

MANCHESTER PRIDE LIMITED

England & Wales · Charity number 1117848

Details

Status	Registered
Legal form	Charitable company
Company number	04671318
Registered	2007-02-06
Register	View on the Charity Commission register

Contact

Address	Kr8 Advisory Limited The Lexicon 10-12 Mount Street Manchester M2 5NT
Phone	01618317700
Email	info@manchesterpride.com
Website	www.manchesterpride.com

Activities

Objects: 3 OBJECTS3.1 TO PROMOTE EQUALITY AND DIVERSITY FOR THE PUBLIC BENEFIT AND IN PARTICULAR THE ELIMINATION OF DISCRIMINATION ON THE GROUNDS OF SEXUAL ORIENTATION, INCLUDING IN PARTICULAR BUT NOT EXCLUSIVELY BY:(A) RAISING THE AWARENESS OF THE PUBLIC WITH REGARD TO ALL ASPECTS OF DISCRIMINATION IN SOCIETY AND ISSUES AND DIFFICULTIES AFFECTING THE LIVES OF LESBIAN, GAY, BISEXUAL AND TRANSGENDER (LGBT) PEOPLE;(B) CULTIVATING A SENTIMENT IN FAVOUR OF EQUALITY AND DIVERSITY IN PARTICULAR THROUGH CELEBRATING THE DIVERSITY OF THE LGBT COMMUNITY;(C) ADVANCING EDUCATION IN EQUALITY AND DIVERSITY WHETHER BY TEACHING OR PRODUCING MATERIALS;(D) ASSOCIATING WITH VOLUNTARY ORGANISATIONS, GOVERNMENTAL, PUBLIC AND PRIVATE BODIES TO DEVELOP AND MAXIMISE THE EFFECTIVENESS OF VOLUNTARY ORGANISATIONS RUN BY AND FOR LGBT PEOPLE;(E) PRODUCING PUBLICATIONS, LECTURES, MEDIA, PUBLIC ADVOCACY AND OTHER MEANS OF COMMUNICATION;(F) STAGING AN ANNUAL LGBT FESTIVAL; AND3.2 SUCH OTHER OBJECTS AS ARE CHARITABLE UNDER THE LAWS OF ENGLAND AND WALES AS THE TRUSTEES SHALL AT THEIR ABSOLUTE DISCRETION DETERMINE. 3.3 THE ACTIVITIES OF THE CHARITY SHALL BE UNDERTAKEN IN PARTICULAR BUT NOT EXCLUSIVELY IN GREATER MANCHESTER AND LANCASHIRE (THE AREAS OF BENEFIT).

Activities: Promote equality and diversity for the public benefit and in particular the elimination of discrimination on the grounds of sexual orientation, including in particular but not exclusively by raising the awareness of the public with regard to all aspects of discrimination in society and issues and difficulties affecting the lives of lesbian, gay and bisexual and transgender people.

Classification

- **How:** Makes Grants To Organisations, Provides Advocacy/advice/information
- **What:** General Charitable Purposes, Education/training, Arts/culture/heritage/science, Amateur Sport, Environment/conservation/heritage, Economic/community Development/employment, Human Rights/religious Or Racial Harmony/equality Or Diversity
- **Who:** Other Charities Or Voluntary Bodies, Other Defined Groups, The General Public/mankind

Geography

- **Area of benefit:** GREATER MANCHESTER AND LANCASHIRE.
- Throughout England

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	-	-	-	-
2023-12-31	£2,715,806	£3,183,043	£-355,783	15
2022-12-31	£2,713,552	£2,598,304	£111,775	13
2021-12-31	£3,238,817	£2,938,566	£-1,411	10
2020-12-31	£720,863	£1,095,901	£-95,246	11
2019-12-31	£3,935,054	£3,918,281	£279,792	6

Trustees

Name	Role	Appointed
David McGovern		2022-11-09
Jenny Harrison		2023-03-08
Michael Christopher Lawlor		2020-03-25
Michelle Tomlin-Flack		2024-02-21
Temiloluwa Nicola Adeyemi Adebayo		2021-03-24

MANCHESTER PRIDE LIMITED

England & Wales - Charity number 1117848

Accounts

Manchester Pride Limited
(A company limited by guarantee)

Trustees' Report and Financial Statements

For the year ended 31 December 2023

Manchester Pride Limited
(A company limited by guarantee)

Contents

	Page
Reference and administrative details of the Charity, its Trustees and advisers	1
Trustees' report	2 - 10
Independent auditors' report on the financial statements	11 - 14
Consolidated statement of financial activities	15
Consolidated balance sheet	16
Charity balance sheet	17 - 18
Consolidated statement of cash flows	19
Notes to the financial statements	20 - 38

Manchester Pride Limited
(A company limited by guarantee)

Reference and Administrative Details of the Charity, its Trustees and Advisers
For the year ended 31 December 2023

Trustees	R Joshi M Unsworth V Empson S Bowen (resigned 31 July 2023) M Lawlor T N A Adebayo T G Westwood (resigned 8 March 2023) S A Pegg (resigned 8 March 2023) J Harrison (appointed 8 March 2023) D McGovern D J Fulvio (appointed 13 December 2023) S C Robinson (appointed 21 April 2024) M Tomlin-Flack (appointed 21 February 2024)
Company registered number	04671318
Charity registered number	1117848
Registered office	53 Portland Street Manchester England M1 3LD
Chief executive officer	M Fletcher
Independent auditors	Hurst Accountants Limited Chartered Accountants Statutory Auditors 3 Stockport Exchange Stockport Cheshire SK1 3GG
Solicitors	DLA Piper 1 St. Peter's Square Manchester M2 3DE

Manchester Pride Limited
(A company limited by guarantee)

Trustees' Report
For the year ended 31 December 2023

The Trustees present their annual report together with the audited financial statements of the Charity for the 1 January 2023 to 31 December 2023. The annual report serves the purposes of both a Trustees' report and a directors' report under company law. The Trustees confirm that the annual report and financial statements of the charitable company comply with the current statutory requirements, the requirements of the charitable company's governing document and the provisions of the 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 (FRS102) (effective 1 January 2019).

Since the group and the Charity qualify as small under section 383 of the Companies Act 2006, the group strategic report required of medium and large companies under the Companies Act 2006 (Strategic Report and Directors' Report) Regulations 2013 has been omitted.

The management of the Group and the Charity is the responsibility of the Trustees who are elected and co-opted under the terms of the Memorandum of Association.

Objectives and activities

a. Our purpose

Manchester Pride creates opportunities to uplift queer communities and bring people together to celebrate LGBTQ+ life, while also campaigning for greater equality and liberation across Greater Manchester.

b. Our objectives

1. Campaign for advancements of LGBTQ+ equality at home and abroad.
2. Stage a world class celebration of LGBTQ+ life in Greater Manchester.
3. To make packages of support, including grants, available for LGBTQ+ communities, groups, organisations, events and good causes in Greater Manchester.

Our Vision is of a world where LGBTQ+ people are free to live and love without prejudice and our culture is universally celebrated.

Our Mission is to authentically celebrate and liberate diverse LGBTQ+ communities in Greater Manchester and beyond so we can all thrive.

c. Our values

UNITY – Great things are achieved by working harmoniously to achieve our vision

JOY – Celebrating and taking unrivalled pleasure in the queer expression and our rich, diverse culture

LIBERATION – Nobody's free until everybody's free

Manchester Pride Limited
(A company limited by guarantee)

Objectives and activities (continued)

d. What we deliver

1. Manchester Pride Festival
 - The Human Rights Forum
 - The Gay Village Party
 - Youth Pride MCR
 - Family Pride MCR
 - Manchester Pride Parade
 - Superbia Weekend
 - The Candlelit Vigil
2. Grants Programme: Community Fund, Superbia Queer Arts Fund, Impact Fund, Local Pride Fund
3. The All Equals Charter
4. Youth Pride MCR
5. Community Sessions
6. Superbia
7. Volunteer programme

Our Community Impact

- 169,000 people celebrated queer life and love at Manchester Pride Festival.
- £105,854 raised for LGBTQ+ groups and organisations in Greater Manchester.
- 81 projects supported in 2023.
- C. 12,000 people watched the Parade.
- 11 Community Sessions.
- 19 Youth Pride MCR workshops.
- 116 LGBTQ+ young people engaged through Youth Pride MCR.
- 2,250 hours of volunteer time donated.
- 6,189,785 people reached on social media across 7 digital platforms.
- 14,335,958 people reached through our media campaigns, educating the wider community on our activities and the importance of supporting the Pride movement.
- Over 18,000 parade participants.

e. Volunteers

The commitment and unwavering dedication of our extraordinary Volunteers bolsters our efforts to make a meaningful impact on LGBTQ+ communities throughout Greater Manchester. Their selfless commitment, amounting to thousands of hours over the course of the year, is the driving force behind the smooth-running of the Manchester Pride Festival and our extensive year-round calendar of LGBTQ+ events.

In recognition of their support, we provide LGBTQ+ individuals and allies with a platform to develop skills, forge new connections, and the unique

opportunity to be a part of the global pride movement, right at the heart of the action.

Proudly sponsored by Starbucks, our volunteering programme offers queer people and anyone interested in furthering LGBTQ+ liberation the chance to:

- Build new skills in a huge variety of volunteer roles
- Take part in CV enriching activities
- Support local LGBTQ+ communities
- Make new friends and connections
- Receive equality, diversity and inclusion training
- Take part in flexible opportunities that fit individual lifestyles and needs

Objectives and activities (continued)

f. Main activities undertaken to further the Charity's purposes for the public benefit

In setting objectives and planning for activities, the Trustees have given due consideration to general guidance published by the Charity Commission relating to public benefit, including the guidance 'Public benefit: running a charity (PB2)'.

The Manchester Pride Festival is instrumental to how we as a Charity deliver our public benefit. The Gay Village Party is our only paid event at Manchester Pride Festival—a £2.50 fixed donation from every ticket goes directly to the Manchester

Pride Community Fund, and every penny goes to supporting LGBTQ+ causes and projects in Greater Manchester. The remaining cost of the ticket contributes towards the delivery of a safe community celebration for queer communities

to enjoy.

The Manchester Pride Community Fund offers grants of £250 - £10,000 in funding, and is open for applications year round. By buying a ticket to the Gay Village Party, you meaningfully contribute to improving the lives of LGBTQ+

people across the city.

Achievements and performance

a. Grants awarded

Our Grant Giving programme is testament to the transformative power of community-driven initiatives. We are delighted to share the achievements made possible by the kind donations raised at Manchester Pride Festival 2022.

These numbers not only represent data but embody the tangible difference we've made in the lives of individuals and communities. Join us on this journey as we explore the meaningful contributions of our grant recipients and the enduring impact of our collective commitment to positive change.

- 81 projects supported in 2023.
- £105,854 raised for LGBTQ+ groups and organisations in Greater Manchester to be distributed in 2024/2025.

b. Community fund

The Community Fund distributed £28,056 via 36 grants to support LGBTQ+ community projects in Greater Manchester. This fund supported projects from existing grassroots community groups, and any new projects funded had been tailored to the grants' priorities.

- £28,056 delivered to 36 community projects supporting LGBTQ+ communities.
- 15 established LGBTQ+ community groups sustained and supported.
- 11 new LGBTQ+ community groups or organisations founded.
- 26 new projects supporting LGBTQ+ people.

c. Superbia Queer Arts Fund

The Superbia Fund distributed £29,645 via 38 grants to support LGBTQ+ arts and culture projects in Greater Manchester. Of these, 7 events took place as part of the Superbia programme for Manchester Pride Festival 2023.

- £29,645 granted for queer arts & culture projects.
- 58% gave opportunities and representation to Queer, Trans and Intersex People of Colour.
- 50% of projects funded gave opportunities and representation to LGBTQ+ people with disabilities.
- 36 LGBTQ+ events and arts projects funded.

Manchester Pride Limited
(A company limited by guarantee)

Achievements and performance (continued)

d. Local Pride Fund

The Community Fund delivered £7,645 of funds to 9 Pride events taking place in Greater Manchester, including the first ever Manchester Trans Pride.

Local Pride events were further supported by promotion on our social media channels and website, and we held a stall at 7 Pride events to engage more people with our work. 48 Manchester Pride volunteers gave their support at 5 of the local Prides, offering their great experience to the events.

- £7,645 funding for 9 pride events in Greater Manchester.
- 44% of events took place outside of the city centre.

e. Impact Fund

The Impact Fund uses funds generated in 2023 to deliver £44,555 of funds to 5 organisations in 2024. This larger pot of funding will support longer term projects that create incredible impacts for LGBTQ+ communities. This fund supported organisations that find it difficult to obtain funding from other sources.

- George House Trust received £9,894 to increase trans and gender diverse engagement with their HIV support services.
- Black Gold Arts will be using their grant of £9,721 to deliver three events, supporting QTIPOC men's mental health, addressing sexual health and HIV stigma and celebrating queer, black music whilst raising awareness of issues.
- Our Room were awarded £9,940 to research the needs of LGBTQ+ sex workers through participatory and community-based arts projects.
- African Rainbow Family will use £10,000 to support LGBTQ+ refugees' mental health and wellbeing through group therapy sessions.
- Proud 2b Parents received £5,000 to increase LGBTQ+ family engagement and create family focussed spaces at Pride events in Greater Manchester.

f. The Manchester Pride Charity

Manchester Pride is a charity. This means we are registered with The Charity Commission, and operate exclusively for charitable purposes. Like many charities, we get our income from a variety of sources, including donations, some grants, and through the delivery of Manchester Pride Festival.

Manchester Pride, similarly to many other charities, operates as a limited company and is fully audited. So, when you see reference to Manchester Pride Limited, that means the charity. It is common for charities to have trading companies which generate income (it's how many of the charity shops you see on the high street operate). In the case of Manchester Pride, our trading company doesn't run shops, it runs a four-day, party-as-protest, queer-led festival celebrating LGBTQ+ life.

The delivery of the Manchester Pride Festival is one of our most important charitable objectives: it is a celebration of LGBTQ+ life in Greater Manchester and exists to campaign for greater LGBTQ+ equality both at home and abroad. It is also our biggest source of income which supports us to deliver all of our other charitable objectives, including our

year-round Grants Programme.

Manchester Pride Limited
(A company limited by guarantee)

Financial review

a. Going concern

The charity has reported a consolidated deficit of £468k in 2023. At 31 December 2023, the charity has a consolidated funds deficit of £356k.

The financial statements have been prepared on a going concern basis, which assumes that the charity will continue to operate for the foreseeable future. The Trustees believe it is appropriate to prepare the financial statements on a going

concern basis for the following reasons:

1. A review of the charity's strategy will be undertaken in 2024 to safeguard the sustainability of Manchester Pride's financial model.
2. Detailed budgets and cash flow forecasts have been prepared for 2024 and 2025. These indicate that the charity will make a surplus in 2024 and 2025 and will maintain a positive cash position throughout.
3. Results for the 2024 financial period to August 2024 report a surplus has been made.

Therefore, and after making appropriate enquiries, the Trustees have a reasonable expectation that the Charity has adequate resources to continue in operational existence for the foreseeable future. For this reason, they continue to adopt the going

concern basis for preparation of the financial statements.

b. Reserves policy

The Charity has a medium-term financial plan to further diversify income streams, respond flexibly to the ongoing macro-economic conditions and rebuild reserves over a three-year basis.

Manchester Pride Limited
(A company limited by guarantee)

Financial review (continued)

c. Financial risk management objectives and policies

	Risk areas identified	Potential Impact	Risk Mitigation & Control
F1	Budgetary control and financial reporting	• budget does not match key objectives and priorities; • decisions made on inaccurate financial projections or reporting; • decisions made based on unreliable costing data or income projections; • inability to meet commitments or key objectives; • poor credit control; • poor cash flow and treasury management; • ability to function as going concern;	• review and maintain all systems controls and procedures including bank reconciliation, authorisation protocols; • staff adhere to Financial Procedures Manual; • budget is linked to business planning and objectives; • financial monitoring and reporting via FR Committee; • budget and finance update to each board meeting via FR committee; • regular review of reserves;
F2	Reserves policies	• lack of funds or liquidity to respond to new needs or requirements; • inability to meet commitments or planned objectives; • reputational risks if policy cannot be justified;	• reserves policy to linked business plans, activities and identified financial and operating risk; • regular review of reserves policy and reserve levels; • board agreed to establish a reserve policy of a minimum of three months operating costs; • treasurer makes recommendation to the finance committee/board;
F3	Cashflow sensitivities	• inability to meet commitments; • lack of liquidity to cover variance in costs; • impact on operational activities;	• adequate cash flow projections (prudence of assumptions) are in place with 12 monthly forecasts; • payment plans setup with large suppliers and prioritise small suppliers and artists; • major sensitivities identified and factored; • adequate information flow from operational team for cash flow purposes; • monthly monitor arrangements and reporting in place to the finance committee/board;
F4	Dependency on income sources	• cash flow and budget impact of loss of income source	• major dependencies on Festival ticket income and sponsorship; • inadequate organisational reserves in place; • diversification plans created as part of the strategic review (demographic diversity, new revenue streams, new events)
F5	Pricing policy	• reliance on subsidy funding; • unplanned loss from pricing errors; • cash flow impact on other activities; • loss of contracts if uncompetitive; • affordability of services to beneficiary class;	• costing of services and contracts is based on reasonable assumptions; • Annual review of ticketing pricing policy;
F6	Pension commitments	• under-funded defined benefit scheme; • impact on future cash flows; • failure to meet due dates of payment; • regulatory action or fines;	• review of pension scheme arrangements (eg money purchase schemes); • Limited financial impact upon the organisation (>£10k);

Manchester Pride Limited
(A company limited by guarantee)

Financial review (continued)

F7	Fraud or error	• financial loss; • reputational risk; • loss of staff morale; • regulatory action; • impact on funding;	• treasurer acts as lead on fraud & error investigator; • financial control procedures, segregate duties, authorisation limits established; • asset register maintained;
----	----------------	--	--

Structure, governance and management

a. Constitution

Manchester Pride Limited is registered as a charitable company limited by guarantee and was set up by a Memorandum of Association.

b. Organisational structure and decision-making policies

The Annual General Meeting of the Charity appoints new trustees and Honorary Officers, appoints the auditors and considers and adopts the annual report and financial statements for the preceding year's activities.

The Board of Trustees is ultimately responsible for the running of the Charity. The Board has the following structure of sub-committees:

- Performance and governance committee – it oversees the proper governance of the charity, along with the Chair it helps to line manage the CEO and it ensures the charity delivers against its strategic goals.
- Finance and risk committee – financial oversight and managing the charity's risk register.
- Fundraising and grants committee – oversees the charity's grant giving activities.

At the heart of Manchester Pride is the Manchester Pride Festival. The delivery of a successful festival remains the main income source for the charity, without which it could not meet its charitable goals and objectives.

The trustees employ a full-time Chief Executive Officer (CEO) for the charity, as the financial and operational risk associated with the delivery of its festival are too great for volunteer trustees to manage on a day-to-day basis.

Trustees delegate operational delivery of the Charity to the CEO.

Manchester Pride Limited
(A company limited by guarantee)

Structure, governance and management (continued)

c. Our Trustees

Manchester Pride's trustees are the unsung heroes who have independent control over and legal responsibility for the charity's management and administration. They are the guiding hands behind the scenes, ensuring that Manchester Pride fulfils its missions and makes a real difference in the lives of people LGBTQ+ people in Greater Manchester. Most importantly, our trustees are dedicated volunteers who offer much of their time and expertise for a cause they deeply care about.

