



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

**Annual Report & Accounts  
Year Ended 31<sup>st</sup> March 2024**



**CONSORTIUM**  
for stronger lgbt+ communities

# Chair's Opening Remarks



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

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

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

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

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

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

**Yatin Mistry, Chair of Trustees**



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# CEO's Opening Remarks



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

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

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

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

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

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

**Paul Roberts, Chief Executive Officer**



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# Introduction



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

**Resourced LGBT+ Organisations**

**Resilient LGBT+ Organisations**

**Sustainable LGBT+ Organisations**

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

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

**15**

**Members  
of staff**

**609**

**Member  
organisations**

**8**

**Trustees**



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## Resourced LGBT+ Organisations



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

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

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

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

### What Next?

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

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



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## Member Engagement



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

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

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

**268** member job and volunteer opportunities promoted.

**50%** of new members have  
bespoke membership plans.

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

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



**YOUR THOUGHTS WORKSHOP 1  
JUNE 2024**



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**LGBT+  
FUNDERS  
FAIR**  
 4 JUNE 2024



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

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

**Funding  
Development**



# Supportive Schools Campaign

For more information, please visit:  
[consortium.lgbt/supportiveschoolscampaign](https://consortium.lgbt/supportiveschoolscampaign)

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

**Proactive  
Messaging**

ENOUGH!  
**TRANS RIGHTS ARE  
 HUMAN RIGHTS**  
 WE STAND TOGETHER





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# Resilient LGBT+ Organisations



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

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

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

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

## What Next?

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



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## Networks



Our networks are facilitated by various members of team, and informed by the need and request of our membership. They continue to adapt and evolve, with our Safeguarding network having developed bespoke Designated Safeguarding Lead training to meet the specific needs of LGBT+ service provision. Through the Leaders Network we have seen additional offshoots develop including the Legal Forum which brings together legal professionals with strategic LGBT+ orgs to explore legal approaches to tackling hate and challenging inequalities. Across our networks we have seen more than 45 meetings to connect take place across the year. We also aim to share intelligence and resources across the networks via staff team facilitation, so members engaging across multiple networks don't experience duplication of information.

**LGBT+ Leaders**

**Racial Justice**

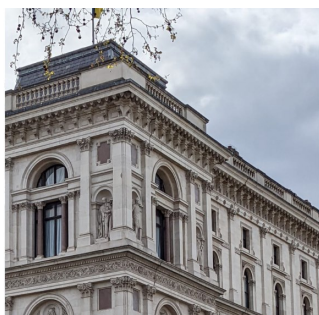
**Trans Organisations**

**Safeguarding**

**Legal Forum**

**Training Providers**

Some of Consortium's Networks



## LONDON REPORT 2024



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

During the year we have also contributed to a massive range of consultation and campaigns, to increase LGBT+ voices and visibility. These have included engaging with the UN Special Rapporteur on LGBT+ issues visit to the UK and providing additional evidence for the GANHRI review into

the EHRC. We have continued to respond to a range of Government consultations, including those around conversion practices, Trans schools guidance, and health inequalities. Our approach with consultations is always to amplify and expand on the evidence and lived experience being highlighted by our members.

## Informed Insight



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## Sustainable LGBT+ Organisations



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

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

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

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

### What Next?

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

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



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## New Funding

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



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

**28**

**Grants Made**

**£42,000**

**Awarded**

**£550,000  
secured for  
future  
grants**

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

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

## Sector Development

## Partnerships

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

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



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# What's Next



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

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

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

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

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



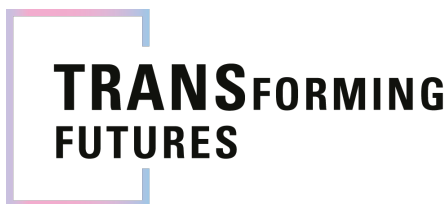
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## Our Funders



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



LONDON FUNDERS



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# Annual Accounts 2023/24



## Directors

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

## Chief Executive Officer and Company Secretary

Paul Roberts OBE

## Registered Office

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

## Auditor

Munro Brown  
38 Gay Street, Bath, BA1 2PQ

## Bankers

Unity Trust Bank PLC

## Report of the Directors for the year ended 31<sup>st</sup> March 2024

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



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# Structure and Governance



## Governing Document

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

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

## Objectives

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

## Appointment of Trustee Directors

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



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# Structure and Governance



## Trustee induction and training

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

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

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

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

## Organisation

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

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



# Risk Management



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

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

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

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

## Strategic Planning

Consortium is now over half way through its current strategic planning period and has reported annually to the membership on progress. Despite the continued worsening environment both politically and funding wise, Consortium continues to make good progress on the central pillars of its Plan: Resource, Resilient and Sustainably LGBT+ organisations.

