means the charity will remain vulnerable to the fast-changing economic conditions. The Board has in place appropriate trigger points financially and structurally to ensure the organisation can take appropriate action in advance of any potential worsening situation.

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

## **Strategic Planning**

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

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



## Financial Review

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

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

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

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

## Reserves Policy

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

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



## Trustees' Responsibilities in Relation to the Financial Statements

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



Rico Jacob Chace  
Treasurer

Date: 21/08/2023



Emily Macaulay  
Trustee

Date: 21/08/2023



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

**YEAR ENDING 31 MARCH 2023**

**Independent Examiner's Report**

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

**Responsibilities and basis of report**

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

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

**Independent examiner's statement**

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

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

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

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



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

Date: 25/08/2023

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

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

**YEAR ENDED 31ST MARCH 2023**

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

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



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

**BALANCE SHEET**

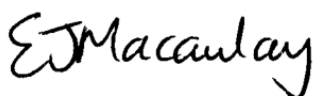
**AT 31ST MARCH 2023**

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

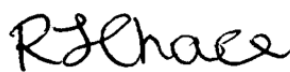
The directors are satisfied that the company is entitled to exemption from the requirement to obtain an audit under section 477 of the Companies Act 2006 but as this company is a charity, it is subject to audit under the Charities Act 2011

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.



Emily Macaulay  
Chair of Trustees



Rico Jacob Chace  
Treasurer

Date: 21/08/2023

**Company Number 03534603**

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

**CASH FLOW STATEMENT**

**AT 31ST MARCH 2023**

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

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

## NOTES TO THE ACCOUNTS

### YEAR ENDED 31ST MARCH 2023

#### 1) ACCOUNTING POLICIES

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

a) Basis of accounting

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

b) Incoming Resources/ Income

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

c) Fixed Assets & Depreciation

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

d) Charitable activities expenditure

Charitable activities consist of expenses incurred to further the company's aims and objectives of developing and maximising the effectiveness of LGBT+ organisations. Charitable expenditure includes the costs of training, sponsorship, grants and support to such organisations. The costs of 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 2023**

<b>2) NET OPERATING SURPLUS/(DEFICIT)</b>	<b>2023</b>	<b>2022</b>
The net operating surplus/(deficit) of income over expenditure is stated after charging:	<b>£</b>	<b>£</b>
Staff costs (note 3)	405,240	354,548
Depreciation of equipment	2,403	2,218
<b>3) STAFF COSTS</b>	<b>2023</b>	<b>2023</b>
Staff costs for the year were as follows:	<b>£</b>	<b>£</b>
Salaries	356,791	315,819
Social security costs	31,860	23,982
Defined contribution pension costs	16,589	14,747
	<u>405,240</u>	<u>354,548</u>

The average number of persons employed by the charitable company in the year was 15 persons (2022 - 13)

One member of staff was paid more than £60,000.

The key management personnel of the charity comprises the trustees and the Chief Executive, to whom responsibility for the day-to-day activities of the charity is delegated. The total employee benefits received by key management personnel during the year were £70,749 (2022: £61,724).

**4) TRUSTEES' REMUNERATION AND BENEFITS**

Trustees had expenses reimbursed or paid directly in the year totalling £869 in travel costs (2022 - £Nil).

There were no other trustees' remuneration or benefits for the year ending 31 March 2023

**5) TAXATION**

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

**6) INTEREST RECEIVABLE**

	<b>2023</b>	<b>2022</b>
	<b>£</b>	<b>£</b>
GENERAL FUND - unrestricted	2,564	97

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

**NOTES TO THE ACCOUNTS**

**FOR THE YEAR ENDED 31ST MARCH 2023**

**7) EXPENDITURE**

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

**8) GOVERNANCE & SUPPORT COSTS**

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



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

**NOTES TO THE ACCOUNTS**

**FOR THE YEAR ENDED 31ST MARCH 2023**

**9) MOVEMENT ON FUNDS IN YEAR**

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

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

**NOTES TO THE ACCOUNTS**

**FOR THE YEAR ENDED 31ST MARCH 2023**

<b>10)</b>	<b>FIXED ASSETS</b>	<b>Office Equipment General Fund £</b>	<b>TOTAL £</b>
	Cost		
	Brought forward	15,545	15,545
	Additions	2,958	2,958
	As at 31st March 2023	<u>18,503</u>	<u>18,503</u>
	Depreciation		
	Brought forward	8,890	8,890
	Charge for year	2,403	2,403
	As at 31st March 2023	<u>11,293</u>	<u>11,293</u>
	Net Book Value		
	As at 31st March 2023	<u>7,210</u>	<u>7,210</u>
	As at 31st March 2022	<u>6,655</u>	<u>6,655</u>
<b>11)</b>	<b>DEBTORS, amounts falling due within one year</b>	<b>2023 £</b>	<b>2022 £</b>
	Debtors	37,257	12,598
		<u>37,257</u>	<u>12,598</u>
<b>12)</b>	<b>CREDITORS, amounts falling due within one year</b>	<b>2023 £</b>	<b>2022 £</b>
	Trade creditors	4,129	5,871
	Taxation and Social Security	1,634	1,143
	Other creditors & accruals	63,674	47,500
		<u>69,437</u>	<u>54,514</u>

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

**NOTES TO THE ACCOUNTS**

**FOR THE YEAR ENDED 31ST MARCH 2023**

**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	-	7,210	7,210
Current Assets	202,440	199,264	414,026
Creditors	(43,873)	(25,564)	(69,437)
	<hr/>	<hr/>	<hr/>
	170,889	180,910	351,799

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

## NOTES TO THE ACCOUNTS

### FOR THE YEAR ENDED 31ST MARCH 2023

#### 16) ANALYSIS OF GRANTS TO INSTITUTIONS

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

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

## NOTES TO THE ACCOUNTS

### FOR THE YEAR ENDED 31ST MARCH 2023

#### 16) ANALYSIS OF GRANTS TO INSTITUTIONS

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



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

## NOTES TO THE ACCOUNTS

### FOR THE YEAR ENDED 31ST MARCH 2023

#### 16) ANALYSIS OF GRANTS TO INSTITUTIONS

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

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

**NOTES TO THE ACCOUNTS**

**FOR THE YEAR ENDED 31ST MARCH 2023**

**16) ANALYSIS OF GRANTS TO INSTITUTIONS**

	<b>2022 £</b>
<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 <hr/>
<b>National Lottery Community Fund (Equity Fund)</b>	
Kemptown Wave	<hr/> 500 <hr/>
<b>2022 Total Grants to Institutions</b>	<hr/> 21,500 <hr/>