Our board of trustees meet 5 times a year every February, May, August, October and December. Within our board of trustees, there are three sub-committees that meet quarterly. These sub-committees are: Performance and Governance, Finance, and Fundraising and Grants. The trustees on our Fundraising and Grants sub-committee also volunteer for Manchester Pride's Community Grants Panel—meticulously evaluating Grants submissions throughout the year to ensure each application aligns with our grant priorities.

Manchester Pride has worked hard to reflect the diversity of its community on its trustee board. Thanks to a concerted recruitment effort, we are privileged to have trustees from different backgrounds, genders, ethnicities, sexual orientations, gender identities and political persuasions.

Following recruitment, new Trustees undergo an induction process which includes a briefing pack and separate one-to-one sessions with the Chair, Vice Chair, Treasurer and Chief Executive. These sessions provide new Trustees with an overview of the Charity's activities, staff and performance; governance of the Charity; the Charity's finances; and Board dynamics.

d. Our employees

Headed by the Charity's CEO, the team at Manchester Pride has operational responsibility to deliver the Charity's objectives and ensure it provides a public benefit.

Staffing levels are agreed by the CEO and trustees based on a three-year plan and financial projections. In any given financial year, we have a small team of full-time employees. That team then expands as temporary expert staff are brought on board to help with the delivery of Manchester Pride Festival.

On an annual basis all employees are appraised, and they also receive regular training and coaching in support of their roles. At the end of 2023 Manchester Pride employed 13 people across 3 departments.

The trustees of Manchester Pride set the pay and reward policy for staff, including the CEO. In doing so, we seek to meet our obligations as a charity with the desire to be a great place to work which attracts and retains talented, passionate people who want to make a difference.

The remuneration of staff is benchmarked against salaries paid by other charities and follows guidance from the National Council for Voluntary Organisations (NCVO). In addition, as our team (and our CEO in particular) is charged with overseeing a complex not-for-profit organisation, we benchmark their salaries against the market rate we'd have to pay for these types of specialist skills.

Manchester Pride Team as of December 2023:

- 39% Female
- 46% Male
- 15% Trans/NB
- 23% People of Colour
- 69% LGBTQ+

Plans for future periods

Our current strategy was created to sustain a degree of agility and we had to exercise this by streamlining some of our activities, ensuring we remain focussed on our key purpose. As we head into 2024 we are optimistic about the opportunities for collaborative working that can support our activities.

Manchester Pride Limited
(A company limited by guarantee)

Statement of Trustees' responsibilities

The Trustees (who are also the directors of the Charity for the purposes of company law) are responsible for preparing the Trustees' report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the Trustees to prepare financial statements for each financial period. Under company law, the Trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the Group and the Charity and of their incoming resources and application of resources, including their income and expenditure, for that period. In preparing these financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles of the Charities SORP (FRS 102);
- make judgements and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards (FRS 102) 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 that the Group will continue in business.

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the Group and the Charity's transactions and disclose with reasonable accuracy at any time the financial position of the Group and the Charity and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the Group and the Charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Disclosure of information to auditors

Each of the persons who are Trustees at the time when this Trustees' report is approved has confirmed that:

- so far as that Trustee is aware, there is no relevant audit information of which the charitable group's auditors are unaware, and
- that Trustee has taken all the steps that ought to have been taken as a Trustee in order to be aware of any relevant audit information and to establish that the charitable group's auditors are aware of that information.

Auditors

The auditors, Hurst Accountants Limited, have indicated their willingness to continue in office. The designated Trustees will propose a motion reappointing the auditors at a meeting of the Trustees.

Approved by order of the members of the board of Trustees and signed on their behalf by:

D McGovern
Chair of Trustees

J Harrison
Trustee

Date: 26 September 2024

Manchester Pride Limited
(A company limited by guarantee)

Independent Auditors' Report to the Members of Manchester Pride Limited

Opinion

We have audited the financial statements of Manchester Pride Limited (the 'parent charitable company') and its subsidiaries (the 'group') for the year ended 31 December 2023 which comprise the consolidated statement of financial activities, the consolidated balance sheet, the charity balance sheet, the consolidated statement of cash flows and the related notes, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the Group's and of the parent charitable company's affairs as at 31 December 2023 and of the Group's incoming resources and application of resources, including its income and expenditure for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006 and the Charities Act 2011.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditors' responsibilities for the audit of the financial statements section of our report. We are independent of the Group in accordance with the ethical requirements that are relevant to our audit of the financial statements in the United Kingdom, including the Financial Reporting Council's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the Trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the Group's or the parent charitable company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the Trustees with respect to going concern are described in the relevant sections of this report.

Manchester Pride Limited
(A company limited by guarantee)

Independent Auditors' Report to the Members of Manchester Pride Limited (continued)

Other information

The other information comprises the information included in the annual report other than the financial statements and our auditors' report thereon. The Trustees are responsible for the other information contained within the annual report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinion on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the Trustees' Report for the financial year for which the financial statements are prepared is consistent with the financial statements.
- the Trustees' Report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of our knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the Trustees' Report.

We have nothing to report in respect of the following matters in relation to which Companies Act 2006 requires us to report to you if, in our opinion:

- the parent charitable company has not kept adequate and sufficient accounting records, or returns adequate for our audit have not been received from branches not visited by us; or
- the parent charitable company financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of Trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the Trustees were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies' exemptions in preparing the Trustees' Report and from the requirement to prepare a Strategic Report.

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement, the Trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the Trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Trustees are responsible for assessing the Group's and the parent charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Trustees either intend to liquidate the Group or the parent charitable company or to cease operations, or have no realistic alternative but to do so.

Manchester Pride Limited
(A company limited by guarantee)

Independent Auditors' Report to the Members of Manchester Pride Limited (continued)

Auditors' responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditors' report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

Identifying and assessing potential risks related to irregularities

In identifying and assessing the risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, we considered the following:

- The nature of the industry and sector in which the company operates; the control environment and business performance including key drivers for directors' remuneration, bonus levels and performance targets.
- The outcome of enquiries of local management and parent company management, including whether management was aware of any instances of non-compliance with laws and regulations, and whether management had knowledge of any actual, suspected, or alleged fraud.
- Supporting documentation relating to the Company's policies and procedures for:
 - Identifying, evaluating, and complying with laws and regulations;
 - Detecting and responding to the risks of fraud;
- The internal controls established to mitigate risks related to fraud or non-compliance with laws and regulations.
- The outcome of discussions amongst the engagement team regarding how and where fraud might occur in the financial statements and any potential indicators of fraud.
- The legal and regulatory framework in which the Company operates, particularly those laws and regulations which have a direct effect on the financial statements, such as the Companies Act 2006, pensions and tax legislation, or which had a fundamental effect on the operations of the Company, including General Data Protection requirements, and Anti-bribery and Corruption.

Audit response to risks identified

Our procedures to respond to the risks identified included the following:

- Reviewing the financial statements disclosures and testing to supporting documentation to assess compliance with the provisions of those relevant laws and regulations which have a direct effect on the financial statements.
- Discussions with management, including consideration of known or suspected instances of non-compliance with laws and regulations and fraud.
- Evaluation and testing of the operating effectiveness of management's controls designed to prevent and detect irregularities.
- Enquiring of management about any actual and potential litigation and claims.
- Performing analytical procedures to identify any unusual or unexpected relationships which may indicate risks of material misstatement due to fraud.

Manchester Pride Limited
(A company limited by guarantee)

Independent Auditors' Report to the Members of Manchester Pride Limited (continued)

We have also considered the risk of fraud through management override of controls by:

- Testing the appropriateness of journal entries and other adjustments. We have used data analytics software to identify

accounting transactions which may pose a heightened risk of material misstatement, whether due to fraud or error.

- Challenging assumptions made by management in their significant accounting estimates, and assessing whether the judgements made in making accounting estimates are indicative of a potential bias; and
- Evaluating the business rationale of any significant transactions that are unusual or outside the normal course of business.

We also communicated relevant identified laws and regulations and potential fraud risks to all engagement team members and remained alert to any indications of fraud or non-compliance with laws and regulations throughout the audit.

There are inherent limitations in the audit procedures described above, and the further removed non-compliance with laws and regulations are from the events and transactions reflected in the financial statements, the less likely we would become aware of them. Also, the risk of not detecting a material misstatement due to fraud is higher than the risk of not detecting one resulting from error, as fraud may involve deliberate concealment by, for example, forgery or intentional misrepresentations, or through collusion.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditors' report.

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006, and to the charitable company's trustees, as a body, Part 4 of the Charities (Accounts and Reports) Regulations 2008. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditors' report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and its members, as a body, for our audit work, for this report, or for the opinions we have formed.

Helen Besant Roberts (senior statutory auditor)

for and on behalf of

Hurst Accountants Limited

Chartered Accountants

Statutory Auditors

3 Stockport Exchange

Stockport

Cheshire

SK1 3GG

26 September 2024

Manchester Pride Limited
(A company limited by guarantee)

Consolidated Statement of financial activities (incorporating income and expenditure account)
For the year ended 31 December 2023

		Restricted funds	Unrestricted funds	Total funds	<i>Total funds</i>
		2023	2023	2023	<i>2022</i>
	Note	£	£	£	£
Income from:					
Donations and legacies	4	105,854	40,000	145,854	321,831
Charitable activities	5	33,000	-	33,000	42,000
Other trading activities	7	-	2,536,776	2,536,776	2,349,721
Investments	6	-	176	176	-
Total income		138,854	2,576,952	2,715,806	2,713,552
Expenditure on:					
Charitable activities	9	105,846	3,077,197	3,183,043	2,598,304
Net income/(expenditure) before taxation		33,008	(500,245)	(467,237)	115,248
Taxation	15	-	(321)	(321)	(2,062)
Net movement in funds		33,008	(500,566)	(467,558)	113,186
Reconciliation of funds:					
Total funds brought forward		114,653	(2,878)	111,775	(1,411)
Net movement in funds		33,008	(500,566)	(467,558)	113,186
Total funds carried forward		147,661	(503,444)	(355,783)	111,775

The Consolidated Statement of Financial Activities includes all gains and losses recognised in the year.

The notes on pages 20 to 38 form part of these financial statements.

Manchester Pride Limited
(A company limited by guarantee)
Registered number: 04671318

Consolidated Balance Sheet
As at 31 December 2023

	Note	2023 £	2022 £
Fixed assets			
Tangible assets	16	10,175	9,690
Current assets			
Debtors	17	67,928	163,154
Cash at bank and in hand	24	66,109	360,351
		<u>134,037</u>	<u>523,505</u>
Creditors: amounts falling due within one year	18	(402,897)	(264,822)
Net current liabilities / assets		<u>(268,860)</u>	<u>258,683</u>
Total assets less current liabilities		<u>(258,685)</u>	<u>268,373</u>
Creditors: amounts falling due after more than one year	19	(94,715)	(154,536)
Provisions for liabilities		(2,383)	(2,062)
Total net assets		<u><u>(355,783)</u></u>	<u><u>111,775</u></u>
Charity funds			
Restricted funds	21	147,661	114,653
Unrestricted funds	21	(503,444)	(2,878)
Total funds		<u><u>(355,783)</u></u>	<u><u>111,775</u></u>

The Trustees acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and preparation of financial statements.

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

The financial statements were approved and authorised for issue by the Trustees and signed on their behalf by:

D McGovern
Chair of Trustees

J Harrison
Trustee

Date: 26 September 2024

The notes on pages 20 to 38 form part of these financial statements.

Manchester Pride Limited
(A company limited by guarantee)
Registered number: 04671318

Charity Balance Sheet
As at 31 December 2023

	Note	2023 £	2022 £
Fixed assets			
Tangible assets	16	642	1,442
Current assets			
Debtors	17	15,393	359,963
Cash at bank and in hand		58,815	29,887
		<u>74,208</u>	<u>389,850</u>
Creditors: amounts falling due within one year	18	(342,477)	(130,533)
Net current liabilities / assets		<u>(268,269)</u>	<u>259,317</u>
Total assets less current liabilities		<u>(267,627)</u>	<u>260,759</u>
Creditors: amounts falling due after more than one year	19	(94,715)	(154,536)
Total net assets		<u><u>(362,342)</u></u>	<u><u>106,223</u></u>
Charity funds			
Restricted funds	21	147,661	114,653
Unrestricted funds			
General funds	21	(510,003)	(8,430)
Total unrestricted funds	21	<u>(510,003)</u>	<u>(8,430)</u>
Total funds		<u><u>(362,342)</u></u>	<u><u>106,223</u></u>

The Charity's net movement in funds for the year was £(468,565) (2022 - £107,634).

The Trustees acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and preparation of financial statements.

The financial statements have been prepared in accordance with the provisions applicable to entities subject to the small companies regime.

Manchester Pride Limited
(A company limited by guarantee)
Registered number: 04671318

Charity Balance Sheet (continued)
As at 31 December 2023

The financial statements were approved and authorised for issue by the Trustees and signed on their behalf by:

D McGovern
Chair of Trustees

J Harrison
Trustee

Date: 26 September 2024

The notes on pages 20 to 38 form part of these financial statements.

Manchester Pride Limited
(A company limited by guarantee)

Consolidated Statement of Cash Flows
For the year ended 31 December 2023

	Note	2023 £	2022 £
Cash flows from operating activities			
Net cash used in operating activities	23	<u>(216,823)</u>	<u>255,891</u>
Cash flows from investing activities			
Purchase of tangible fixed assets		<u>(4,443)</u>	<u>(9,737)</u>
Net cash used in investing activities		<u>(4,443)</u>	<u>(9,737)</u>
Cash flows from financing activities			
Repayments of borrowing		(59,820)	(59,820)
Interest payable		(13,156)	(15,758)
Net cash used in financing activities		<u>(72,976)</u>	<u>(75,578)</u>
Change in cash and cash equivalents in the year		(294,242)	170,576
Cash and cash equivalents at the beginning of the year		<u>360,351</u>	<u>189,775</u>
Cash and cash equivalents at the end of the year	24	<u>66,109</u>	<u>360,351</u>

The notes on pages 20 to 38 form part of these financial statements

Manchester Pride Limited
(A company limited by guarantee)

Notes to the Financial Statements
For the year ended 31 December 2023

1. General information

Manchester Pride Limited is a company limited by guarantee, registered number 04671318. It is also a charity, registered number 1117848. The registered address is Manchester One, 53 Portland Street, Manchester, M1 3LF.

The principal activity of the group is to co-ordinate an annual festival by and for lesbian, gay, bisexual and transgender people, working towards the involvement of different sectors of the community, and raising funds for related organisations and charities.

2. Accounting policies

2.1 Basis of preparation of financial statements

The financial statements have been prepared in accordance with the Charities SORP (FRS 102) - Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Manchester Pride Limited meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy.

The consolidated statement of financial activities (SOFA) and consolidated balance sheet consolidate the financial statements of the Charity and its subsidiary undertaking. The results of the subsidiary are consolidated on a line by line basis.

The Charity has taken advantage of the exemption allowed under section 408 of the Companies Act 2006 and has not presented its own statement of financial activities in these financial statements.

2.2 Going concern

The charity has reported a consolidated deficit of £468k in 2023. At 31 December 2023, the charity has a consolidated funds deficit of £356k.

The financial statements have been prepared on a going concern basis, which assumes that the charity will continue to operate for the foreseeable future.

The Trustees believe it is appropriate to prepare the financial statements on a going concern basis for the following reasons:

1. A review of the charity's strategy will be undertaken in 2024 to safeguard the sustainability of Manchester Pride's financial model.
2. Detailed budgets and cash flow forecasts have been prepared for 2024 and 2025. These indicate that the charity will make a surplus in 2024 and 2025 and will maintain a positive cash position throughout.
3. Results for the 2024 financial period to August 2024 report a surplus has been made.

Therefore, and after making appropriate enquiries, the Trustees have a reasonable expectation that the Charity has adequate resources to continue in operational existence for the foreseeable future. For this reason, they continue to adopt the going concern basis for preparation of the financial statements.

Manchester Pride Limited
(A company limited by guarantee)

Notes to the Financial Statements
For the year ended 31 December 2023

2. Accounting policies (continued)

2.3 Income

All income is recognised once the Charity has entitlement to the income, it is probable that the income will be received and the amount of income receivable can be measured reliably. The following specific policies are applied to particular categories of income:

Incoming resources from grants, where related to performance and specific deliverables, are accounted for as the Charity earns the right to consideration by its performance.

Donations are received by way of grants, donations and gifts and are included in full in the Statement of Financial Activities when receivable. Grants, where entitlement is not conditional on the delivery of a specific performance by the Charity, are recognised when the Charity becomes unconditionally entitled to the grant.

Donated services and facilities are included at the value to the Charity where this can be quantified. The value of services provided by volunteers has not been included in these accounts.

Investment income is recognised on a receivable basis.

2.4 Expenditure

Expenditure is recognised on an accruals basis when a liability is incurred. Expenditure includes Value Added Tax which cannot be fully recovered, and is included as part of the expenditure to which it relates:

Charitable activities relate to donations payable to charities and organisations particularly, but not exclusively, in Greater Manchester and Lancashire. The Charity allocates a portion of the costs of running the festival and other events to charitable activities as the festival is not just about fundraising but also about fulfilling the objectives of the Charity by acting as a signposting organisation for services dealing with sexual health, homophobia, transphobia, social activities and HIV awareness and care services. The organisation also delivers campaigns that support equality and challenge discrimination, such as heritage, learning, health and one-off initiatives. Expenditure is apportioned line by line considering each activity and what objectives it is there to support.

The Charity initially identifies the costs of its support functions. It then identifies those costs which relate to the governance function. Having identified its governance costs, the remaining support costs together with the governance costs are apportioned between the four key charitable activities undertaken in the period.

Manchester Pride Limited
(A company limited by guarantee)

Notes to the Financial Statements
For the year ended 31 December 2023

2. Accounting policies (continued)

2.4 Expenditure (continued)

Grants

Grants payable are payments made to third parties in furtherance of the charitable objects of the Charity. Grants are accounted for when either the recipient has a reasonable expectation that they will receive a grant and the Trustees have agreed to pay the grant without condition, or the recipient has a reasonable expectation that they will receive a grant and any condition attaching the grant is outside of the control of the Charity. Provisions for grants are made when the intention to make the grant has been communicated to the recipient but there is uncertainty about either the timing of the grant or the amount of grant payable.

A list of all organisations that receive funding from Manchester Pride is available at [manchesterpride.com /community/grant-giving](http://manchesterpride.com/community/grant-giving). Additional support in terms of awareness is provided by Manchester Pride to those organisations through press and marketing activity throughout the year.

Pension costs

The company operates a defined contribution pension scheme for employees. The assets of the scheme are held separately from those of the company. The annual contributions payable are charged to the statement of financial activities.

2.5 Taxation

The Charity is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the Charity is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

2.6 Tangible fixed assets and depreciation

Tangible fixed assets costing £1,000 or more are capitalised and recognised when future economic benefits are probable and the cost or value of the asset can be measured reliably.

Tangible fixed assets are initially recognised at cost. After recognition, under the cost model, tangible fixed assets are measured at cost less accumulated depreciation and any accumulated impairment losses. All costs incurred to bring a tangible fixed asset into its intended working condition should be included in the measurement of cost.

Depreciation is charged so as to allocate the cost of tangible fixed assets less their residual value over their estimated useful lives, using the straight-line method.

Depreciation is provided on the following basis:

Office equipment	-	25%	Straight line
------------------	---	-----	---------------

2.7 Debtors

Trade and other debtors are recognised at the settlement amount after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

Manchester Pride Limited
(A company limited by guarantee)

Notes to the Financial Statements
For the year ended 31 December 2023

2. Accounting policies (continued)

2.8 Cash at bank and in hand

Cash at bank and in hand includes cash and short-term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

2.9 Liabilities

Liabilities and provisions are recognised when there is an obligation at the balance sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably.