This Plan remains agile and gives the organisation the ability to pivot activities to respond to changing member and sector needs. The Plan takes the organisation through to 2026, but initial thinking about “what next” will begin during the next financial year. This will be timely as the organisation has a better understanding of the direction the new UK Government will take, particularly in relation to LGBT+ work.

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





# Financial Overview



## Financial Review

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

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

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

## Reserves Policy

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



# Financial Declaration



## Trustees' Responsibilities in Relation to the Financial Statements

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

Yatin Mistry

Chair of Trustees

Date: 28-10-24

Rico Jacob Chace

Treasurer

Date: 28-10-24



# CONSORTIUM

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

**FOR THE YEAR ENDED 31ST MARCH 2024**

**Independent Examiner's Report**

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

**Responsibilities and basis of report**

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

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

**Independent examiner's statement**

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

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

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

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



M J Laughton CA  
**MUNRO BROWN LTD**

Date: 04-Nov-24

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

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

**YEAR ENDED 31ST MARCH 2024**

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

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



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

**BALANCE SHEET**

**AT 31ST MARCH 2024**

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



Yatin Mistry  
Chair of Trustees

**Company Number 03534603**



Rico Jacob Chace  
Treasurer

28-10-24

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

**CASH FLOW STATEMENT**

**AT 31ST MARCH 2024**

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

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

## NOTES TO THE ACCOUNTS

### FOR THE YEAR ENDED 31ST MARCH 2024

#### 1) ACCOUNTING POLICIES

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

a) Basis of accounting

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

b) Incoming Resources/ Income

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

c) Fixed Assets & Depreciation

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

d) Charitable activities expenditure

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

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

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

**NOTES TO THE ACCOUNTS**

**FOR THE YEAR ENDED 31ST MARCH 2024**

<b>2) NET OPERATING SURPLUS/(DEFICIT)</b>	<b>2024</b>	<b>2023</b>
The net operating surplus/(deficit) of income over expenditure is stated after charging:	<b>£</b>	<b>£</b>
Staff costs (note 3)	447,400	405,240
Depreciation of equipment	2,068	2,403
<b>3) STAFF COSTS</b>	<b>2024</b>	<b>2023</b>
Staff costs for the year were as follows:	<b>£</b>	<b>£</b>
Salaries	398,138	356,791
Social security costs	30,382	31,860
Defined contribution pension costs	18,880	16,589
	<u>447,400</u>	<u>405,240</u>

The average number of persons employed by the charitable company in the year was 17 persons (2023 - 15)

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

The key management personnel of the charity comprises the trustees and the Chief Executive, to whom responsibility for the day-to-day activities of the charity is delegated. The total employee benefits received by key management personnel during the year were £75,787 (2023: £70,749).

**4) TRUSTEES' REMUNERATION AND BENEFITS**

Trustees had expenses reimbursed or paid directly in the year totalling £272 in travel costs (2023 - £869).

There were no other trustees' remuneration or benefits for the year ending 31 March 2024.

**5) TAXATION**

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

<b>6) INTEREST RECEIVABLE</b>	<b>2024</b>	<b>2023</b>
	<b>£</b>	<b>£</b>
GENERAL FUND - unrestricted	6,429	2,564



