

**BRADFORD LGBTQ+ STRATEGIC PARTNERSHIP LTD.
TRUSTEES' REPORT AND UNAUDITED ACCOUNTS
FOR THE YEAR ENDED 31 MARCH 2023**

Trustees
Andrea Allez
Leon Fleming
Bryony Freeman (appointed 10 April 2023)
Darren Holliday
Phillip Kitson
Kay Thomas

Charity number 1115525

Company number 5545105

Registered office Equity Centre
Perkin House
1 Longlands Street
Bradford
West Yorkshire
BD1 2TP

Independent examiner Kevin J Meddings M.A., A.T.
Kevin Meddings Accountancy Services
55 Crowther Avenue
Calverley
Leeds
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LS28 5SA

Bankers The Co-Operative Bank plc
P O Box 101
1 Balloon Street
Manchester
M60 4EP

Page	
1 - 4	Trustees report
5	Independent accountants' report
6	Statement of financial activities
7	Balance sheet
8	Statement of cashflows
9 - 14	Notes to the accounts

BRADFORD LGBTQ+ STRATEGIC PARTNERSHIP LTD.

TRUSTEES' REPORT

FOR THE YEAR ENDED 31 MARCH 2023

The Trustees present their report and accounts for the year ended 31 March 2023.

The accounts have been prepared in accordance with accounting policies set out in note 1 to the accounts and comply with the charity's Memorandum and Articles of Association dated 4 August 2005, amended on 13 February 2012, the Companies Act 2006 and the Charities Act 2011.

Structure, Governance and Management

The charity is a company limited by guarantee. Trustees are elected to serve at the AGM, and meet a minimum of ten times a year. Meetings are minuted, and previous minutes are agreed and signed at each meeting.

The trustees, who are also the directors for the purpose of company law, who served during the year were:-

Andrea Allez
Leon Fleming
Darren Holliday
Philip Kitson
Kay Thomas

Al-Ameen Hussain (resigned 6 July 2022)

The trustees are volunteers from the LGBTQ+ communities of Bradford and surrounding areas. Their role is to ensure that the charity complies with charity law, the requirements of the Charity Commission as regulator, and to ensure that the charity prepares reports, Annual Returns and accounts as required by law. The trustees ensure that the charity does not breach any of the requirements or rules set out in its governing document and remains true to the charitable purpose and objects set out there. They comply with the requirements of other legislation and regulators which govern the activities of the charity and act with integrity, and avoid any personal conflicts of interest or misuse of charity funds or assets.

Role of the Chair

- Leading the committee and the organisation to enable it to fulfill its purpose.
- To ensure an effective relationship between:
 - the committee and the staff/volunteers
 - the committee and the external stakeholders/community
- Acting as a spokesperson and figurehead as appropriate.
- To supervise and support the head of staff.

Role of the Treasurer

- Maintain an overview of the organisation's financial affairs.
- Ensure its financial viability.
- Ensure that proper financial records and procedures are maintained.

Trustees Induction and Training

All trustees are invited to an induction briefing and offered ongoing training opportunities.

Objectives and Activities

Bradford LGBTQ+ Strategic Partnership Ltd. is governed in accordance with its constitution which can be found on our website www.equitypartnership.org.uk.

BRADFORD LGBTQ+ STRATEGIC PARTNERSHIP LTD.

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2023

The charity's objects are to promote equality and diversity and to eliminate homophobia and discrimination in relation to Lesbian, Gay and Bisexual and Transgendered (LGBTQ+) people for the benefit of the public in the district of Bradford and the surrounding area by:-

- (a) providing information, advice and support for LGBTQ+ people;
- (b) promoting education and training and raising awareness amongst LGBTQ+ people;
- (c) promoting education and training and raising awareness amongst health, social care and other professionals in all aspects of LGBTQ+ issues and related equality and diversity issues in the elimination of homophobia and discrimination;
- (d) cultivating an environment in favour of equality in particular by the provision of information, advice, support and publications.