Liabilities are recognised at the amount that the Charity anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide.

Provisions are measured at the best estimate of the amounts required to settle the obligation. Where the effect of the time value of money is material, the provision is based on the present value of those amounts, discounted at the pre-tax discount rate that reflects the risks specific to the liability. The unwinding of the discount is recognised in the consolidated statement of financial activities as a finance cost.

2.10 Deferred taxation

Full provision is made for deferred tax assets and liabilities arising from all timing differences between the recognition of gains and losses in the financial statements and recognition in the tax computation.

A net deferred tax asset is recognised only if it can be regarded as more likely than not that there will be suitable taxable surpluses from which the future reversal of the underlying timing differences can be deducted.

Deferred tax assets and liabilities are calculated at the tax rates expected to be effective at the time the timing differences are expected to reverse.

2.11 Financial instruments

The Group only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

2.12 Operating leases

Rentals paid under operating leases are charged to the consolidated statement of financial activities on a straight-line basis over the lease term.

2.13 Fund accounting

General funds are unrestricted funds which are available for use at the discretion of the Trustees in furtherance of the general objectives of the Group and which have not been designated for other purposes.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the Group for particular purposes. The costs of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

Manchester Pride Limited
(A company limited by guarantee)

Notes to the Financial Statements
For the year ended 31 December 2023

2. Accounting policies (continued)

2.13 Fund accounting (continued)

Investment income, gains and losses are allocated to the appropriate fund.

3. Legal status of the Charity

Manchester Pride Limited is a company limited by guarantee.

Every member undertakes to contribute to the assets of the Charity in the event of it being wound up while they are a member, or within one year after they cease to be a member and of the costs, charges and expense of winding up, and for the adjustment of the rights of the contributories among themselves, such amounts as may be required, not exceeding £1 per member.

4. Income from donations and legacies

	Restricted funds	Unrestricted funds	Total funds	<i>Total funds</i>
	2023	2023	2023	2022
	£	£	£	
Donations	105,854	-	105,854	126,831
In-Kind Sponsorship	-	40,000	40,000	195,000
Total 2023	<u>105,854</u>	<u>40,000</u>	<u>145,854</u>	<u>321,831</u>
<i>Total 2022</i>	<u>114,653</u>	<u>207,178</u>	<u>321,831</u>	

5. Income from charitable activities

	Restricted funds	Total funds	<i>Total funds</i>
	2023	2023	2022
	£	£	
Grants	<u>33,000</u>	<u>33,000</u>	<u>42,000</u>
<i>Total 2022</i>	<u>42,000</u>	<u>42,000</u>	

Of the total grant income, £nil (2022: £12,000) is recognised by the Charity's trading subsidiary, Manchester Pride Events Limited.

Manchester Pride Limited
(A company limited by guarantee)

Notes to the Financial Statements
For the year ended 31 December 2023

6. Investment income

	Unrestricted funds 2023 £	Total funds 2023 £	<i>Total funds 2022</i>
Interest receivable	<u>176</u>	<u>176</u>	<u>-</u>

7. Income from other trading activities

Income from non charitable trading activities

	Unrestricted funds 2023 £	Total funds 2023 £	<i>Total funds 2022</i>
Income from trading subsidiary	2,482,943	2,482,943	2,336,370
All Equals Charter	16,122	16,122	13,351
Merchandise sales	177	177	-
Corporate sponsorship	37,534	37,534	-
Total 2023	<u>2,536,776</u>	<u>2,536,776</u>	<u>2,349,721</u>
<i>Total 2022</i>	<u>2,349,721</u>	<u>2,349,721</u>	

Manchester Pride Limited
(A company limited by guarantee)

Notes to the Financial Statements
For the year ended 31 December 2023

8. Income by activity

	Campaign	Celebrate	Engage	Fundraise	Total 2023	<i>Total 2022</i>
	£	£	£	£	£	£
Donations	-	-	-	105,854	105,854	<i>126,831</i>
Investment income	44	44	44	44	176	-
All Equals Charter	-	-	16,122	-	16,122	<i>13,351</i>
Grants	6,600	6,600	19,800	-	33,000	<i>42,000</i>
Merchandise sales	-	-	-	177	177	-
In-Kind sponsorship	10,000	10,000	10,000	10,000	40,000	<i>195,000</i>
Corporate sponsorship	9,383	9,383	9,384	9,384	37,534	-
Income from trading subsidiary:						
Event income	386,111	386,111	386,111	386,110	1,544,443	<i>1,595,882</i>
Sponsorship	-	938,500	-	-	938,500	<i>740,488</i>
Total 2023	<u>412,138</u>	<u>1,350,638</u>	<u>441,461</u>	<u>511,569</u>	<u>2,715,806</u>	<i><u>2,713,552</u></i>
<i>Total 2022</i>	<i><u>456,121</u></i>	<i><u>1,196,609</u></i>	<i><u>486,271</u></i>	<i><u>574,551</u></i>	<i><u>2,713,552</u></i>	

Manchester Pride Limited
(A company limited by guarantee)

Notes to the Financial Statements
For the year ended 31 December 2023

9. Analysis of expenditure on charitable activities

Summary by fund type

	Restricted funds	Unrestricted funds	Total	<i>Total</i>
	2023	2023	2023	2022
	£	£	£	
Artists fees and expenses	-	335,383	335,383	186,696
Marketing and PR	-	373,800	373,800	376,680
Events & engagement	-	1,277,625	1,277,625	859,306
Box office expenses	-	22,939	22,939	19,817
Sundry	-	119,163	119,163	94,364
Interest payable	-	13,156	13,156	15,758
In-Kind expenditure	-	40,000	40,000	195,000
Depreciation	-	3,958	3,958	2,809
Irrecoverable VAT	-	24,044	24,044	143,598
Grants distributed	72,846	-	72,846	2,250
Governance costs (note 10)	-	10,900	10,900	10,450
Support costs (note 10)	33,000	856,229	889,229	691,576
Total 2023	<u>105,846</u>	<u>3,077,197</u>	<u>3,183,043</u>	<u>2,598,304</u>
<i>Total 2022</i>	<u>63,940</u>	<u>2,534,364</u>	<u>2,598,304</u>	

Manchester Pride Limited
(A company limited by guarantee)

Notes to the Financial Statements
For the year ended 31 December 2023

10. Expenditure on Charitable Activities

	Campaign	Celebrate	Engage	Fundraise	Total 2023	<i>Total 2022</i>
	£	£	£	£	£	£
Artists fees and expense	-	268,306	-	67,077	335,383	186,696
Marketing and PR	93,450	93,450	93,450	93,450	373,800	376,680
Events & Engagement	-	766,575	127,763	383,287	1,277,625	859,306
Box office expenses	-	21,792	-	1,147	22,939	19,817
Sundry	29,791	29,791	29,791	29,790	119,163	94,364
Interest payable	-	-	13,156	-	13,156	15,758
In-kind expenditure	10,000	10,000	10,000	10,000	40,000	195,000
Depreciation	-	-	-	3,958	3,958	2,809
Irrecoverable VAT	-	-	-	24,044	24,044	143,598
Grants distributed	-	-	72,846	-	72,846	2,250
Governance costs (note 11)	2,725	2,725	2,725	2,725	10,900	10,450
Support costs (note 11)	222,307	222,307	222,307	222,308	889,229	691,576
Total 2023	358,273	1,414,946	572,038	837,786	3,183,043	2,598,304
<i>Total 2022</i>	<i>293,268</i>	<i>977,034</i>	<i>397,206</i>	<i>930,796</i>	<i>2,598,304</i>	

In-Kind expenditure consists of marketing costs of £Nil (2022: £152,000), and event costs of £40,000 (2022: £43,000).

Manchester Pride Limited
(A company limited by guarantee)

Notes to the Financial Statements
For the year ended 31 December 2023

11. Analysis of support and governance costs

Analysis of support costs:

	2023 £	2022 £
Salaries and wages	621,856	500,665
Outsourced personnel	229,096	141,110
Legal and professional services	38,277	49,801
	<u>889,229</u>	<u>691,576</u>

Analysis of governance costs:

	2023 £	2022 £
Auditors' remuneration	<u>10,900</u>	<u>10,450</u>

The Charity initially identifies the costs of its support functions. It then identifies those costs which relate to the governance function. Having identified its governance costs, the remaining support costs together with the governance costs are apportioned between the four key objects undertaken (see note 10) in the period.

12. Auditors' remuneration

The auditors' remuneration amounts to an auditor fee of £7,750 (2022 - £7,550), and other accountancy services of £3,150 (2022 - £2,900).

13. Staff costs

	Group 2023 £	Group 2022 £	Charity 2023 £	Charity 2022 £
Wages and salaries	540,701	431,826	540,701	431,826
Social security costs	56,692	41,981	56,692	41,981
Staff pension costs	24,463	26,858	24,463	26,858
	<u>621,856</u>	<u>500,665</u>	<u>621,856</u>	<u>500,665</u>

Manchester Pride Limited
(A company limited by guarantee)

Notes to the Financial Statements
For the year ended 31 December 2023

13. Staff costs (continued)

The average number of persons employed by the Charity during the year was as follows:

	Group 2023 No.	<i>Group</i> <i>2022</i> <i>No.</i>	Charity 2023 No.	<i>Charity</i> <i>2022</i> <i>No.</i>
Management and events staff	<u>15</u>	<u>13</u>	<u>15</u>	<u>13</u>

The number of employees whose employee benefits (excluding employer pension costs) exceeded £60,000 was:

	Group 2023 No.	<i>Group</i> <i>2022</i> <i>No.</i>
In the band £80,001 - £90,000	-	1
In the band £90,001 - £100,000	1	-

Key management personnel consists of The Chief Executive, The Director of Operations and The Head of Engagement.

The total amount of employee benefits (including employer pension contributions and employer national insurance contributions) received by key management personnel for their services to the charity was £163,313 (2022: £169,783).

14. Trustees' remuneration and expenses

During the year, no Trustees received any remuneration or other benefits (2022 - £NIL).

During the year ended 31 December 2023, no Trustee expenses have been incurred (2022 - £NIL).

15. Taxation

	2023 £	<i>2022</i> <i>£</i>
Deferred tax		
Origination and reversal of timing differences	<u>321</u>	<u>2,062</u>

There are no factors considered likely to affect future tax charges.

Manchester Pride Limited
(A company limited by guarantee)

Notes to the Financial Statements
For the year ended 31 December 2023

16. Tangible fixed assets

Group

	Office equipment £
Cost or valuation	
At 1 January 2023	23,435
Additions	4,443
At 31 December 2023	<u>27,878</u>
Depreciation	
At 1 January 2023	13,745
Charge for the year	3,958
At 31 December 2023	<u>17,703</u>
Net book value	
At 31 December 2023	<u><u>10,175</u></u>
<i>At 31 December 2022</i>	<u><u>9,690</u></u>

Manchester Pride Limited
(A company limited by guarantee)

Notes to the Financial Statements
For the year ended 31 December 2023

16. Tangible fixed assets (continued)

Charity

	Office equipment £
Cost or valuation	
At 1 January 2023	13,698
At 31 December 2023	<u>13,698</u>
Depreciation	
At 1 January 2023	12,256
Charge for the year	800
At 31 December 2023	<u>13,056</u>
Net book value	
At 31 December 2023	<u><u>642</u></u>
<i>At 31 December 2022</i>	<u><u>1,442</u></u>

17. Debtors

	Group 2023 £	<i>Group 2022 £</i>	Charity 2023 £	<i>Charity 2022 £</i>
Due within one year				
Trade debtors	15,675	114,330	1,800	20,050
Amounts owed by group undertakings	-	-	-	292,879
Other debtors	33,937	32,861	3,186	32,861
Prepayments and accrued income	18,316	15,963	10,407	14,173
	<u><u>67,928</u></u>	<u><u>163,154</u></u>	<u><u>15,393</u></u>	<u><u>359,963</u></u>

Manchester Pride Limited
(A company limited by guarantee)

Notes to the Financial Statements
For the year ended 31 December 2023

18. Creditors: Amounts falling due within one year

	Group	<i>Group</i>	Charity	<i>Charity</i>
	2023	<i>2022</i>	2023	<i>2022</i>
	£	<i>£</i>	£	<i>£</i>
Other loans	59,820	<i>59,820</i>	59,820	<i>59,820</i>
Trade creditors	242,886	<i>140,829</i>	23,182	<i>47,849</i>
Amounts owed to group undertakings	-	<i>-</i>	237,001	<i>-</i>
Other taxation and social security	14,150	<i>18,704</i>	14,150	<i>13,605</i>
Other creditors	-	<i>3,638</i>	-	<i>3,638</i>
Accruals and deferred income	86,041	<i>41,831</i>	8,324	<i>5,621</i>
	402,897	<i>264,822</i>	342,477	<i>130,533</i>

Other loans relate to a government Coronavirus Business Interruption Loan. The loan is secured by any security held by the bank for the Charity's liabilities. Interest is charged at a fixed rate of 4.89%.

Deferred income

	Group	<i>Group</i>	<i>Charity</i>
	2023	<i>2022</i>	<i>2022</i>
	£	<i>£</i>	<i>£</i>
Opening balance	30,000	<i>130,007</i>	<i>-</i>
Resources deferred during the year	36,357	<i>30,000</i>	<i>-</i>
Amounts released from previous periods	(30,000)	<i>(130,007)</i>	<i>-</i>
Closing balance	36,357	<i>30,000</i>	<i>-</i>

Included within deferred income is £36,357 (2022: £30,000) of income received in the year relating to activity taking place in the subsequent year.

Manchester Pride Limited
(A company limited by guarantee)

Notes to the Financial Statements
For the year ended 31 December 2023

19. Creditors: Amounts falling due after more than one year

	Group	<i>Group</i>	Charity	<i>Charity</i>
	2023	<i>2022</i>	2023	<i>2022</i>
	£	<i>£</i>	£	<i>£</i>
Other loans	<u>94,715</u>	<u><i>154,536</i></u>	<u>94,715</u>	<u><i>154,536</i></u>

Other loans relate to a government Coronavirus Business Interruption Loan. The loan is secured by any security held by the bank for the Charity's liabilities. Interest is charged at a fixed rate of 4.89%.

Included within the above are amounts falling due as follows:

	Group	<i>Group</i>	Charity	<i>Charity</i>
	2023	<i>2022</i>	2023	<i>2022</i>
	£	<i>£</i>	£	<i>£</i>
Between one and two years				
Other loans	<u>59,820</u>	<u><i>59,820</i></u>	<u>59,820</u>	<u><i>59,820</i></u>
Between two and five years				
Other loans	<u>34,895</u>	<u><i>94,716</i></u>	<u>34,895</u>	<u><i>94,716</i></u>

20. Deferred taxation

Group

	2023
	£
At the beginning of the year	2,062
Charge for the year	321
	<u>2,383</u>

The deferred tax liability is made up as follows:

	Group	<i>Group</i>
	2023	<i>2022</i>
	£	<i>£</i>
Accelerated capital allowances	<u>(2,383)</u>	<u><i>(2,062)</i></u>

Manchester Pride Limited
(A company limited by guarantee)

Notes to the Financial Statements
For the year ended 31 December 2023

21. Statement of funds

Statement of funds - current year

	Balance at 1 January 2023	Income	Expenditure	Balance at 31 December 2023
	£	£	£	£
Unrestricted funds				
General Funds - all funds	<u>(2,878)</u>	<u>2,576,952</u>	<u>(3,077,518)</u>	<u>(503,444)</u>
Restricted funds				
GMCA	-	33,000	(33,000)	-
Community Fund	114,653	93,538	(72,846)	135,345
Donations	-	12,316	-	12,316
	<u>114,653</u>	<u>138,854</u>	<u>(105,846)</u>	<u>147,661</u>
Total of funds	<u><u>111,775</u></u>	<u><u>2,715,806</u></u>	<u><u>(3,183,364)</u></u>	<u><u>(355,783)</u></u>

The grant from the GMCA refers to the income received from the Greater Manchester Combined Authority Culture Fund which is given to provide excellent cultural experiences or work that has significant social impact across the ten boroughs in Greater Manchester.

General donations and donations to the Manchester Pride Community Fund go directly to LGBTQ+ causes and projects in Greater Manchester.

Manchester Pride Limited
(A company limited by guarantee)

Notes to the Financial Statements
For the year ended 31 December 2023

21. Statement of funds (continued)

Statement of funds - prior year

	<i>Balance at 1 January 2022</i>	<i>Income</i>	<i>Expenditure</i>	<i>Balance at 31 December 2022</i>
	£	£	£	£
Unrestricted funds				
General Funds - all funds	<u>(23,351)</u>	<u>2,556,899</u>	<u>(2,536,426)</u>	<u>(2,878)</u>
Restricted funds				
Arts Council England	21,940	-	(21,940)	-
Manchester City Council	-	12,000	(12,000)	-
GMCA	-	30,000	(30,000)	-
Community Fund	-	114,653	-	114,653
	<u>21,940</u>	<u>156,653</u>	<u>(63,940)</u>	<u>114,653</u>
Total of funds	<u><u>(1,411)</u></u>	<u><u>2,713,552</u></u>	<u><u>(2,600,366)</u></u>	<u><u>111,775</u></u>

22. Analysis of net assets between funds

Analysis of net assets between funds - current year

	Restricted funds 2023	Unrestricted funds 2023	Total func 202
	£	£	
Tangible fixed assets	-	10,175	10,175
Current assets	147,661	(13,624)	134,037
Creditors due within one year	-	(402,897)	(402,897)
Creditors due in more than one year	-	(94,715)	(94,715)
Provisions for liabilities and charges	-	(2,383)	(2,383)
Total	<u><u>147,661</u></u>	<u><u>(503,444)</u></u>	<u><u>(355,783)</u></u>

Manchester Pride Limited
(A company limited by guarantee)

Notes to the Financial Statements
For the year ended 31 December 2023

22. Analysis of net assets between funds (continued)

Analysis of net assets between funds - prior year

	<i>Restricted funds</i>	<i>Unrestricted funds</i>	<i>Total funds</i>
	<i>2022</i>	<i>2022</i>	<i>2022</i>
	<i>£</i>	<i>£</i>	
Tangible fixed assets	-	9,690	9,690
Current assets	114,653	408,852	523,505
Creditors due within one year	-	(264,822)	(264,822)
Creditors due in more than one year	-	(154,536)	(154,536)
Provisions for liabilities and charges	-	(2,062)	(2,062)
Total	<u>114,653</u>	<u>(2,878)</u>	<u>111,775</u>

23. Reconciliation of net movement in funds to net cash flow from operating activities

	Group	<i>Group</i>
	2023	<i>2022</i>
	£	<i>£</i>
Net income/expenditure for the year (as per Statement of Financial Activities)	(467,558)	113,186
Adjustments for:		
Depreciation charges	3,958	2,809
Decrease in debtors	95,226	306,836
Increase/(decrease) in creditors	138,074	(184,760)
Interest payable	13,156	15,758
Tax charge	321	2,062
Net cash provided by/(used in) operating activities	<u>(216,823)</u>	<u>255,891</u>

24. Analysis of cash and cash equivalents

	Group	<i>Group</i>
	2023	<i>2022</i>
	£	<i>£</i>
Cash in hand	<u>66,109</u>	<u>360,351</u>

Manchester Pride Limited
(A company limited by guarantee)

Notes to the Financial Statements
For the year ended 31 December 2023

25. Analysis of changes in net debt

	At 1 January 2023 £	Cash flows £	At 31 December 2023 £
Cash at bank and in hand	360,351	(294,242)	66,109
Debt due within 1 year	(59,820)	-	(59,820)
Debt due after 1 year	(154,536)	59,821	(94,715)
	<u>145,995</u>	<u>(234,421)</u>	<u>(88,426)</u>

26. Operating lease commitments

At 31 December 2023 the Group and the Charity had commitments to make future minimum lease payments under non-cancellable operating leases as follows:

	Group 2023 £	Group 2022 £	Charity 2023 £	Charity 2022 £
Not later than 1 year	<u>-</u>	<u>22,776</u>	<u>-</u>	<u>22,776</u>

27. Related party transactions

The charity received a donation from its subsidiary, Manchester Pride Events Limited of £291,714 (2022: £681,595). At the year end, an amount of £237,001 is due to Manchester Pride Events Limited (2022: £292,879 due from).