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

**NOTES TO THE ACCOUNTS**

**FOR THE YEAR ENDED 31ST MARCH 2024**

**7) EXPENDITURE**

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

**8) GOVERNANCE & SUPPORT COSTS**

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

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

**NOTES TO THE ACCOUNTS**

**FOR THE YEAR ENDED 31ST MARCH 2024**

**9) MOVEMENT ON FUNDS IN YEAR**

	Opening Balance 1 April 2023	Income	Deferred Income Movement	Expenditure	Transfers	Closing Balance 31 March 2024
	£	£	£	£	£	£
<b>UNRESTRICTED FUNDS</b>						
GENERAL FUND	180,910	96,351	-	145,755	-	131,506
<b>TOTAL UNRESTRICTED FUNDS</b>	<b>180,910</b>	<b>96,351</b>	<b>-</b>	<b>145,755</b>	<b>-</b>	<b>131,506</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	1,875	47,629	-	49,504	-	-
National Lottery Community Fund (Equity Fund) Redistribution of TNLFC funds to equity-led organisations and additional development programme of work	76,924	56,217	-	133,141	-	-
LGBT Foundation (Rainbow Badges) Partner in the NHS England Rainbow Badges accreditation scheme	15,637	7,117	-	22,754	-	-
The Funding Network Funds from livecrowding event to support our Trans and Racial Justice work	4,515	-	-	4,515	-	-
Stonewall (TRANSforming Futures) Funds to facilitate onward grants to TRANSforming Futures applicants	29,152	21,000	-	33,036	-	17,116
Barrow Cadbury Trust Contribution to support funding more trans organisations through the Equity Fund	-	1,000	-	1,000	-	-
City Bridge Foundation (Connecting the Capital) Funds to support greater support for LGBT+ organisations in London	10,223	75,245	18,873	70,687	-	33,654
LGBT HERO (Voter ID) Funds to support increase of LGBT+ voter registration across London, in partnership with LGBT+ HERO	-	7,500	-	7,500	-	-
National Lottery Community Fund (LGBT+ Fund) Funds to strengthen grant giving activity and support the development of the LGBT+ Fund structures and income streams	-	72,101	-	10,208	-	61,893
City Bridge Foundation (Anchor Programme) Funds to support structural change for LGBT+ communities across London	-	72,500	-	22,811	-	49,689
Comic Relief (Equity Fund) Funds to provide grants to LGBT+ organisations in the Devolved Nations	15,000	10,000	-	15,000	-	10,000
BiPride UK (LGBT+ Futures: Bi Fund) Funds to provide grants to Bi Organisations in the UK	5,000	-	-	1,458	-	3,542
City Bridge Foundation (Always Out There) Grant to build on the mapping of LGBT+ services, and pan London support, though the LGBT+ London project	12,563	50,000	25,000	87,563	-	-
<b>TOTAL RESTRICTED FUNDS</b>	<b>170,889</b>	<b>420,309</b>	<b>43,873</b>	<b>459,177</b>	<b>-</b>	<b>175,894</b>
<b>TOTAL UNRESTRICTED &amp; RESTRICTED</b>	<b>351,799</b>	<b>516,660</b>	<b>43,873</b>	<b>604,932</b>	<b>-</b>	<b>307,400</b>

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

**NOTES TO THE ACCOUNTS**

**FOR THE YEAR ENDED 31ST MARCH 2024**

10)	FIXED ASSETS	Office Equipment	TOTAL
		General Fund £	£
	Cost		
	Brought forward	18,503	18,503
	Additions	1,418	1,418
	As at 31st March 2024	<u>19,921</u>	<u>19,921</u>
	Depreciation		
	Brought forward	11,648	11,293
	Charge for year	2,068	2,068
	As at 31st March 2024	<u>13,716</u>	<u>13,361</u>
	Net Book Value		
	As at 31st March 2024	<u>6,205</u>	<u>6,560</u>
	As at 31st March 2023	<u>7,210</u>	<u>7,210</u>
11)	DEBTORS, amounts falling due within one year	2024	2023
		£	£
	Debtors	18,817	37,257
		<u>18,817</u>	<u>37,257</u>
12)	CREDITORS, amounts falling due within one year	2024	2023
		£	£
	Trade creditors	3,654	4,129
	Taxation and Social Security	-	1,634
	Other creditors & accruals	2,500	63,674
		<u>6,154</u>	<u>69,437</u>

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

**NOTES TO THE ACCOUNTS**

**FOR THE YEAR ENDED 31ST MARCH 2024**

**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	-	6,560	6,560
Current Assets	192,193	131,100	306,994
Creditors	-	(6,154)	(6,154)
	<hr/>	<hr/>	<hr/>
	175,894	131,506	307,400



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

**NOTES TO THE ACCOUNTS**

**FOR THE YEAR ENDED 31ST MARCH 2024**

**16) ANALYSIS OF GRANTS TO INSTITUTIONS**

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

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

**NOTES TO THE ACCOUNTS**

**FOR THE YEAR ENDED 31ST MARCH 2024**

**16) ANALYSIS OF GRANTS TO INSTITUTIONS**

	<b>2023</b>
	<b>£</b>
<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
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 2024**

**16) ANALYSIS OF GRANTS TO INSTITUTIONS**

	<b>2023</b>
	<b>£</b>
<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
IMAAN	9,550
Croydon VA	1,000
Proud Minds	4,500
Trans Writes (grant hosted by Consortium)	5,000
	<u>464,500</u>
<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
	<u>30,000</u>

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

**NOTES TO THE ACCOUNTS**

**FOR THE YEAR ENDED 31ST MARCH 2024**

**16) ANALYSIS OF GRANTS TO INSTITUTIONS**

	<b>2023</b>
	<b>£</b>
<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
	<u>90,000</u>
 <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
	<u>4,000</u>
 <b>2023 Total Grants to Institutions</b>	 <u><u>588,500</u></u>