In setting our objectives and planning our activities our trustees have given serious consideration throughout to the Charity Commission's general guidance on public benefit and in particular the advancement of education, health, well-being, equality and diversity.

Strategic Planning

The strategic priorities of the partnership are:

Advocacy and Action: promoting the interests of LGBTQ+ communities through representation and support within statutory, private and third sector agencies.

Health and Happiness: the facilitation of groups and activities to promote wellbeing of LGBTQ+ communities. This has involved close partnership working with agencies delivering services to vulnerable groups.

Research and Collaboration: the organisation will work in partnership with Bradford University and other interested partnerships to conduct academic research into issues affecting the LGBTQ+ community.

Funding

Austerity has continued to provide challenges to smaller charities, and Equity Partnership has been no exception. Equity Partnership is funded through the local authority, charitable trusts and foundations and through selling our own services, such as training.

Funding raised through trusts and foundations and the local authority is **restricted funding**, which can be spent only in line with the requirements of the funder. Income raised by the organisation is **unrestricted funding** and can be spent in any way to support our charitable objectives.

It is important that the organisation holds sufficient unrestricted funding to cover unforeseen eventualities and to build and maintain our infrastructure. Competition for funding remains high, with grant-givers still looking towards short-term funding, with less willingness to fund the core running cost of charities.

Equity Partnership is grateful for the funding that we have received from Bradford Metropolitan District Council, trusts and foundations to further our work. CBMDC have also contributed funding for our community centre, where we host most of our activities. We made financial savings by moving our office into the community centre thus reducing our rent.

Our partnership with CBMDC Youth Service continues to ensure that during a time of austerity and cuts, young LGBTQ+ people in Bradford have access to the youth services that they so badly need. Four youth groups run from Equity Partnership in partnership with Bradford East Youth Service. The Sound youth group is for LGBTQ+ aged 16 plus. Spectrum an LGBTQ+ group for under 16's. Phoenix for young people who are questioning their gender identity and Shade, a youth group for BME LGBTQ+ young people

Equality Partnership has taken part in a number of annual events in the LGBTQ+ calendar, most notably International Day Against Homophobia, Biphobia and Transphobia and Bradford Pride.

Equality Partnership would like to thank its staff team and volunteers for their commitment and dedication. It is remarkable that the organisation has been able to come out of the Pandemic and continued to deliver activities and services and stay in touch with our members during such an isolating period of time.

Conclusion

Equality Partnership is a small charity trying to weather the current hard times. At a time when many charities have bitten the dust, we have survived through the dedication of our trustees and staff team and the help of many of our service users. Priority must be given to our vision and growth for the year 2023/2024..

Financial Review

The organisation made a surplus of £1,824 (2022: surplus of £57,588).

Overall, the reserves of the organisation amounted to £118,317 at 31 March 2023 of which £22,715 represents restricted funds committed to be spent in the 2023/24 financial year.

Unrestricted reserves were £95,602 which is just under 10 months of annual running costs.

Plans for the future

Equality Partnership is now in year 2 of 5 years funding from the National Lottery. This will enable the charity to re-build and increase the support we provide to our community. This funding will help to re-establish us as a strong LGBTQ+ champion in the Bradford district.

As part of the funding we have recruited a trainer and this will enable us to reach out our services to local businesses and public organisations. This will also enable Equality Partnership to build a new income stream that will help us to self-fund some of our activities and re-build our unrestricted funding. This will both reduce our reliance on grants and lottery funding and help us to be more resilient in the future.

We wish to thank our Finance Officer, Annamarie Birkby for her support in the management of the accounts, and Kevin Meddings for the preparation of the accounts and his on-going support.

BRADFORD LGBTQ+ STRATEGIC PARTNERSHIP LTD.