Trustees are appointed to the Board primarily for the skills, experience and knowledge that they bring to the organisation. However, it is also important the Board includes individuals that are immersed in Manchester's LGBT community and in the culture of the city as a whole. For that reason, the Board of trustees will invariably include individuals that hold other directorships, trusteeships or ownership interests with companies, organisations and charities that have links to Manchester Pride.

No trustee is involved in making board decisions that relate to their own interests. Other than the above transactions noted with Manchester Pride Events Limited, there were no other transactions with related parties this year.

This document was delivered using electronic communications and authenticated in accordance with the registrar's rules relating to electronic form, authentication and manner of delivery under section 1072 of the Companies Act 2006.

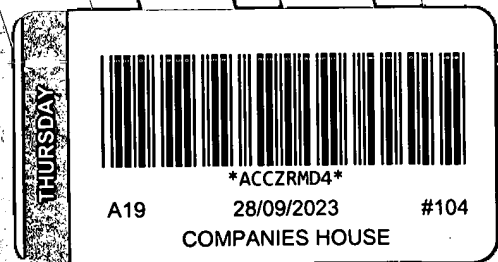
MANCHESTER PRIDE LIMITED

England & Wales - Charity number 1117848

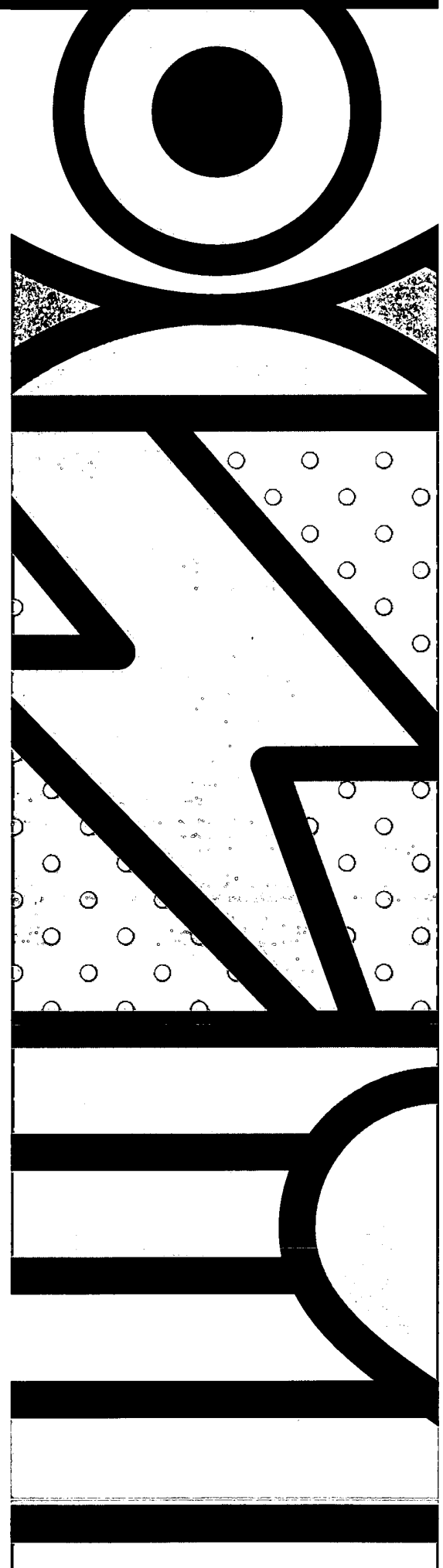
Accounts

MANCHESTER
PRIDE

Annual Review and Financial Statements 2022



03	Chair's Statement
05	2022 at a glance
06	Chief Executive Statement
08	Reference and Administrative Details
09	The Manchester Pride Charity
10	What We Deliver and its Public Benefit
11	Legal Status and Governing Documents
11	Trustees
12	Organisational Structure
13	Pride In Our Future
20	Manchester Pride Festival
25	All Equals Charter
26	Manchester Pride Conference
28	Community Sessions
29	Youth Pride MCR
30	Superbia
32	Volunteers
33	Grants Programme
34	Financial Review
35	Risk Management
36	Statement of Trustees Responsibilities
37	Consolidated Financial Statements for Year Ended 31 December 2022





Dear Supporter,

It has been my great privilege to pen an opening statement to these annual reviews over recent years. In my rather poor attempt to string words and sentences together, I've always tried to open a small window into what's been going on at Manchester Pride – not just the things we've done but how we've done them and what we've learnt.

As I reflect on 2022, I am left with the sense that this year has been one of genuine renewal for the charity. The hallmark of this was undoubtedly the Pride in Our Future report which we published early in the year. This gave trustees, and the charity's team, a clear understanding of what was on your mind and what we needed to do to better deliver on your expectations and aspirations. This was the largest consultation we have ever conducted, and trustees would like to thank everyone who gave up their time to participate and give us views.

As a result, 2022 was a year of change. Once again community, activism and giving were placed at the heart of everything we did. That meant a Manchester Pride Festival focussed on the Gay Village Party. That meant unprecedented levels of co-creation with our communities to curate what arguably was our most diverse programme of events and experiences. And that meant a return of the much loved Manchester Pride Parade which COVID-19 had put a stop to since 2019.

Pride in Our Future also reminded us of the dangers of becoming complacent. I think the reality is that as individuals and organisations go about doing what they do, they can inevitably drift a little. That drift is not purposely done or malicious in intent, it is just a reflection of life. Pride in Our Future gave the charity an opportunity to connect even more strongly with our LGBTQ+ communities and our place in the modern pride movement to ensure what we were doing was what you wanted.

And as a result of what you said, we made choices. Yes, we changed the festival, but we did more. We chose to invest in more communication with you, more opportunities for you to input and more ways for us to campaign. That meant increased platforming of issues through our social media (including launching our first multi-media anti-hate crime campaign), a new website and a set of e-newsletters to help queer communities stay informed of what we were doing on your behalf.

However, the choice which I know was top of mind for trustees was the solution put in place around fundraising. Raising money for LGBTQ+ good causes is at the heart of Manchester Pride. After all, it's why Manchester Pride was founded. But it wasn't always clear what proportion of Pride ticket sales went to good causes.

04 Chair's Statement

In 2022, trustees sought to fix this with a pledge to donate a set amount from each ticket sold directly to the Manchester Pride Community Fund to support grassroots and other LGBTQ+ charity partners across Greater Manchester. Trustees hope that change, along with even more information on where your ticket money goes, will provide people with greater transparency. As a result of this new approach, in 2022, people who chose to buy tickets for the Gay Village Party raised £114,653 directly for the Community Fund.

So, there can be no doubt 2022 was a period of change. A time of rebuilding post-COVID-19, a time of choices made and a time when we were able to renew what we do on your behalf. And, if you will allow me a personal indulgence here, it was a time of change for trustees. At the end of 2022 Rob Malcomson, our treasurer, and I retired from the Board having served our terms and trustees completed a formal recruitment process to appoint successors. I know we both feel it has been an immense privilege to have been part of this queer led organisation. We would like to thank our fellow trustees and Mark and his amazing team for all their partnership and efforts over the years and to wish those who come after us every success.

As always, we would not be here and would not be able to do what we do without your support. So, to those who hold us accountable, champion us and aspire for us to be better, I'd like to say thank you.

Paul Wheeler

Chair, Manchester Pride Board of Trustees



Return of the parade:

13,500

participants

209

groups and organisations

500,000

spectators



Manchester Pride Festival 2022:

70,000

overall event attendees



£114,653

raised for LGBTQ+ causes



Like it or loathe it, change is inevitable. And 2022 was a year of change for Manchester Pride.

Having consulted with our communities at large, we began the year by publishing the findings of our largest consultation "Pride In Our Future". Collectively we harvested over 7,000 responses from people who helped to shape our bold plans and the charity's pledge to prioritise the needs identified by Greater Manchester's LGBTQ+ communities.

We're really grateful for the number of people who gave time to share their thoughts and suggestions of how they would like to see Manchester Pride continue to evolve and improve.

Manchester Pride is committed to being a learning organisation and there was a great deal for us to review, consider and reflect upon.

Being a member of the QTPOC (Queer Trans Intersex People of Colour) community, I was particularly struck by the sense of awareness and understanding within wider LGBTQ+ communities of the importance of prioritising the needs of queer people who are further marginalised. This is a theme which featured heavily in the design of our strategy.

In setting out our strategy, the Board of Trustees established four key pillars to categorise our objectives for the year; Community, Transparency, Activism and Giving. The clarity of purpose for the charity was refreshed for our communities to own and we stepped out with our best foot forward, knowing that what we were aiming to deliver perfectly matched their priorities. Our strategy for 2022 was bold, queer and inclusive.

We were thrilled to be in a position to deliver the Manchester Pride Conference in person which this year took place at The Lowry Theatre at Salford Quays. This event provided an opportunity for organisations, groups and individuals to learn more about the modern pride movement in general and understand how to support it all year round. We enjoyed a fantastic day of discussions, informative panels and workshops which all followed this year's theme "Greater Manchester, A City To be Proud In: Sustaining Greater Manchester's Legacy of pioneering LGBTQ+ rights".

Our approach to Manchester Pride Festival 2022 was centred around greater collaboration and co-design. We provided greater opportunities for year round engagement with the charity through a series of community sessions, listening groups and further, proactive inclusion initiatives. Manchester Pride Festival 2022 was designed for our communities by our communities.

07 Chief Executive Statement

Building on the success of the Gay Village Party in 2021, we set out to ensure that activism was firmly rooted at the heart of our events and that we were focusing our efforts on supporting the priorities and needs of our most marginalised communities: QTPOC and wider Trans communities. Some of the ways in which we achieved this were opening the weekend with an in-person Human Rights Forum, kicking off the weekend of performances with our Trans led and curated stage takeover "Trans Filth & Joy" and cementing "Black Pride MCR" as a firm fixture on our stage line up.

Pride is many things to many people. This remains one of the single greatest challenges to face when developing a strategy and outlining our plans for the year. We are committed to evolving and following the path that our communities ask us to follow.

Throughout the history of our charity, Manchester Pride has evolved and continues to innovate in order to better represent our communities and their priorities. Having raised £114,000 we were particularly pleased to re-launch our grant schemes this year, targeting the under-represented and aligning with the priorities outlined by our communities.

Like most charities, Manchester Pride was deeply affected by the pandemic. The repercussions continue to impact normal operations as we all attempt to adjust and settle into a new groove within a displaced world.

I'd like to say a huge thank you to all of my team, our volunteers, the board of trustees, partners and stakeholders. Our work continues and the challenges we face are tough. Together we will push forward as we continue to make Manchester a City to be proud in.

Mark.



08 Reference and Administrative Details

The Trustees, who are also directors for the purpose of company law, have pleasure in presenting their report and the financial statements of the group for the year ended 31 December 2022.

REGISTERED CHARITY NAME
Manchester Pride Limited

CHARITY REGISTRATION NUMBER
1117848

COMPANY REGISTRATION NUMBER
04671318

REGISTERED OFFICE
Manchester One
53 Portland Street
Manchester
M1 3LF

THE TRUSTEES

The Trustees who served the Charity during the year to the date of signing the Trustees Annual Report were as follows:

D McGovern
(appointed November 2022)

M Lawlor

V Empson

T Westwood

(resigned March 2023)

S Pegg

(resigned March 2023)

T Adebayo

M Emmerson

R Joshi

(appointed March 2023)

J Harrison

(appointed March 2023)

R Malcomson

(resigned November 2022)

P Wheeler

(resigned November 2022)

S Bowen

(resigned July 2023)

SECRETARY

V Empson

CEO

M Fletcher

DIRECTOR OF OPERATIONS/

DEPUTY CEO

S Owen

(joined June 2023)

HEAD OF ENGAGEMENT

F Hemani

OPERATIONS DIRECTOR

INDEPENDENT EXAMINER

Hurst Accountants Ltd

21 Tivot Dale

Stockport

Cheshire

SK1 1TD

BANKERS

National Westminster Bank Plc

Spring Gardens

Manchester

M2 1FB

SOLICITORS

DLA Piper

1 St. Peter's Square

Manchester

M2 3DE

Who we are

Manchester Pride is one of the UK's leading LGBTQ+ charities. We create opportunities to uplift queer communities and bring people together to celebrate LGBTQ+ life, while also campaigning for equality and inclusion across Greater Manchester.

How we operate

Manchester Pride is a charity, this means we are registered with The Charity Commission, and operate exclusively for charitable purposes. In order to register with The Charity Commission we had to meet a fixed criteria. In England and Wales, a charity is an organisation that is:

- **established for charitable purposes only**
- **subject to the High Court's charity law jurisdiction**

Purposes are what the charity is set up to achieve - they are explained in our governing document. To be charitable, a charity's purposes must:

- **fall within the descriptions of purposes**
- **be for the public benefit**

Like many charities, we get our income from a variety of sources, including donations, some grants, and through the delivery of Manchester Pride Festival.

Manchester Pride, similarly to many other charities, operates as a limited company and is fully audited. So, when you see reference to Manchester Pride Limited, that means the charity. It is common for charities to have trading companies which generate income (it's how many of the charity shops you see on the high street operate). In the case of Manchester Pride, our trading company doesn't run shops, it runs a four-day festival celebrating LGBTQ+ life.

In the case of Manchester Pride (the charity and limited company), we have a subsidiary trading company too, called Manchester Pride Events Ltd. Like Manchester Pride Ltd, Manchester Pride Events Ltd is a not-for-profit company. This company is registered with Companies House, is fully audited and is what is called a 'wholly-owned subsidiary'. That means any surplus generated by the company is given directly to the charity which owns it and no other entity profits from its work.

Manchester Pride Events Ltd organises the Manchester Pride Festival for the charity. All staff work for the charity to deliver its charitable goals.

The delivery of the Manchester Pride Festival is one of our most important charitable objectives: it is a celebration of LGBTQ+ life in Greater Manchester and exists to campaign for greater LGBTQ+ equality both at home and abroad. It is also our biggest source of income which supports us to deliver all of our other charitable objectives.

Goals

1.

**Campaign for
advancements of
LGBTQ+ equality at
home and abroad.**

2.

**Stage a world
class celebration of
LGBTQ+ life in Greater
Manchester.**

3.

**Raise awareness of,
and support for, the
mental health of
LGBTQ+ people.**

4.

**To make packages
of support, including
grants, available for
LGBTQ+ communities
groups, organisations,
events and good causes
in Greater Manchester.**

There are many ways Manchester Pride as a charity delivers a public benefit and its charitable objectives. The most visible and famous is the delivery of the Manchester Pride Festival.

The Manchester Pride Festival is a four-day programme of events across August Bank Holiday which provides a very visible way for LGBTQ+ people to be out and proud in Manchester. The Manchester Pride Festival and Manchester Pride Charity are one and the same. The Manchester Pride Festival is delivered for the charity by its wholly owned and not-for-profit subsidiary company, Manchester Pride Events Ltd. The Manchester Pride Festival is the principal way by which Manchester Pride as a charity can deliver its charitable goals, as an organisation designed to help celebrate LGBTQ+ life and campaign for inclusion and equality across the city-region.



Why is celebrating LGBTQ+ life an important charitable objective?

The Manchester Pride Festival is 'party as protest.' Manchester Pride is part of the global LGBTQ+ liberation movement, celebrating queer people, culture and expression as loudly and publicly as possible in a refusal to hide in shame. As a large-scale social movement, Pride has grown exponentially in its 50+ year history in the aims of a movement for LGBTQ+ liberation. Greater Manchester has played a pivotal role in this and continues to do so today, from the anti-Section 28 march in 1988 to the campaigning and fundraising Manchester Pride undertakes year round.

We live in an overtly heteronormative and cisnormative world; a world which assumes that everyone is heterosexual and cisgender until stated otherwise. Historically, queer people were not seen as 'less normal' than cisgender and straight people, but rather they were off the scale of 'normal' entirely. If someone was to dare identify as LGBTQ+ then they were some sort of deviant, sick, predatory pervert and therefore a threat to civilisation, tradition (like marriage), children, and society as a whole.

These ideas about queer people pushed the LGBTQ+ community into the darkest margins of society, ostracising, silencing and erasing them wherever possible. We've come a long way, but the fight for queer liberation is far from over. With a rise in anti-LGBTQ+ hate crimes, rhetoric and legislation, it is more vital than ever that the Pride movement remains focussed on fighting for a world where LGBTQ+ people are free to live and love without prejudice.

The Manchester Pride Festival is a chance for us to draw attention to the issues facing LGBTQ+ people, show the world the vibrancy queer culture has to offer wider society, while also elevating and providing paid work to talented queer and diverse artists, performers and producers from Greater Manchester and beyond.

Manchester Pride is a company limited by guarantee, charity registration number 1117848 and company number 04671318. The Charity is governed by the memorandum and articles of association for the incorporated company as last amended on 19 December 2006. The Board are in the process of reviewing and updating the memorandum and articles of association as at the end of this financial year.

The directors of the charitable company are its trustees for the purpose of charity law and through this report are collectively referred to as the trustees.

The governing documents instruct the trustees to act in a way to promote the objectives of the Charity.



Trustees

Manchester Pride has worked hard to reflect the diversity of its community on its trustee board. Thanks to a concerted recruitment effort, we are privileged to have trustees from different backgrounds, genders, ethnicities, sexual orientations, gender identities and political persuasions.

In September 2021 the Board unanimously agreed to ask that Paul Wheeler and Rob Malcomson continue in their respective roles as Chair and Treasurer beyond their original term limits. Both were scheduled to retire in March 2022 and agreed to stay in their roles until November 2022. This decision was taken in the best interests of the Charity to assist in its recovery from the COVID-19 pandemic, to assist in implementing the Pride in Our Future Review and to allow sufficient time to identify suitable replacement Chair and Treasurer.

In November 2022 following an open recruitment process, the Board was pleased to appoint a new Chair, David McGovern, an experienced director in the public and charitable sectors. In December 2022, following a further open recruitment exercise, the Board identified a new Treasurer, Jenny Harrison, an experienced finance director working in the telecommunications industry. Jenny will be appointed to the Board at the AGM in March 2023.

The Annual General Meeting of the Charity appoints new trustees and Honorary Officers, appoints the auditors and considers and adopts the annual report and financial statements for the preceding year's activities.

The Board of Trustees is ultimately responsible for the running of the Charity. The Board has the following structure of sub-committees:

- **Performance and governance committee** – it oversees the proper governance of the charity, along with the Chair it helps to line manage the CEO and it ensures the charity delivers against its strategic goals.
- **Finance and risk committee** – financial oversight and managing the charity's risk register.
- **Fundraising and grants committee** – oversees the charity's grant giving activities.

At the heart of Manchester Pride is the Manchester Pride Festival. The delivery of a successful festival remains the main income source for the charity, without which it could not meet its charitable goals and objectives.

The trustees employ a full-time Chief Executive Officer (CEO) as the charity, and the financial and operational risk associated with the delivery of its festival, are too great for volunteer trustees to manage on a day-to-day basis.

Trustees delegate operational delivery of the Charity to the CEO.

Our Employees

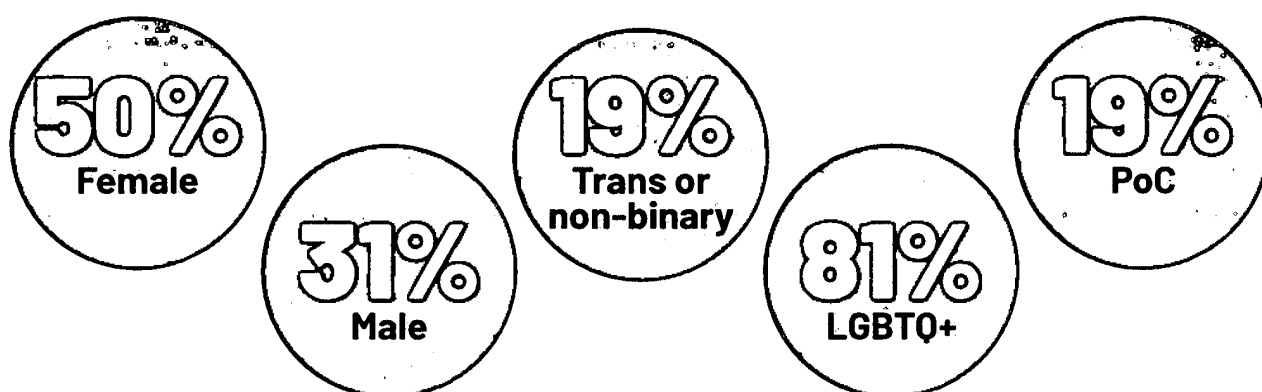
Headed by the Charity's CEO, the team at Manchester Pride has operational responsibility to deliver the Charity's objectives and ensure it provides a public benefit.

Staffing levels are agreed by the CEO and trustees based on a three-year plan and financial projections.

In any given financial year, we have a small team of full-time employees. That team then expands as temporary expert staff are brought onboard to help with the delivery of Manchester Pride Festival.

On an annual basis all employees are appraised, and they also receive regular training and coaching in support of their roles.

At the end of 2022 Manchester Pride employed 16 people across three departments, Operations, Engagement and Marketing.



Employee pay and benefits

The trustees of Manchester Pride set the pay and reward policy for staff, including the CEO. In doing so, we seek to meet our obligations as a charity with the desire to be a great place to work which attracts and retains talented, passionate people who want to make a difference.

The remuneration of staff is benchmarked against salaries paid by other charities and follows guidance from the National Council for Voluntary Organisations (NCVO). In addition, as our team (and our CEO in particular) is charged with overseeing a complex not-for-profit organisation, we benchmark their salaries against the market rate we'd have to pay for these types of specialist skills.



Your voices were heard. Following our in-depth community consultation, we're actively striving towards building you a better Manchester Pride.

In February 2022 we announced details on the Charity's future direction and the priorities for the Manchester Pride Festival, following community consultation.

The changes we implemented followed a six month review and consultation with the region's LGBTQ+ communities after some indicated the focus of our grant-giving no longer reflected some of the key causes that mattered most to them.

The findings from the consultation addressed key areas surrounding the charity's role in grant making for local groups and causes as well as the format and delivery of the annual Manchester Pride Festival celebrations in August.

The stand-out themes which will be taken forward include:

- **Manchester Pride will create more opportunities to consult with communities in order to co-design future Pride events.**
- **Connecting Manchester Pride's grant-giving work with input from communities.**
- **Ensuring all Manchester Pride events are accessible to all members of our communities we will:**
 - **Clarify and publish the commitment to low income tickets by the end of March.**
 - **Introduce quiet spaces at Pride events from this year.**
 - **Work towards an aspirational level of accessibility accreditation and offer to partner with LGBTQ+ business in the Gay Village to help them be part of this.**
- **Manchester Pride's August celebrations will continue, the charity will refocus its efforts back onto its activist roots.**
- **As a result, Pride celebrations will be focused around the Gay Village Party and MCR Pride Live will not go ahead in 2022 – it was identified as less important by the communities in furthering their aims.**
- **The Parade, The Candlelit Vigil, the Gay Village Party, Superbia Weekend, Youth Pride MCR, Family Pride MCR and Human Rights Forum will proceed – identified by our communities as vital elements of Manchester Pride.**
- **A fixed amount or percentage of each ticket purchased to Pride events will go directly to the community fund.**
- **The Board of Trustees will be more visible and connected with communities, and commit to ensuring greater transparency about the charity's actions.**

One of the key actions from the report was to ensure we give our communities greater visibility into the work we're doing week in, week out. We therefore consider it important to keep you updated as to our current performance against the actions detailed in the report.

The following matrix will take you through, step by step, each action from the report and provide you with details of the work we've done throughout 2022, and will continue to do, to achieve them. We will link to further references where appropriate for those who wish to dive a little deeper into our work.

COMMUNITIES

We will create multiple opportunities throughout the year to consult with our communities in order to co-design future Pride events. This will include workshops, consultations and surveys.

Details of all the opportunities our communities could co-design with us were published in the **Pride In Our Future March update**.

In 2022 Manchester Pride hosted 22 listening groups and co-design sessions. 106 people attended these sessions.

We received 2,402 responses across three surveys.

We will create more opportunities for community group led and community curated events / activities at Pride events.

Manchester Pride facilitated 10 Community Sessions to use our platform to elevate community groups based in Greater Manchester.

Manchester Pride Festival events curated in collaboration with:

Trans Filth and Joy with Trans Creative and Milk Presents

Human Rights Forum with LGBT Foundation

Fat Pride

SWAGGA

Black Pride MCR

Queer Women's Takeover

Cutie-PoC Cabaret

The Candlelight Vigil with GHT and our community

Family Pride MCR with Proud 2 b Parents

Youth Pride MCR with The Proud Trust and AKT

The Superbia offering as a whole was completely community group led and curated.

The main party element of our Pride celebrations will be focused around the Gay Village Party, close to the roots of where our story began. The 'MCR Pride Live' event will not happen in 2022.

The heart of the 2022 Manchester Pride Festival was firmly centred around the Gay Village Party, details can be found on our **website**.

We will engage further with local LGBTQ+ venues and businesses providing them with the opportunity to have greater involvement in the co-design for Pride events.

Manchester Pride worked closely with the Village Licensed Businesses Association (VLBA) before and during the festival to co-design elements of the Gay Village party, providing opportunities for collaborative programming and collective decision making.

A total of 5 meetings took place in 2022.

We will work with local LGBTQ+ groups, businesses and initiatives to find a solution that maintains the levels of safety demanded by our communities whilst also addressing the concerns of The Gay Village Party being fenced.

Manchester Pride successfully worked with stakeholders and developed a solution through policy which maintained a required level of security and addressed the fencing issue at the Gay Village Party. The Manchester Pride Safety and Wellness Policy can be found **here**.

Ensuring all Manchester Pride events are accessible to all members of our communities we will:

- Clarify and publish the commitment to low income tickets by the end of March.
- Introduce quiet spaces at Pride events from this year.
- Work towards an aspirational level of accessibility accreditation and offer to partner with LGBTQ+ business in the Gay Village to help them be part of this.

Manchester Pride's Low Income Ticket Programme aims to open up the celebrations to more people. Details of the low income tickets are shared on the main ticket page on the Manchester Pride website to ensure everyone looking to buy tickets is aware of this option and how to apply for them if they are eligible. Details of low income tickets can be found [here](#).

Quiet spaces were introduced at this year's festival - including a dedicated space in the basement of the Townhouse Hotel.

A decision was made by the accessibility community group not to pursue an accreditation but rather to focus on the development of a new policy. The **Manchester Pride Accessibility Policy** is now live on our website.

Manchester Pride worked closely with LGBTQ+ accessibility organisation, Quiplash, for the 2022 Manchester Pride Festival. Quiplash aims to make the arts and LGBTQ+ spaces more accessible and, following their consultation, Manchester Pride were able to develop a policy that really works for our communities with accessibility needs.

We will platform and signpost to support groups / initiatives that work with LGBTQ+ people throughout Greater Manchester all year round. Where there are gaps in provision, we will seek to develop such groups, initiatives with partners in Greater Manchester.

Manchester Pride has platformed and signposted to many other groups and initiatives that work with LGBTQ+ people throughout the year. Examples include promoting More Than Existing, an exhibition and event celebrating trans relationships, and sharing **Mia's coming out story** for Bisexual Awareness Week. We use our large social media audience to give these projects a wider reach than they'd achieve on their own.

Manchester Pride recruited a Community Engagement Officer to work closely with a wide variety of LGBTQ+ groups across Greater Manchester to ensure Manchester Pride has an authentic view of the needs of all aspects of our communities.

We have established Community Sessions, monthly events delivered in partnership with community groups helping them raise awareness and increase their memberships.

Utilising our engaged audience we will use our platform to promote LGBTQ+ community and grassroots events throughout Greater Manchester all year round.

Superbia is Manchester Pride's platform which celebrates LGBTQ+ arts and culture in Greater Manchester. The Superbia website was relaunched in 2022, offering a new and improved, intuitive platform designed to make it easier to discover events throughout the region.

The Superbia initiative continues to be promoted across all Manchester Pride platforms, detailing the community and grassroots queer cultural events.

Examples of this include promoting **Black Angel** as part of Black History Month and all the **local Prides throughout Greater Manchester**.

GIVING

We will commit a fixed amount or percentage of each ticket purchased to go directly to the Community Fund. This amount will be clearly communicated to ticket buyers at the point of purchase. We will also provide greater clarity on where the remainder of the amounts generated from ticket sales is attributed. The exact commitment will be shared with our communities by the end of March 2022.

A fixed donation of £2.50 from every ticket purchased for the Manchester Pride Festival was distributed to the Manchester Pride Community Fund. Over £114,000 was raised from the 2022 Manchester Pride Festival.

Manchester Pride created an infographic to demonstrate where the remaining costs of the ticket is attributed, for example the delivery of free to attend events such as the Parade, and staging, lighting and production for all the performers. The infographic was shared at the point of purchase both on the Manchester Pride website and the Ticketmaster website to ensure all those buying tickets for the Manchester Pride Festival had transparency over the ticket price. **Details of the infographic** can be found on the Manchester Pride website.

By the end of May 2022 we will overhaul our grants making process making it clear and more transparent. To achieve this, we will:

- Establish a new community grants panel. This will enable us to involve external community members in the grant application review process.

A new **Grant Making Policy** was developed and is available to read on the Manchester Pride website.

We recruited a **Community Grants Panel** in quarter 4 of 2022, details of all the panellists and the scope of their responsibilities is available on the Manchester Pride website.

- Streamline and then publish a new grant application process and accompany this with support for applications to ensure grants are accessible to all.

The Grant application process has been reviewed and updated. Grant applications for community, Superbia and local pride grants opened on 1 October. **Further details on how to apply for a grant** can be found on the Manchester Pride website.

- Once we've collaborated with our community grants panel and grants have been awarded we will publish details of all successful grant applications.

Grant applications opened in October 2022. The grants application forms have been adapted to collect all relevant information to be published at the end of each grant cycle.

The first grant cycle finished at the end of January 2023 and Manchester Pride Trustees and the Community Grants Panel met on 13 February to review application and award grants.

Details of those awarded a grant will be published on the Manchester Pride website and also on 360 Giving.

Priority will be given to grant applications that match the key issues outlined by our communities. The issues identified for 2022/2023 will be published on our website by the end of March 2022.

Details of the **grant application process** can be found on the Manchester Pride website.

The key issues outlined by our communities are:

- HIV Stigma
- LGBTQ+ Events
- LGBTQ+ Mental Health
- LGBTQ+ Sexual Health
- LGBTQ+ Wellbeing

We will consult with Greater Manchester's LGBTQ+ communities every year to ensure that our grant giving remains aligned with the key priorities of our communities as they continue to evolve.

The Pride In Our Future 2022 consultation took place between August and October 2022. We received 2,402 responses across three surveys. The themes from which were shared for review by trustees in January 2023.

The Pride In Our Future 2023 consultation will take place between September - November and the priorities will be published in January 2024.

We will adopt a more proactive approach to grant making, applying the principle of equity to help reach further marginalised and intersectional groups.

A new and improved grants process was launched in 2022. Grant applications can be submitted through the Manchester Pride website.

The grant application process is supported by an engagement strategy aimed at targeting communities recognised as priorities following the Pride In Our Future consultation.

Those priorities include:

- **Disabled LGBTQ+ people**
- **Queer, Trans and Intersex People of Colour (QTIPoC)**
- **Wider trans communities**
- **Grassroot community groups and networks**
- **Local LGBTQ+ charities**
- **Local HIV charities**
- **Small, independent LGBTQ+ organisations**

ACTIVISM

The Pride events programme will focus on protest and activism. The 'MCR Pride Live' event will not happen in 2022

The 2022 Manchester Pride Festival opened, for the first time, with an in person Human Rights Forum. Bringing together prominent activists and thought-leaders to discuss the challenges that continue to face LGBTQ+ communities today, and what we as individuals can do to bring about political or social change.

The Parade is a core event of the Manchester Pride Festival, the theme in 2022 was 'March for Peace' embedding the spirit of protest and activism.

The Manchester Pride Conference provides us with an opportunity to engage with our communities and allies year round. The Conference which was held on 22nd March 2022, provided the opportunity for audiences to attend a diverse range of panels and workshops featuring some of the UK's leading LGBTQ+ voices. The conference aims to assist attendees in expanding their knowledge on LGBTQ+ issues, whilst also providing practical tools and resources to drive change within organisations and as individuals, all year round.

George House Trust will have greater visibility at The Candlelit Vigil and we will further support the campaign to end HIV stigma.

Manchester Pride worked closely with George House Trust in the planning and delivery of a successful Candlelit Vigil 2022.

We co-created and delivered a marketing campaign in partnership with George House Trust in the run up to and during **World AIDS Day**.

We will elevate and embed the heritage and history of the Pride movement, particularly in Greater Manchester, into all Pride events and charitable activities, providing opportunities for education to our LGBTQ+ communities, allies and supporters. We will look to partner with stakeholders and other interested parties to help make this happen.

Manchester Pride will support an iconic issue to campaign for each year as outlined from the priorities identified by our communities.

- In 2022, based on the feedback from this review, we will campaign against hate crimes against LGBTQ+ people.
- We will survey our communities each year to inform the theme for our annual campaign.
- We will proactively engage in community focused campaigns throughout the year by using our platforms to lend support.

TRANSPARENCY

We will make improvements to charity communications across the board. This will include updates to the website, regular email communication to our database of supporters, more visibility of our team and regular, engaging social media updates. These changes will be made by the end of March 2022.

Our Board of Trustees needs to be more visible to, and connected with our communities. We will take steps to ensure this happens, including regular listening sessions and more regular connections between trustees and other LGBTQ+ organisations and stakeholders.

Manchester Pride curated content with social media influencer Zack Hipps called 'Pride of Place' which highlighted the heritage and history of the Pride movement in Greater Manchester.

This campaign consisted of 9 videos which in total garnered over 200,000 views.

We published the [History of Manchester Pride](#) on our website and weaved our story into our communications.

In October 2022, during Hate Crime Awareness Week Manchester Pride launched 'I Choose Kindness', a campaign to raise awareness of hate crimes against LGBTQ+ people and provide resources to tackle the issue and support our communities. The campaign is ongoing and we will create multiple ways for people to engage with the campaign throughout 2023.

The Pride In Our Future 2022 consultation took place between August and October 2022. The themes from which were shared for review by trustees in January 2023.

We received 2,402 responses across three surveys.

Manchester Pride engaged with several community focused campaigns including the [Ban Conversion Therapy Coalition](#) campaign, the [MPox awareness campaign](#) and created a [campaign against FIFA and the 2022 World Cup in Qatar](#).

An email marketing strategy was developed and weekly newsletters are sent to our subscribed communities and supporters. 1.2M emails were sent in 2022. You can [subscribe to the newsletter here](#), to receive regular updates from the Manchester Pride Charity.

Manchester Pride launched a new website in April 2022.

The Manchester Pride Team attended every event hosted by Manchester Pride.

Manchester Pride is active across [Facebook](#), [Twitter](#), [Instagram](#), [LinkedIn](#) and [TikTok](#). We regularly share engaging updates around our events and our work as a charity.

Manchester Pride Trustees attend every event hosted by Manchester Pride.

Trustees also joined several key stakeholder meetings including those with the VLBA and Manchester City Council.

Our work to make the Board of Trustees more visible to our communities is ongoing and will include profiles on the Manchester Pride website, social media update and inclusion in our weekly email newsletter.

Our vision, mission and goals will be clearly outlined and published ensuring LGBTQ+ communities know exactly what we do.

Details of our purpose, work, vision, missions and aims are published on our [website](#) and within our Annual Reports.

We will publish the grants process. This will include clearly outlining the causes our communities have asked us to prioritise, details of the grants that have been awarded and follow up with outcomes of the organisations who benefited from a grant.

Details of the updated Grants process are published on the Manchester Pride website.

Grant Applications opened in October 2022 and once the first round of Grants have been awarded, details will be published on the Manchester Pride website and also on 360 Giving.

We will ensure greater visibility of, and clarity through our annual report and audited accounts.

All Annual Reviews from 2019 - 2021 are available to **read on the Manchester Pride website**.

Further information is included in this document, our Annual Review for 2022.

We will ensure greater visibility of, and clarity through our annual report and audited accounts.

All Annual Reviews from 2019 - 2021 are available to read on the Manchester Pride website.

We are committed to preventing the over commercialism of Pride events. To do this we will refresh our commercial policy and make it public by the end of April 2022.

The Commercial Engagement Policy is available on our website.

We are actively working to ensure all our partners are signed up to the **All Equals Charter**.

By the end of May we will publish the safety policy, displaying our commitment to create safe spaces for our communities and how we do this.

The **Manchester Pride Safety and Wellness Policy** is available on our website.

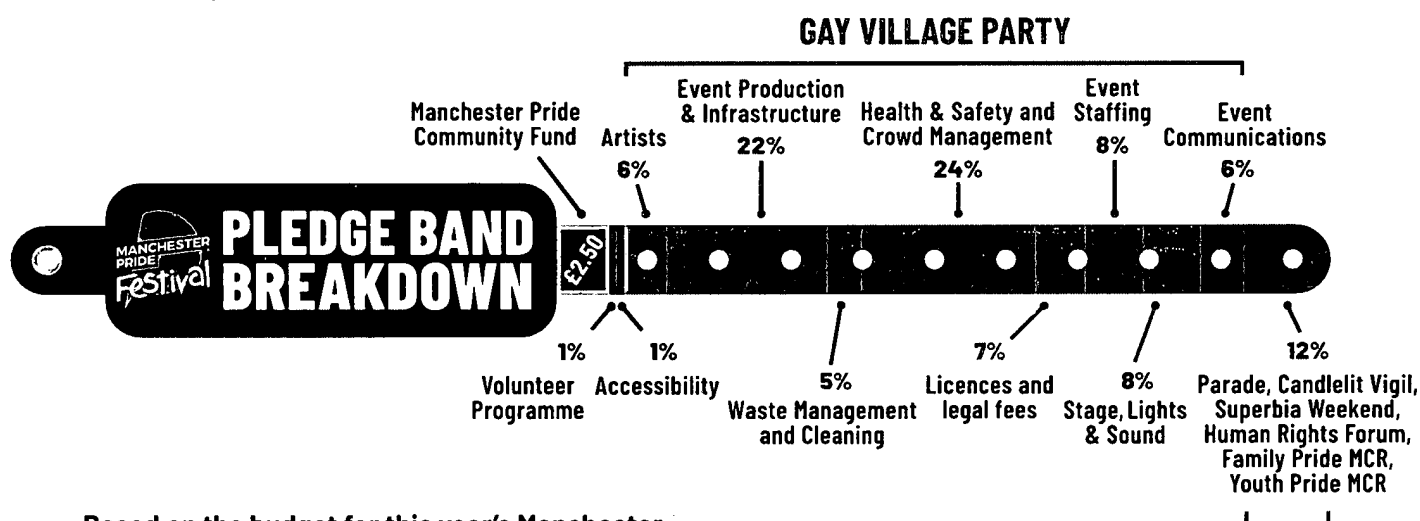
A total of 27 Safety Advisory Group meetings took place in 2022.