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2023

Statement of Trustees Responsibilities


The trustees of Bradford LGBTQ+ Strategic Partnership Ltd are responsible for preparing the Trustees Annual report and accounts in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the trustees to prepare accounts for each financial year. Under company law the directors must not approve the accounts unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing these accounts the trustees are required to:-


- select suitable accounting policies and apply them consistently;
 - observe the methods and principles in the Charities SORP;
 - make judgements that are reasonable and prudent;
 - state whether UK accounting standards have been followed, subject to any departures disclosed and explained in the accounts; and
 - prepare the accounts on a going concern basis unless it is inappropriate to presume that the charity will continue in business.
- The trustees are responsible for the maintenance and integrity of the charity and financial information included on the charity's website. Legislation in the United Kingdom governing the preparation and dissemination of accounts may differ from legislation in other jurisdictions.

The trustees are responsible for maintaining proper accounting records which disclose at anytime the financial position of the charitable company and to ensure that the accounts comply with the Companies Act 2006, and the Charities Act 2011. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

On behalf of the board of trustees



Trustee



Trustee

Dated: 21/2/23

**INDEPENDENT EXAMINER'S REPORT
TO THE MEMBERS ON THE UNAUDITED ACCOUNTS OF
BRADFORD LGBTQ+ STRATEGIC PARTNERSHIP LTD.**

I report on the accounts of the Charity for the year ended 31 March 2023 which are set out on pages 6 to 14.

Respective responsibilities of directors and examiner

The trustees who are also the directors of Bradford LGBTQ+ Strategic Partnership Ltd. for the purposes of company law, are responsible for the preparation of the accounts. The trustees consider that an audit is not required for this year under section 144(2) of the Charities Act 2011 (the 2011 Act) and that an independent examination is needed.

It is my responsibility to:

- (i) examine the accounts under section 145 of the 2011 Act;
- (ii) to follow the procedures laid down in the general Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act; and
- (iii) to state whether particular matters have come to my attention.

Basis of independent examiner's report

My examination was carried out in accordance with the General Directions given by the Charity Commission. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, and seeking explanations from you as trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit, and consequently no opinion is given as to whether the accounts present a "true and fair view" and the report is limited to those matters set out in the statement below.

Independent examiner's statement

In connection with my examination, no matter has come to my attention;

- a. which gives me reasonable cause to believe that in any material respect the requirements (i) to keep accounting records in accordance with section 386 of the Companies Act 2006; and (ii) to prepare accounts which accord with the accounting records, comply with the accounting requirements of section 396 of the Companies Act 2006 and with the methods and principles of the Statement of Recommended Practice; Accounting and reporting by Charities.
- b. have not been met; or to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.

**Kevin J Meddings M.A.A.T.
Kevin Meddings Accountancy Services**



55 Crowther Avenue
Calverley
Leeds
West Yorkshire
LS28 5SA

Dated: 15/12/23

BRADFORD LGBTQ+ STRATEGIC PARTNERSHIP LTD.
STATEMENT OF FINANCIAL ACTIVITIES (INCLUDING INCOME AND EXPENDITURE ACCOUNT)
FOR THE YEAR ENDED 31 MARCH 2023

	Unrestricted funds	Restricted funds	Total	Total
Notes	£	£	£	£
2022	2023	2023	2023	2022
Total	Total	Total	Total	Total
Income				
Voluntary income	2	17,575	80	17,655
Income from charitable activities	3	-	107,762	107,762
Total income		17,575	107,842	125,417
Expenditure				
Charitable activities	4	500	123,093	123,593
Total expenditure		500	123,093	123,593
Net income/(expenditure)/		17,075	(15,251)	1,824
Net movement in funds before transfers		17,075	(15,251)	1,824
Net income/(expenditure)/		17,075	(15,251)	1,824
Net movement in funds after transfers		17,075	(15,251)	1,824
Total funds brought forward		78,527	37,966	116,493
Total funds carried forward		95,602	22,715	118,317

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

BRADFORD LGBTQ+ STRATEGIC PARTNERSHIP LTD.

BALANCE SHEET AS AT 31 MARCH 2023


Notes	Unrestricted funds	Restricted funds	Total funds 2023	Total funds 2022
Current Assets				
Debtors	6,736	54,278	61,014	4,253
Cash at Bank and in Hand	90,866	(9,770)	81,096	117,666
Total Assets	97,602	44,508	142,110	121,919
Creditors: Amounts Falling Due Within One Year	(2,000)	(21,793)	(23,793)	(5,426)
Total Assets less Current Liabilities	95,602	22,715	118,317	116,493
The Funds of the Charity				
Unrestricted Funds	95,602	-	95,602	78,527
Restricted Funds	-	22,715	22,715	37,966
Total Charity Funds	95,602	22,715	118,317	116,493

The company is entitled to the exemption from the audit requirement contained in section 477 of the Companies Act 2006, for the year ended 31 March 2023. No member of the company has deposited a notice, pursuant to section 476, requiring an audit of these accounts.

The directors acknowledge their responsibilities for ensuring that the company keeps accounting records which comply with section 386 of the Act and for preparing accounts which give a true and fair view of the state of affairs of the company as at the end of the financial year and of its incoming resources and application of resources, including its income and expenditure, for the financial year in accordance with the requirements of sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to accounts, so far as applicable to the company.

These accounts have been prepared in accordance with the provisions applicable to companies subject to small companies regime.

The accounts were approved by the Trustees on


Trustee
21/2/23

Company Registration No: 5545105


Trustee

BRADFORD LGBTQ+ STRATEGIC PARTNERSHIP LTD.

STATEMENT OF CASHFLOWS AS AT 31 MARCH 2023

	Note	2023	2022
		£	£
Cash (used)/generated in operating activities	10	(36,570)	14,142
Cash equivalents at the beginning of the year		117,666	103,524
Total cash equivalents at the end of the year		81,096	117,666

1 Accounting policies**1.1 Basis of preparation**

The accounts are prepared under the historical cost convention unless otherwise stated.

The accounts are prepared in accordance with Accounting and Reporting by Charities; Statement of Recommended Practice (SORP) applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) published on 16 July 2014, the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS102) the Charities Act 2011, the Companies Act 2006 and UK Generally Accepted Accounting Practice as it applies from 1 January 2015.

The charity constitutes a public benefit entity as defined by FRS102.

Having considered future planned activities and the reserves available to the charity, the directors are satisfied that the financial statements should be prepared on the going concern basis.

1.2 Incoming resources

Donations and legacies are accounted for when received by the charity. Other income is accounted for on an accruals basis as far as is prudent to do so.

Revenue grants are recognised on receipt, subject to any required conditions being met or services provided.

1.3 Resources expended

Expenditure is recognised on an accruals basis as a liability is incurred. Expenditure includes any VAT which cannot be recovered and is reported as part of the expenditure to which it relates.

Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for beneficiaries. These include governance costs which are those costs associated with meeting the constitutional and statutory requirement of the charity.

1.4 Tangible fixed assets and depreciation

Tangible fixed assets are stated at cost less depreciation. Depreciation is provided at rates calculated to write off the cost of each asset over its expected useful life as follows:-

Fixtures and fittings	25% straight line
Equipment	33% straight line
Leasehold improvements	Over the remaining period of the lease

It is the policy of the charity to only capitalise individual items costing in excess of £2,500.

1.5 Fund accounting

Unrestricted funds are available to spend on activities that further any of the purposes of the charity. Funds may be designated at anytime by the trustees if such a purpose as identified.

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

1.6 Leasing and hire purchase commitments

Rentals payable under operating leases are charged against income on a straight line basis over the period of the lease.

1.7 Pensions

The charity pays contributions into the National Employment Savings Trust (NEST) which is a defined contribution workplace scheme.

BRADFORD LGBTQ+ STRATEGIC PARTNERSHIP LTD.