Manchester's annual LGBTQ+ celebration, the Manchester Pride Festival, returned to the city over the August bank holiday weekend. This year, the celebrations centred around the Gay Village Party with all performers appearing across three stages in the village area. The Festival also played host to:

- The Manchester Pride Parade
- Candlelit Vigil in partnership with George House Trust
- Human Right Forum in partnership with LGBT Foundation
- Family Pride MCR in partnership with Proud 2 b Parents
- Youth Pride MCR in partnership with The Proud Trust and AKT
- Superbia

The Manchester Pride Festival is instrumental to how we as a Charity deliver our public benefit. A £2.50 fixed donation from every ticket goes to the Manchester Pride Community Fund, and every penny goes to supporting LGBTQ+ causes and projects in Greater Manchester. The remaining cost of the ticket goes on the delivery of a safe and successful Festival.



Based on the budget for this year's Manchester Pride Festival, the cost of the pledge band is broken down as follows:

**FREE TO ATTEND
EVENT DELIVERY**

1% - VOLUNTEER PROGRAMME

Volunteering is a rewarding experience and a great way to make new friends. Volunteers are managed across the weekend by a dedicated volunteer manager who coordinates their activities that help the Manchester Pride Festival run smoothly. The team of volunteers are provided with training, a uniform and refreshments.

1% - ACCESSIBILITY

We are dedicated to making sure our events are accessible to everyone and have increased our investment in this area following feedback from our communities. Accessibility consultants, accessibility liaison team, BSL interpreters, viewing platforms and accessible loos are just a few of the provisions that go into making the Manchester Pride Festival accessible for disabled and neurodivergent people.

12% - FREE TO ATTEND EVENT DELIVERY

It's important for us to keep events such as the Parade and Candlelit Vigil free and accessible to all but these events cost money to deliver in a safe and enjoyable way. Purchasing a ticket ensures we can continue to deliver these essential Festival events.

6% - ARTISTS

Hundreds of artists and performers appear at the Manchester Pride Festival, from DJs to Drag Queens. We work hard to bring you a line-up of artists and performers loved by LGBTQ+ audiences. Furthermore, we're committed to platforming Queer talent from Greater Manchester and beyond providing paid work for their performance.

22% - EVENT PRODUCTION AND INFRASTRUCTURE

The whole event site is built from scratch to bring the garden spaces and car parks to life as an arena to showcase a world class LGBTQ+ line-up. Fences, toilets, bars, market stalls, dressing rooms, even the box office are all brought in especially for the Manchester Pride Festival to help you enjoy the celebrations in the best way possible.

24% - HEALTH & SAFETY AND CROWD MANAGEMENT

Months of planning and consulting with Manchester City Council, Manchester Fire & Rescue, Greater Manchester Police, North West Ambulance service and private security firms goes into ensuring a safe delivery of the Manchester Pride Festival. As with all major events, we must pay for policing. Purchasing a ticket also ensures we have a 24 hour medical cover, a welfare area, adequate crowd control measures to ensure everything from the Parade to the Gay Village Party is enjoyed with peace of mind.

7% - LICENCING AND LEGAL FEES

Manchester Pride applies for temporary events licences and hires the space to be able to create the staged and programmed areas of the Festival. PPL PRS is required for the use of music and performance across the bank holiday weekend and ensures the appropriate royalties are paid to those involved in the creation of music. Solicitors are needed to draw up contracts and ensure everything is above board.

6% - EVENT COMMUNICATIONS

The Manchester Pride Festival is promoted to ensure we sell enough tickets to be able to put the event on, and raise funds for LGBTQ+ good causes. A number of media professionals staff the press office to handle media enquiries in the run up and during the Manchester Pride Festival. Social media, photography and video help media from all over the world look to Manchester during our celebration. Maximum coverage ensures queer people, culture and expression are loudly publicised in a refusal to hide in shame.

8% - STAFFING

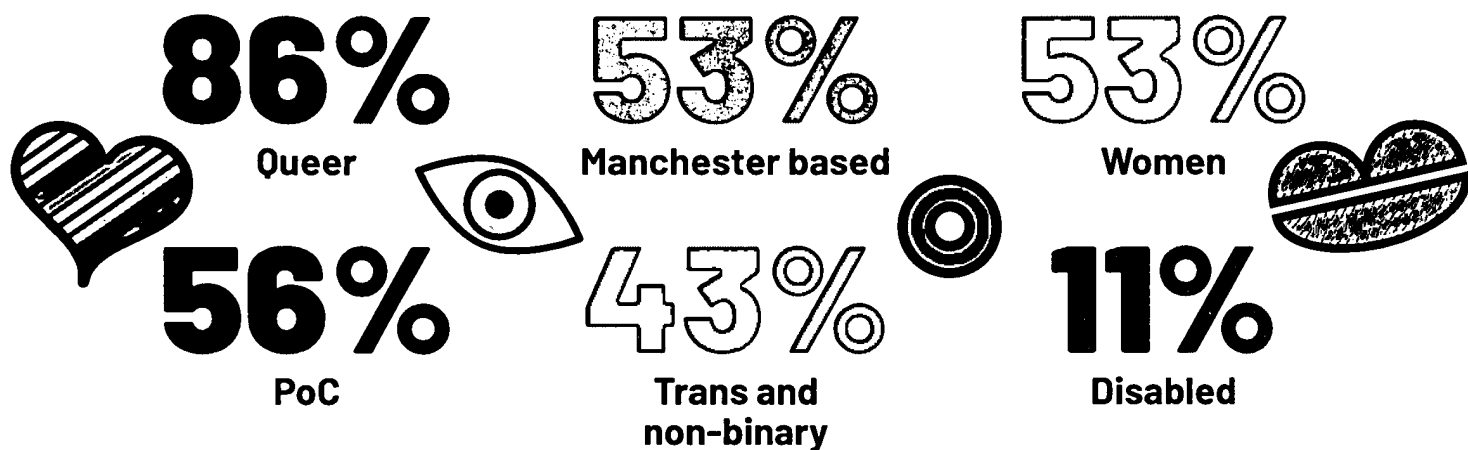
This relates specifically to the temporary event staff that are brought in to help run the event during the building up, across the bank holiday weekend and the breakdown of the event. Roles include artist liaison, box office team, technicians and stage managers to name just a few.

8% - STAGE, LIGHTING AND SOUND

The whole event site is built from scratch to bring the park spaces and car parks to life as an arena to showcase a world class LGBTQ+ line-up. We bring in industry leading suppliers to ensure you enjoy the line-up in the best possible way.



Artist Line-Up:



23 Manchester Pride Festival

First in-person Human Rights Forum, kicking off the Festival on Thursday 25 August.



24 Manchester Pride Festival

Parade

73

LGBTQ+ organisations

40

non LGBTQ+
not for profit

29

Public Sector

7

Greater Manchester
independent
businesses

6

Small businesses

70

LGBTQ+ networks and
Commercial businesses

Total of

225

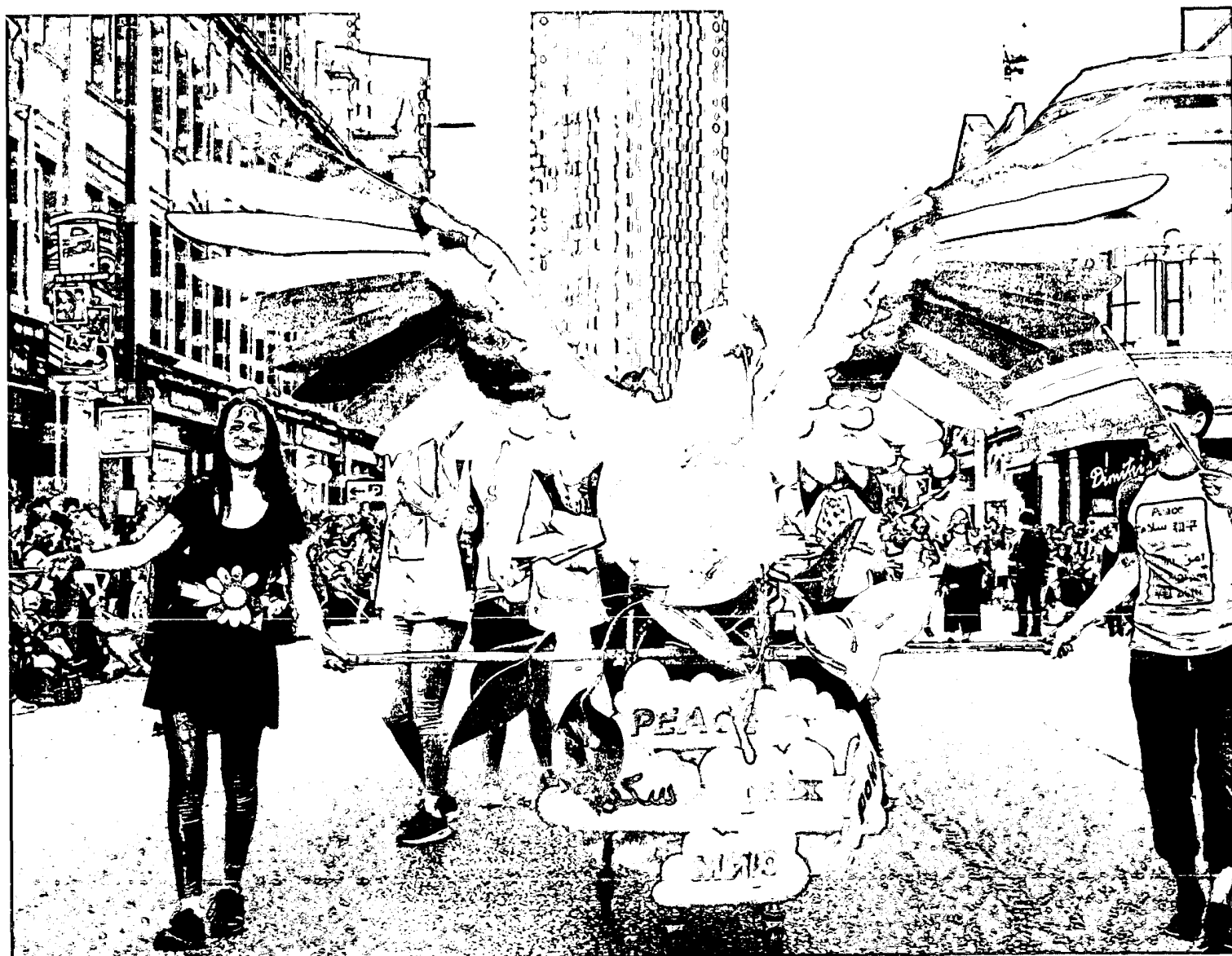
Entries

13,680

Walkers

64

Vehicles



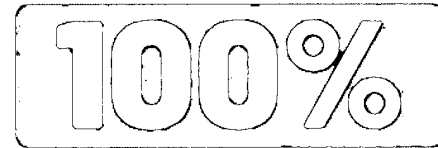
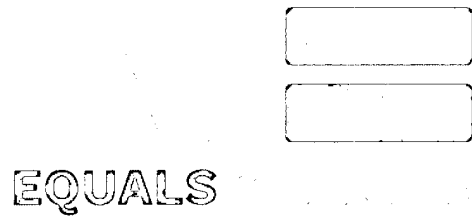
The All Equals Charter is Manchester Pride's programme to help businesses and organisations understand, recognise and challenge any form of discrimination in the workplace.

The Charter aims to make the workplace inclusive, diverse and equal for marginalised people.

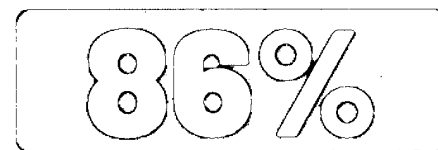
Throughout 2022 we have worked to raise awareness for the All Equals Charter and encourage more organisations to join. We've seen a steady organic increase in membership across the year, with 65% of members also going on to either full accreditation or our Getting Started programme.

All Equals Charter members include:

- **The Growth Company**
- **The Salford Foundation**
- **Tameside and Glossop Council**
- **Bruntwood**
- **Booking.com**



of organisations said that All Equals Charter accreditation improved their inclusion practices.



of organisations said they felt more confident delivering LGBTQ+ inclusions as a result of completing All Equals Charter accreditation.



"Our achievement reflects the determination to build an inclusive workplace for all colleagues and we continue to challenge ourselves and celebrate when our ideas become a reality."

Vicky McDonald, Director of HR & OD from The Growth Company.

We were delighted to welcome audiences in person to the annual Manchester Pride Conference after two years of virtual events. Taking place at The Lowry on 22 March, the Conference provided an opportunity for people to hear from some of the UK's leading LGBTQ+ voices.



The Conference aims to assist attendees in expanding their knowledge on LGBTQ+ issues, whilst also providing practical tools and resources to drive changes within organisations and as an individual, all year round.

"I didn't know how much I needed to hear these talks until I went to them."

Conference attendee

Greater Manchester, A City to be Proud In: Sustaining Greater Manchester's Legacy of Pioneering LGBTQ+ Rights

Talks, panel discussion and interactive workshops were all centred around Manchester's legacy in LGBTQ+ advancements. As a city we have always been dedicated to transformation, unity, collaboration, social justice and equality, as the saying goes... We do things differently here.

Eager to open conversation about how each one of us can work to sustain Manchester's legacy in pioneering LGBTQ+ rights we invited a wide cross section of speakers and contributors. Spotlight talks were delivered by:



NATHANIEL HALL



DONNA TRUMP



TOLU AJAYI



ANNA PHYLACTIC



STOCKPORT PRIDE



SALFORD PRIDE

27 Manchester Pride Conference

Panel discussions covered the following topics:

- Greater Manchester Activism and beyond: The Next Steps
- Tackling racism within the LGBTQ+ community
- How are we making spaces accessible for neurodivergent and disabled LGBTQ+ people?
- The Changing Landscape of Global LGBTQ+ Rights
- Protecting Trans Youth
- Working Class and Queer

Manchester Pride's Inclusivity Development Manager, Dr. Christopher Owen, lead an informative and interactive workshop on LGBTQ+ Affirmation and the future of EDI.

Watch back on the Manchester Pride Conference 2022 below:



28 Community Sessions

Community Sessions are monthly engagement workshops facilitated by Manchester Pride and hosted by grassroots LGBTQ+ organisations operating in and around Greater Manchester.

The Community Sessions initiative was set up in response to feedback from our communities who indicated they wanted to find out more from organisations that support intersectional LGBTQ+ communities.

Launched in March and running every month throughout 2022 we invited our supporters to join us in celebrating and learning more about incredible community groups that make LGBTQ+ life in Manchester so special.

MARCH Girl Gang	APRIL BiPhoria	MAY Hidayah	JUNE Out In the City
JULY Sober Gay Socials	AUGUST Every Brain	OCTOBER Pluto	DECEMBER Trans Pride

Our Community Sessions initiative was made possible thanks to support from our sponsor Booking.com.



YOUTH PRIDE MCR

Youth Pride MCR is a project by Manchester Pride which aims to improve the lives of young LGBTQ+ people and their allies. We facilitate fun and educational workshops in safe and accessible spaces, providing young queer people with opportunities to connect with like-minded individuals across the city.

The objectives for Youth Pride MCR are:

- To provide a safe space for LGBTQ+ people aged 14 - 18.
- Reduce isolation.
- Improve mental health.
- Build confidence.
- Develop creative skills.
- Improve employability in creative sectors.

Activities undertaken at Youth Pride MCR workshops throughout 2022 include:

- Wellbeing workshops.
- Movement Workshops.
- Performance workshops and choreography.
- Tasting menu sessions at Wagamama.
- Placard making session with youth organisation, RECLAIM.
- Art workshops partnered with OT Creative Space in Trafford, these works were displayed in the Proud Place over Manchester Pride Festival weekend.
- Clay workshops.
- Movie screenings.

Youth Pride MCR has continued to grow across the year, almost doubling our number of members in the lead up to and following the Manchester Pride Festival.



100%

of Youth Pride MCR members said that the programme helped reduce isolation.

94%

of Youth Pride MCR members said they felt represented.

82%

of Youth Pride MCR members said the programme helped them develop creative skills.

94%

of Youth Pride MCR members said the programme helped them build confidence.

"Thank you for everything Youth Pride has given me the last 2 years. I have loved every minute of it and it has helped me grow so much as a person and helped me discover who I am as a person."

Youth Pride Member

Superbia

BY MANCHESTER PRIDE

Manchester Pride is committed to supporting queer arts and culture in Greater Manchester. Superbia is the initiative through which we host queer events by, about and for LGBTQ+ people. We also run collaboration projects with local groups and members of our communities, and spotlight the work of queer artists and collectives in Greater Manchester, year round. The Superbia programme aims to promote positive mental health and wellbeing through creative arts, helping to reduce social isolation and providing opportunities for communities to connect.

Superbia at Manchester Pride Festival

As part of the Manchester Pride Festival we hosted a selection of exciting arts and culture events. The 2022 Superbia programme was expertly curated by producer Beau-Azra Scott and included events such as a feminising make-up masterclass, Disabled Queer & Hear and Feel Good Fest.

Wowgals present a Feminising Make-Up Masterclass & Mixer

International makeup artist Patti Baston shared all her tips and tricks on how to finesse the perfect feminising makeup application at this special masterclass as part of Superbia at Manchester Pride Festival. Through Patti's 12 years of experience as a makeup artist, she has combined her knowledge of different makeup styles to cultivate a simple and effective makeup look that can bring out femininity in any face.



"As a Trans Woman, I understand the power that makeup can give us all. Whether you use it to alleviate dysphoria or to express yourself, I want to equip you with better tools to be able to execute a flawless look. I hope you'll leave this class with a more comprehensive understanding of how we can enhance your features and bring out your femininity"

Patti Baston

Disabled, Queer & Hear; Drop-In Social & Show

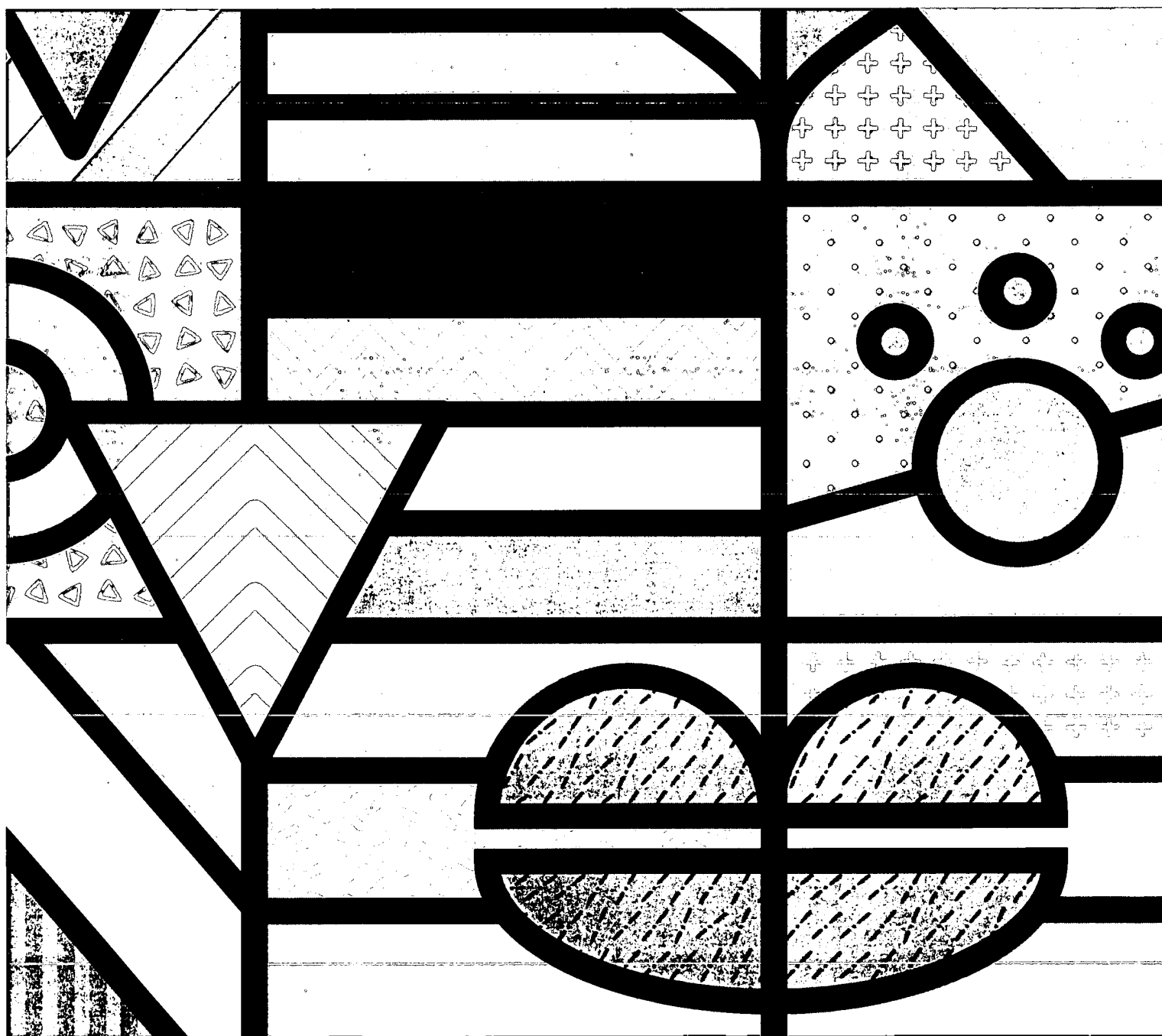
Disabled, Queer and Hear hosted a wonderful social space and series of performances from Sugar Cube, George the Dragon, and House of Crip at their drop-in social & show as part of Superbia at Manchester Pride Festival.

Disabled, Queer, and Hear is a not-for-profit association focused on raising disability awareness and promoting inclusivity nationwide. The group provides a platform for queer people with disabilities to show off their skills and talent in the public arena, giving them a chance to be seen, connect with other artists, and be a part of the community.



Feel Good Fest at Superbia hosted an all-day-explosion of queer joy bringing together all corners of our wonderfully varied community, with attendees enjoying live music, talks, queer art, mixers and more!

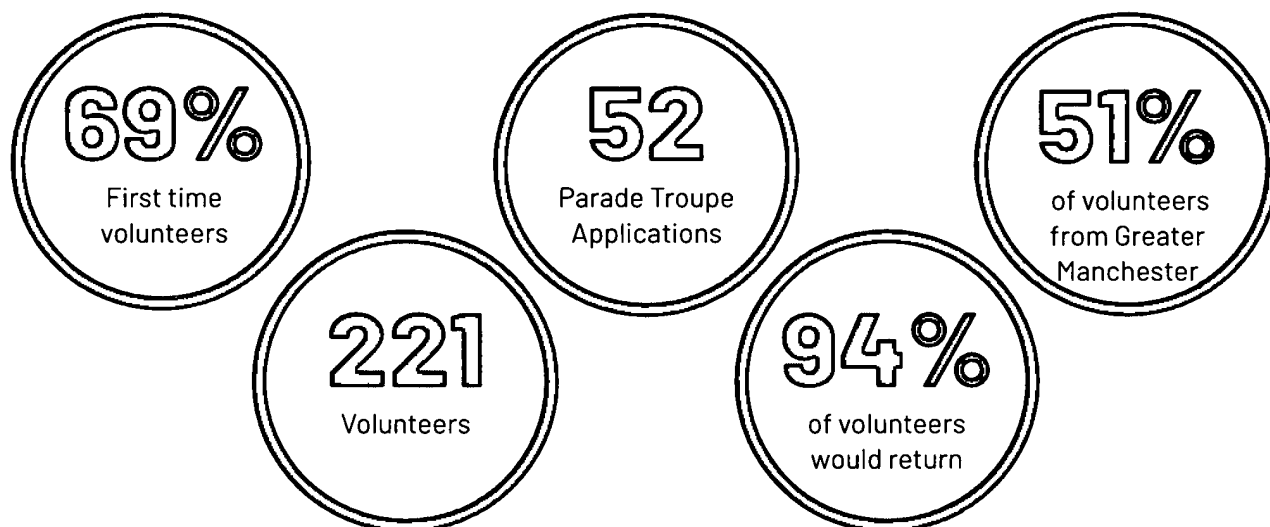
Charlie Craggs kicked off the day with a special edition book signing of her award-winning book "To My Trans Sisters", and Pops Roberts (of Lovescene) and DJ Paulette discussed what it is to be Queer Women in Music. Darren Pritchard, the founder of Ghetto Fabulous, talked all things Black Queer Joy alongside some special guests, and Zha Olu and Tyron Webster performed live. We found out what it is to be "Queers in Business", and we enjoyed a plethora of queer art throughout the day - topped off by a Superbia-special-edition of Miss Chief cabaret fronted by 7-foot-drag-supermodel Banksie, alongside more incredible performers!



32 Volunteers

Without the support of our amazing volunteers, we wouldn't be able to support LGBTQ+ communities across Greater Manchester the way we do. The hours of work delivered by volunteers has totaled 3,969 in 2022, which is the equivalent to 2.6 additional full-time equivalent (FTE) jobs.

All our volunteers received free EDI training. Furthermore, volunteering at Manchester Pride Festival develops skills and knowledge in managing events, fundraising and engagement but most importantly it provides an opportunity for LGBTQ+ people to make new friends and feel connected to the community.



"It was a truly fantastic experience and I honestly loved every second! I met some amazing people who will be friends for a long time and I'll be back again next year. It's such a fabulous opportunity to experience the festival, give back, and celebrate this wonderful community."

Manchester Pride Volunteer



"Really enjoyed it, and will definitely be back next year. Felt extremely supported and got to meet loads of great new people. Will absolutely be applying again next year."

Manchester Pride Volunteer

In 2022 we were very pleased to launch the Manchester Pride grant schemes to benefit the LGBTQ+ people in Manchester. As a result of our fundraising activities in 2022, £114,653 was available to support LGBTQ+ projects, events and initiatives. Our grants programme is divided into 3 funds:

Community Fund

Grants from £250 - £1,000 are available to support grassroots community groups and organisations. This fund is designed to support the activities of local community groups, voluntary groups and organisations that work towards improving the quality of life and wellbeing of LGBTQ+ people.

Superbia Fund

Superbia is Manchester Pride's year round calendar of Queer arts and culture. Grants from £250 - £1,000 are available to support the staging of Queer arts or cultural events, or to bring to life a project or initiative with a message to challenge discrimination and raise awareness of LGBTQ+ issues.

Local Pride Fund

Grants from £250 - £1,000 are available to provide support for particular projects within your Pride programming. Local Pride Grants can be enhanced with additional support from volunteers, promotion on our Superbia website, and signposting via our newsletter and social media.



Manchester Pride is a charity and has no shareholders. All income generated by the charity is retained by the charity to help it deliver its charitable objectives.

It generates income from a variety of sources including from direct donations and some grants. However the main source of income to enable us to deliver our charitable objectives comes from its not-for-profit trading company, Manchester Pride Events Ltd, which organises the Manchester Pride Festival.

Financial Control

Budgets are presented and approved at the beginning of the financial year and monitored throughout the year.

In 2021, Manchester Pride has appointed new external and independent auditors.

Reporting requirements

Management accounts are reviewed monthly by the trustees, along with statements on cash and reports on income generation and expenditure against budget. Staff and other management issues are reviewed by the Board. So far as is possible and in line with best practice, the Board focuses on the strategic direction of the organisation and its governance.

In this context, from time to time the trustees and senior managers meet for longer periods for business planning purposes.

Reserves Policy

As at 31 December 2022, the Group has net current assets of £258,683 (2021: £210,183) and net assets of £111,775 (2021: net liabilities of £1,411).

The Charity has a medium term financial plan to further diversify income streams, respond flexibly to the ongoing pandemic and rebuild reserves over a three year basis.

During 2022, the Charity has been able to return to delivering its activities as it did prior to the COVID-19 pandemic. At the time of approving the financial statements, the Trustees have reasonable expectation that the Charity has adequate reserves to continue in operational existence for the foreseeable future. The directors therefore consider it appropriate to adopt the going concern basis of accounting in preparing these financial statements.

The trustees acknowledge their continuing responsibility for identifying the major risks faced by the Charity, keeping those risks under review and taking appropriate steps to manage those risks. The Charity maintains a risk register, with a list of mitigating controls. This is reviewed regularly by the Board of Trustees. As per the risk register, the principal risks and uncertainties facing Manchester Pride, and subsequent mitigating procedures are:

Risk and impact	Mitigating procedures
Loss of key staff: • Experience or skills lost • Operational impact on key projects and priorities • Loss of contact base and corporate knowledge	• Succession planning considered by the Officers Committee • All systems and procedures are documented • Training opportunities in place for continued professional development • Agreed notice periods and handovers • Established skills-based staff recruitment process in place The Board considers that adequate controls are in place.
Competition from similar organisations: • Loss of contract income • Reduced fund-raising potential • Reduced public profile • Profitability of trading activities	• Monitoring and assessment of performance and quality of service • Reviewing market and methods of service delivery • Agreeing fund-raising strategy • Ensuring regular contact with funders • Monitoring public awareness and profile of charity The Board considers that adequate controls are in place.
Health, safety and environment (event attendees) • Product or service liability • Ability to operate • Injury to beneficiaries and the public • Terrorist attack	• Compliance with law and regulation • Training staff and compliance officer • Monitoring and reporting procedures in place The Board considers that adequate controls are in place.

36 Statement of Trustee Responsibilities

The Trustees (who are also the directors of the Charity for the purposes of company law) are responsible for preparing the Trustees' report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the Trustees to prepare financial statements for each financial . Under company law, the Trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the Group and the Charity and of their incoming resources and application of resources, including their income and expenditure, for that period. In preparing these financial statements, the Trustees are required to:

- Select suitable accounting policies and then apply them consistently;.
- Observe the methods and principles of the Charities SORP (FRS 102).
- Make judgements and accounting estimates that are reasonable and prudent.
- State whether applicable UK Accounting Standards (FRS 102) 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 that the Group will continue in business.

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the Group and the Charity's transactions and disclose with reasonable accuracy at any time the financial position of the Group and the Charity and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the Group and the Charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Disclosure of information to auditors

Each of the persons who are Trustees at the time when this Trustees' report is approved has confirmed that:

- so far as that Trustee is aware, there is no relevant audit information of which the charitable group's auditors are unaware, and
- that Trustee has taken all the steps that ought to have been taken as a Trustee in order to be aware of any relevant audit information and to establish that the charitable group's auditors are aware of that information.

Auditors

The auditors, Hurst Accountants Limited, have indicated their willingness to continue in office. The designated Trustees will propose a motion reappointing the auditors at a meeting of the Trustees.

Approved by order of the members of the board of Trustees and signed on their behalf by:

David McGovern
D McGovern

Trustee

J Harrison
J Harrison

Trustee

Date: 27 Sep 2023

27 Sep 2023

Manchester Pride Limited
Consolidated Financial Statements
for the year ended 31 December 2022

Manchester Pride Limited
(A company limited by guarantee)

Independent Auditors' Report to the Members of Manchester Pride Limited

Opinion

We have audited the financial statements of Manchester Pride Limited (the 'parent charitable company') and its subsidiaries (the 'group') for the year ended 31 December 2022 which comprise the consolidated statement of financial activities, the consolidated balance sheet, the charity balance sheet, the consolidated statement of cash flows and the related notes, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the Group's and of the parent charitable company's affairs as at 31 December 2022 and of the Group's incoming resources and application of resources, including its income and expenditure for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006 and the Charities Act 2011.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditors' responsibilities for the audit of the financial statements section of our report. We are independent of the Group in accordance with the ethical requirements that are relevant to our audit of the financial statements in the United Kingdom, including the Financial Reporting Council's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the Trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the Group's or the parent charitable company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the Trustees with respect to going concern are described in the relevant sections of this report.

Manchester Pride Limited
(A company limited by guarantee)

Independent Auditors' Report to the Members of Manchester Pride Limited (continued)

Other information

The other information comprises the information included in the annual report other than the financial statements and our auditors' report thereon. The Trustees are responsible for the other information contained within the annual report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Opinion on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the Trustees' Report for the financial year for which the financial statements are prepared is consistent with the financial statements.
- the Trustees' Report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of our knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the Trustees' Report.

We have nothing to report in respect of the following matters in relation to which Companies Act 2006 requires us to report to you if, in our opinion:

- the parent charitable company has not kept adequate and sufficient accounting records, or returns adequate for our audit have not been received from branches not visited by us; or
- the parent charitable company financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of Trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the Trustees were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies' exemptions in preparing the Trustees' Report and from the requirement to prepare a Strategic Report.

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement, the Trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the Trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Trustees are responsible for assessing the Group's and the parent charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Trustees either intend to liquidate the Group or the parent charitable company or to cease operations, or have no realistic alternative but to do so.

Manchester Pride Limited
(A company limited by guarantee)

Independent Auditors' Report to the Members of Manchester Pride Limited (continued)

Auditors' responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditors' report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

Identifying and assessing potential risks related to irregularities

In identifying and assessing the risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, we considered the following:

- The nature of the industry and sector in which the company operates; the control environment and business performance including key drivers for directors' remuneration, bonus levels and performance targets.
- The outcome of enquiries of local management and parent company management, including whether management was aware of any instances of non-compliance with laws and regulations, and whether management had knowledge of any actual, suspected, or alleged fraud.
- Supporting documentation relating to the Company's policies and procedures for:
 - Identifying, evaluating, and complying with laws and regulations;
 - Detecting and responding to the risks of fraud;
 - The internal controls established to mitigate risks related to fraud or non-compliance with laws and regulations.
- The outcome of discussions amongst the engagement team regarding how and where fraud might occur in the financial statements and any potential indicators of fraud.
- The legal and regulatory framework in which the Company operates, particularly those laws and regulations which have a direct effect on the financial statements, such as the Companies Act 2006, pensions and tax legislation, or which had a fundamental effect on the operations of the Company, including General Data Protection requirements, and Anti-bribery and Corruption.

Audit response to risks identified

Our procedures to respond to the risks identified included the following:

- Reviewing the financial statements disclosures and testing to supporting documentation to assess compliance with the provisions of those relevant laws and regulations which have a direct effect on the financial statements.
- Discussions with management, including consideration of known or suspected instances of non-compliance with laws and regulations and fraud.
- Evaluation and testing of the operating effectiveness of management's controls designed to prevent and detect irregularities.
- Enquiring of management about any actual and potential litigation and claims.
- Performing analytical procedures to identify any unusual or unexpected relationships which may indicate risks of material misstatement due to fraud.

Manchester Pride Limited
(A company limited by guarantee)

Independent Auditors' Report to the Members of Manchester Pride Limited (continued)

We have also considered the risk of fraud through management override of controls by:

- Testing the appropriateness of journal entries and other adjustments. We have tested a sample of manual journals which may pose a heightened risk of material misstatement, whether due to fraud or error.
- Challenging assumptions made by management in their significant accounting estimates, and assessing whether the judgements made in making accounting estimates are indicative of a potential bias; and
- Evaluating the business rationale of any significant transactions that are unusual or outside the normal course of business.

We also communicated relevant identified laws and regulations and potential fraud risks to all engagement team members and remained alert to any indications of fraud or non-compliance with laws and regulations throughout the audit.

There are inherent limitations in the audit procedures described above, and the further removed non-compliance with laws and regulations are from the events and transactions reflected in the financial statements, the less likely we would become aware of them. Also, the risk of not detecting a material misstatement due to fraud is higher than the risk of not detecting one resulting from error, as fraud may involve deliberate concealment by, for example, forgery or intentional misrepresentations, or through collusion.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditors' report.

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006, and to the charitable company's trustees, as a body, Part 4 of the Charities (Accounts and Reports) Regulations 2008. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditors' report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and its members, as a body, for our audit work, for this report, or for the opinions we have formed.

HABesantRoberts

Helen Besant-Roberts (senior statutory auditor)

for and on behalf of

Hurst Accountants Limited

Chartered Accountants

Statutory Auditors

21 Tivot Dale

Lancashire Gate

Stockport

Cheshire

SK1 1TD

Date: **27 Sep 2023**

Manchester Pride Limited
(A company limited by
guarantee)

**Consolidated Statement of financial activities (incorporating income and
expenditure account) For the year ended 31 December 2022**

	Note	Restricted funds 2022 £	Unrestricted funds 2022 £	Total funds 2022 £	Total funds 2021 £
Income from:					
Donations and legacies	4	114,653	207,178	321,831	10,586
Charitable activities	5	42,000	-	42,000	976,186
Other trading activities	6	-	2,349,721	2,349,721	2,252,045
Total income		156,653	2,556,899	2,713,552	3,238,817
Expenditure on: Charitable activities	8	63,940	2,534,364	2,598,304	2,938,566
Net income before taxation		92,713	22,535	115,248	300,251
Taxation	14	-	(2,062)	(2,062)	-
Net movement in funds		92,713	20,473	113,186	300,251
Reconciliation of funds:					
Total funds brought forward		21,940	(23,351)	(1,411)	(301,662)
Net movement in funds		92,713	20,473	113,186	300,251
Total funds carried forward		114,653	(2,878)	111,775	(1,411)

The Consolidated Statement of Financial Activities includes all gains and losses recognised in the year. The notes on pages 47 to 65 form part of these financial statements.

Manchester Pride Limited
(A company limited by guarantee)
Registered number: 04671318

Consolidated Balance Sheet As at 31 December 2022

	Note	2022 £	2021 £
Fixed assets			
Tangible assets	15	9,690	2,762
Current assets			
Debtors	16	163,154	469,990
Cash at bank and in hand		360,351	189,775
		<u>523,505</u>	<u>659,765</u>
Creditors: amounts falling due within one year	17	(264,822)	(449,582)
Net current assets		<u>258,683</u>	<u>210,183</u>
Total assets less current liabilities		<u>268,373</u>	<u>212,945</u>
Creditors: amounts falling due after more than one year	18	(154,536)	(214,356)
Provisions for liabilities		(2,062)	-
Total net assets		<u><u>111,775</u></u>	<u><u>(1,411)</u></u>
Charity funds			
Restricted funds	20	114,653	21,940
Unrestricted funds	20	(2,878)	(23,351)
Total funds		<u><u>111,775</u></u>	<u><u>(1,411)</u></u>

The Trustees acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and preparation of financial statements.