NOTES TO THE ACCOUNTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2023

2 Voluntary income

	2023	2022
Total	£	£
Core funding	14,687	7,135
Grants receivable for core activities	2,968	48,968
	17,655	56,103
Core funding	371	3,016
Donations and fundraising	4,240	2,899
Room hire	5,076	1,220
Services provided	5,000	-
Employment allowance	14,687	7,135
Grants receivable for core activities	2,968	2,968
Unrestricted funds:		
City of Bradford MDC (Core Cost Grants)	-	5,000
City of Bradford MDC (BISON)	-	41,000
City of Bradford MDC (Councillor Dunbar Funding)	-	-
	2,968	48,968

BRADFORD LGBTQ+ STRATEGIC PARTNERSHIP LTD.

NOTES TO THE ACCOUNTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2023

3	Incoming resources from charitable activities	2023	2022	£
4	Charitable activities	Reaching Communities	107,762	81,796
		WYP Property Fund	-	4,500
			107,762	86,296
4	Charitable activities	Salaries and NICs	72,057	47,526
		Pension costs	1,635	1,029
		Payroll costs	613	493
		Bookkeeping services	979	2,505
		Office supplies/copying/postage	2,224	881
		Telephone	890	807
		Equipment	1,003	1,055
		Subs and affiliations	794	632
		Maintenance and improvements	343	268
		Publicity/printing	-	539
		Freelance costs	9,327	185
		Independent examination	1,300	840
		Annual Return	13	13
		Trustee and volunteer expenses	173	-
		Travel expenses	84	-
		Events and activities	11,937	6,359
		Rent and rates	15,967	15,863
		Insurance	1,550	1,439
		Cleaning	1,064	1,345
		Website development and maintenance	250	250
		Sundries	29	40
		Legal fees	1,361	2,014
		Grant repaid	-	728
			123,593	84,811

NOTES TO THE ACCOUNTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2023

None of the trustees (or any persons connected with them) received any remuneration during the year. No trustees were reimbursed expenditure (2022: none).

A repayable loan was made in the year to help towards the costs of the events of Bradford Pride 2022. This was approved by the Board of Trustees who can confirm that one Trustee was specifically involved in organising the events.

We can confirm that there are no other related party transactions that require disclosure in the accounts (2022: none).

Number of employees

The average monthly number of employees during the year was: -

	2023	2022
Chief Executive Officer	1	0
Strategic Development Manager	0	0.1
Trainer	0.5	0
Development Worker	0.5	0
Trans Worker	0.5	1
Administration Work	0.5	0.5
Partnership Co-ordinator	0	1
	3	2.6

Employment costs

	2023	2022
Wages and salaries	66,626	47,526
Social security costs	5,431	-
Pension costs	1,635	1,029
	<u>73,692</u>	<u>48,555</u>

There were no employees whose annual emoluments were £60,000 or more.

13.

NOTES TO THE ACCOUNTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2023

9. Restricted funds

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

Movement in funds			
Balance at	Incoming	Resources	Balance at
1 April 2022	resources	expended	31 March 2023
£	£	£	£
City of Bradford MDC (Developing Youth Work Sessions)	5,000	(1,480)	3,520
Reaching Communities	31,932	(121,613)	18,081
Older & Wilder	1,034	-	1,114
37,966	107,842	(123,093)	22,715

City of Bradford MDC (Developing Youth Work Sessions)
We were awarded £10,000 by Bradford Council to provide services for LGBTQ+ young people. Working in partnership with Bradford Youth Service, young people have benefited from weekly youth groups, residentials and community activities. Trans young people have been mentored within schools, enabling them to navigate any challenges that school life presents as they transition. There is a small carry forward of this fund.

Reaching Communities
To fund the ongoing development of the organisation and support the LGBTQ+ community in Bradford.

Older & Wilder
Monies donated by group members to fund activities, equipment, speakers etc for the group.

10. Reconciliation of net movement in funds to net cashflows from operating activities:-

2023	2022
£	£
Net movements in funds	1,824
(Increase) in debtors	(56,761)
Increase/(decrease) in creditors	18,367
	(40,113)
Net cash (used)/generated in operating activities	14,142