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

The financial statements were approved and authorised for issue by the Trustees and signed on their behalf by:

D McGovern
Trustee *David McGovern*

J Harrison
Trustee *J Harrison*

Date: **27 Sep 2023**

27 Sep 2023

The notes on pages 47 to 65 form part of these financial statements.

Manchester Pride Limited
(A company limited by guarantee)
Registered number: 04671318

Charity Balance Sheet As at 31 December 2022

	Note	2022 £	2021 £
Fixed assets			
Tangible assets	15	1,442	2,762
Current assets			
Debtors	16	359,963	272,867
Cash at bank and in hand		29,887	158,172
		<u>389,850</u>	<u>431,039</u>
Creditors: amounts falling due within one year	17	<u>(130,533)</u>	<u>(220,856)</u>
		259,317	210,183
Net current assets		<u>260,759</u>	<u>212,945</u>
Total assets less current liabilities			
Creditors: amounts falling due after more than one year	18	<u>(154,536)</u>	<u>(214,356)</u>
Total net assets		<u>106,223</u>	<u>(1,411)</u>
Charity funds			
Restricted funds	20	114,653	21,940
Unrestricted funds			
General funds	20	<u>(8,430)</u>	<u>(23,351)</u>
Total unrestricted funds	20	<u>(8,430)</u>	<u>(23,351)</u>
Total funds		<u>106,223</u>	<u>(1,411)</u>

The Charity's net movement in funds for the year was £107,634 (2021 - £300,251).

The Trustees acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and preparation of financial statements.

The financial statements have been prepared in accordance with the provisions applicable to entities subject to the small companies regime.

Manchester Pride Limited
(A company limited by guarantee)
Registered number: 04671318

Charity Balance Sheet (continued) As at 31 December 2022

The financial statements were approved and authorised for issue by the Trustees and signed on their behalf by:

David McGovern

D McGovern
(Trustee)

Date: 27 Sep 2023

J Harrison

J Harrison
(Trustee)

27 Sep 2023

The notes on pages 47 to 65 form part of these financial statements.

Manchester Pride Limited
(A company limited by guarantee)

Consolidated Statement of Cash Flows For the year ended 31 December 2022

	Note	2022 £	2021 £
Cash flows from operating activities			
Net cash used in operating activities	22	<u>255,891</u>	<u>33,368</u>
Cash flows from investing activities			
Purchase of tangible fixed assets		<u>(9,737)</u>	<u>(1,928)</u>
Net cash used in investing activities		<u>(9,737)</u>	<u>(1,928)</u>
Cash flows from financing activities			
Repayments of borrowing		<u>(59,820)</u>	<u>(24,925)</u>
Interest payable		<u>(15,758)</u>	<u>(6,076)</u>
Net cash used in financing activities		<u>(75,578)</u>	<u>(31,001)</u>
Change in cash and cash equivalents in the year		170,576	439
Cash and cash equivalents at the beginning of the year		<u>189,775</u>	<u>189,336</u>
Cash and cash equivalents at the end of the year	23	<u><u>360,351</u></u>	<u><u>189,775</u></u>

The notes on pages 47 to 65 form part of these financial statements

Manchester Pride Limited
(A company limited by guarantee)

Notes to the Financial Statements For the year ended 31 December 2022

1. General information

Manchester Pride Limited is a company limited by guarantee, registered number 04671318. It is also a charity, registered number 1117848. The registered address is Manchester One, 53 Portland Street, Manchester, M1 3LF. The principal activity of the group is to co-ordinate an annual festival by and for lesbian, gay, bisexual and transgender people, working towards the involvement of different sectors of the community, and raising funds for related organisations and charities.

2. Accounting policies

2.1 Basis of preparation of financial statements

The financial statements have been prepared in accordance with the Charities SORP (FRS 102) - Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Manchester Pride Limited meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy.

The consolidated statement of financial activities (SOFA) and consolidated balance sheet consolidate the financial statements of the Charity and its subsidiary undertaking. The results of the subsidiary are consolidated on a line by line basis.

The Charity has taken advantage of the exemption allowed under section 408 of the Companies Act 2006 and has not presented its own statement of financial activities in these financial statements.

2.2 Going concern

At the time of approving the financial statements, the Trustees have reasonable expectation that the Charity has adequate reserves to continue in operational existence for the foreseeable future. The directors therefore consider it appropriate to adopt the going concern basis of accounting in preparing these financial statements.

Manchester Pride Limited
(A company limited by guarantee)

Notes to the Financial Statements For the year ended 31 December 2022

2. Accounting policies (continued)

2.3 Income

All income is recognised once the Charity has entitlement to the income, it is probable that the income will be received and the amount of income receivable can be measured reliably. The following specific policies are applied to particular categories of income:

Incoming resources from grants, where related to performance and specific deliverables, are accounted for as the Charity earns the right to consideration by its performance.

Donations are received by way of grants, donations and gifts and are included in full in the Statement of Financial Activities when receivable. Grants, where entitlement is not conditional on the delivery of a specific performance by the Charity, are recognised when the Charity becomes unconditionally entitled to the grant.

Donated services and facilities are included at the value to the Charity where this can be quantified. The value of services provided by volunteers has not been included in these accounts.

Investment income is recognised on a receivable basis.

2.4 Expenditure

Expenditure is recognised on an accruals basis when a liability is incurred. Expenditure includes Value Added Tax which cannot be fully recovered, and is included as part of the expenditure to which it relates:

Charitable activities relate to donations payable to charities and organisations particularly, but not exclusively, in Greater Manchester and Lancashire. The Charity allocates a portion of the costs of running the festival and other events to charitable activities as the festival is not just about fundraising but also about fulfilling the objectives of the Charity by acting as a signposting organisation for services dealing with sexual health, homophobia, transphobia, social activities and HIV awareness and care services. The organisation also delivers campaigns that support equality and challenge discrimination, such as heritage, learning, health and one-off initiatives. Expenditure is apportioned line by line considering each activity and what objectives it is there to support.

The Charity initially identifies the costs of its support functions. It then identifies those costs which relate to the governance function. Having identified its governance costs, the remaining support costs together with the governance costs are apportioned between the four key charitable activities undertaken in the period.

Manchester Pride Limited
(A company limited by guarantee)

Notes to the Financial Statements For the year ended 31 December 2022

2. Accounting policies (continued)

2.4 Expenditure (continued)

Grants

Grants payable are payments made to third parties in furtherance of the charitable objects of the Charity. Grants are accounted for when either the recipient has a reasonable expectation that they will receive a grant and the Trustees have agreed to pay the grant without condition, or the recipient has a reasonable expectation that they will receive a grant and any condition attaching the grant is outside of the control of the Charity. Provisions for grants are made when the intention to make the grant has been communicated to the recipient but there is uncertainty about either the timing of the grant or the amount of grant payable.

A list of all organisations that receive funding from Manchester Pride is available at [manchesterpride.com /community/grant-giving](http://manchesterpride.com/community/grant-giving). Additional support in terms of awareness is provided by Manchester Pride to those organisations through press and marketing activity throughout the year.

Pension costs

The company operates a defined contribution pension scheme for employees. The assets of the scheme are held separately from those of the company. The annual contributions payable are charged to the statement of financial activities.

Taxation

The Charity is entitled to certain tax exemptions on income and profits from investments, and surpluses on any trading activities carried on in furtherance of the charity's primary objectives, if these profits and surpluses are applied solely for charitable purposes.

2.5 Taxation

The Charity is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the Charity is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

2.6 Tangible fixed assets and depreciation

Tangible fixed assets costing £1,000 or more are capitalised and recognised when future economic benefits are probable and the cost or value of the asset can be measured reliably.

Tangible fixed assets are initially recognised at cost. After recognition, under the cost model, tangible fixed assets are measured at cost less accumulated depreciation and any accumulated impairment losses. All costs incurred to bring a tangible fixed asset into its intended working condition should be included in the measurement of cost.

Manchester Pride Limited
(A company limited by guarantee)

Notes to the Financial Statements For the year ended 31 December 2022

2. Accounting policies (continued)

2.6 Tangible fixed assets and depreciation (continued)

Depreciation is charged so as to allocate the cost of tangible fixed assets less their residual value over their estimated useful lives, using the straight-line method.

Depreciation is provided on the following basis:

Office equipment	25% Straight line
------------------	-------------------

2.7 Debtors

Trade and other debtors are recognised at the settlement amount after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

2.8 Cash at bank and in hand

Cash at bank and in hand includes cash and short-term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

2.9 Liabilities

Liabilities and provisions are recognised when there is an obligation at the balance sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably.

Liabilities are recognised at the amount that the Charity anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide.

Provisions are measured at the best estimate of the amounts required to settle the obligation. Where the effect of the time value of money is material, the provision is based on the present value of those amounts, discounted at the pre-tax discount rate that reflects the risks specific to the liability. The unwinding of the discount is recognised in the consolidated statement of financial activities as a finance cost.

2.10 Deferred taxation

Full provision is made for deferred tax assets and liabilities arising from all timing differences between the recognition of gains and losses in the financial statements and recognition in the tax computation.

A net deferred tax asset is recognised only if it can be regarded as more likely than not that there will be suitable taxable surpluses from which the future reversal of the underlying timing differences can be deducted.

Deferred tax assets and liabilities are calculated at the tax rates expected to be effective at the time the timing differences are expected to reverse.

2.11 Financial instruments

The Group only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

Manchester Pride Limited
(A company limited by guarantee)

Notes to the Financial Statements For the year ended 31 December 2022

2. Accounting policies (continued)

2.12 Fund accounting

General funds are unrestricted funds which are available for use at the discretion of the Trustees in furtherance of the general objectives of the Group and which have not been designated for other purposes.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the Group for particular purposes. The costs of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

3. Legal status of the Charity

Manchester Pride Limited is a company limited by guarantee.

Every member undertakes to contribute to the assets of the Charity in the event of it being wound up while they are a member, or within one year after they cease to be a member and of the costs, charges and expense of winding up, and for the adjustment of the rights of the contributories among themselves, such amounts as may be required, not exceeding £1 per member.

4. Income from donations and legacies

	Restricted funds 2022 £	Unrestricted funds 2022 £	Total funds 2022 £	<i>Total funds 2021 £</i>
Donations	114,653	12,178	126,831	10,586
In-Kind Sponsorship	-	195,000	195,000	-
Total 2022	<u>114,653</u>	<u>207,178</u>	<u>321,831</u>	<u>10,586</u>
<i>Total 2021</i>	<u>-</u>	<u>10,586</u>	<u>10,586</u>	

Manchester Pride Limited
(A company limited by
guarantee)

**Notes to the Financial
Statements For the year
ended 31 December 2022**

5. Income from charitable activities

	Restricted funds 2022 £	Unrestricted funds 2022 £	Total funds 2022 £	<i>Total funds 2021 £</i>
Grants	42,000	-	42,000	953,786
Covid-19 grants	-	-	-	22,400
Total 2022	<u>42,000</u>	<u>-</u>	<u>42,000</u>	<u>976,186</u>
<i>Total 2021</i>	<u>854,323</u>	<u>121,863</u>	<u>976,186</u>	

Of the total grant income, £12,000 (2021: £712,975) is recognised by the Charity's trading subsidiary, Manchester Pride Events Limited.

6. Income from other trading activities

**Income from non charitable trading
activities**

	Unrestricted funds 2022 £	Total funds 2022 £	<i>Total funds 2021 £</i>
Income from trading subsidiary	2,336,370	2,336,370	2,251,915
All Equals Charter	13,351	13,351	-
Income from fund raising events	-	-	130
Total 2022	<u>2,349,721</u>	<u>2,349,721</u>	<u>2,252,045</u>
<i>Total 2021</i>	<u>2,252,045</u>	<u>2,252,045</u>	

Manchester Pride Limited
(A company limited by guarantee)

Notes to the Financial Statements For the year ended 31 December 2022

7. Income by activity

	Campaign	Celebrate	Engage	Fundraise	Total 2022	<i>Total 2021</i>
	£	£	£	£	£	£
Donations	-	-	-	126,831	126,831	10,586
Fundraising events	-	-	-	-	-	130
All Equals Charter	-	-	13,351	-	13,351	-
Grants	8,400	8,400	25,200	-	42,000	953,786
In-Kind sponsorship	48,750	48,750	48,750	48,750	195,000	-
Covid-19 grants	-	-	-	-	-	22,400
Income from trading subsidiary:						
Event income	398,971	398,971	398,970	398,970	1,595,882	1,946,305
Sponsorship	-	740,488	-	-	740,488	305,610
Total 2022	456,121	1,196,609	486,271	574,551	2,713,552	3,238,817
<i>Total 2021</i>	<i>682,933</i>	<i>988,543</i>	<i>1,064,448</i>	<i>502,893</i>	<i>3,238,817</i>	

In the prior year, £10,000 of In-Kind sponsorship and £86,400 of sponsorship income were netted off with associated expenditure in the accounts. Both the income and expenditure are presented separately in the current year.

Manchester Pride Limited
(A company limited by guarantee)

Notes to the Financial Statements For the year ended 31 December 2022

8. Analysis of expenditure on charitable activities

	Restricted funds 2022 £	Unrestricted funds 2022 £	Total 2022 £	<i>Total 2021 £</i>
Artists fees and expenses	12,000	174,696	186,696	352,727
Marketing and PR	-	376,680	376,680	107,084
Events & engagement	-	859,306	859,306	1,420,355
Box office expenses	-	19,817	19,817	28,225
Sundry	3,035	91,329	94,364	113,750
Interest payable	-	15,758	15,758	6,076
In-Kind expenditure	-	195,000	195,000	-
Depreciation	-	2,809	2,809	2,148
Irrecoverable VAT	-	143,598	143,598	234,978
Grants distributed	-	2,250	2,250	7,700
Governance costs (note 10)	-	10,450	10,450	9,950
Support costs (note 10)	48,905	642,671	691,576	655,573
Total 2022	<u>63,940</u>	<u>2,534,364</u>	<u>2,598,304</u>	<u>2,938,566</u>
<i>Total 2021</i>	<u>831,171</u>	<u>2,107,395</u>	<u>2,938,566</u>	

Manchester Pride Limited
(A company limited by guarantee)

Notes to the Financial Statements For the year ended 31 December 2022

9. Expenditure on Charitable Activities

	Campaign	Celebrate	Engage	Fundraise	Total 2022	Total 2021
	£	£	£	£	£	£
Artists fees and expense	-	149,357	-	37,339	186,696	352,727
Marketing and PR	94,170	94,170	94,170	94,170	376,680	107,084
Events & Engagement	-	515,584	85,931	257,791	859,306	1,420,355
Box office expenses	-	18,826	-	991	19,817	28,225
Sundry	23,591	23,591	23,591	23,591	94,364	113,750
Interest payable	-	-	15,758	-	15,758	6,076
Ir-kind expenditure	-	-	-	195,000	195,000	-
Depreciation	-	-	-	2,809	2,809	2,148
Irrecoverable VAT	-	-	-	143,598	143,598	234,978
Grants distributed	-	-	2,250	-	2,250	7,700
Governance costs (note 10)	2,613	2,612	2,612	2,613	10,450	9,950
Support costs (note 10)	172,894	172,894	172,894	172,894	691,576	655,573
Total 2022	293,268	977,034	397,206	930,796	2,598,304	2,938,566
Total 2021	221,590	1,382,798	377,402	956,776	2,938,566	

Ir-Kind expenditure consists of marketing costs of £152,000, and event costs of £43,000.

10. Analysis of support and governance costs

Analysis of support costs:

	2022	2021
	£	£
Salaries and wages	500,665	383,135
Outsourced personnel	141,110	215,164
Legal and professional services	54,041	57,274
	695,816	655,573

Manchester Pride Limited
(A company limited by guarantee)

Notes to the Financial Statements For the year ended 31 December 2022

10. Analysis of support and governance costs (continued):

Analysis of governance costs:	2022	<i>2021</i>
	£	<i>£</i>
Auditors' remuneration	10,450	<i>9,950</i>
	10,450	<i>9,950</i>

The Charity initially identifies the costs of its support functions. It then identifies those costs which relate to the governance function. Having identified its governance costs, the remaining support costs together with the governance costs are apportioned between the four key objects undertaken (see note 9) in the period.

11. Auditors' remuneration

The auditors' remuneration amounts to an auditor fee of £7,550 (2021 - £7,200), and other accountancy services of £2,900 (2021 - £2,750).

12. Staff costs

	Group 2022 £	<i>Group 2021 £</i>	Charity 2022 £	<i>Charity 2021 £</i>
Wages and salaries	431,826	<i>333,823</i>	431,826	<i>333,823</i>
Social security costs	41,981	<i>26,213</i>	41,981	<i>26,213</i>
Other pension costs	26,858	<i>23,099</i>	26,858	<i>23,099</i>
	500,665	<i>383,135</i>	500,665	<i>383,135</i>

The average number of persons employed by the Charity during the year was as follows:

	Group 2022 No.	<i>Group 2021 No.</i>	Charity 2022 No.	<i>Charity 2021 No.</i>
Management and events staff	13	<i>10</i>	13	<i>10</i>

Manchester Pride Limited
(A company limited by guarantee)

Notes to the Financial Statements For the year ended 31 December 2022

12. Staff costs (continued)

The number of employees whose employee benefits (excluding employer pension costs) exceeded £60,000 was:

	Group 2022 No.	<i>Group 2021 No.</i>
In the band £80,001 - £90,000	1	<i>1</i>

Key management personnel consists of The Chief Executive, The Head of Events and The Head of Engagement.

The total amount of employee benefits (including employer pension contributions and employer national insurance contributions) received by key management personnel for their services to the charity was £169,783 (2021: £189,965).

13. Trustees' remuneration and expenses

During the year, no Trustees received any remuneration or other benefits (2021 - *ENIL*).

During the year ended 31 December 2022, no Trustee expenses have been incurred (2021 - *ENIL*).

14. Taxation

	2022 £	<i>2021 £</i>
Deferred tax		
Origination and reversal of timing differences	2,062	<i>-</i>
	2,062	<i>-</i>
Total deferred tax		

Manchester Pride Limited
(A company limited by guarantee)

Notes to the Financial Statements For the year ended 31 December 2022

15. Tangible fixed assets

Group

	Office equipment £
Cost or valuation	
At 1 January 2022	13,698
Additions	9,737
At 31 December 2022	<u>23,435</u>
Depreciation	
At 1 January 2022	10,936
Charge for the year	2,809
At 31 December 2022	<u>13,745</u>
Net book value	
At 31 December 2022	<u><u>9,690</u></u>
<i>At 31 December 2021</i>	<u><u>2,762</u></u>

Manchester Pride Limited
(A company limited by guarantee)

Notes to the Financial Statements For the year ended 31 December 2022

15. Tangible fixed assets (continued)

Charity

	Office equipment £
Cost or valuation At 1	
January 2022 At 31	13,698
December 2022	13,698
Depreciation	
At 1 January 2022	
Charge for the year	10,936
	1,320
At 31 December 2022	12,256
Net book value	
At 31 December 2022	1,442
At 31 December 2021	2,762

16. Debtors

	Group 2022 £	<i>Group 2021 £</i>	Charity 2022 £	<i>Charity 2021 £</i>
Due within one year				
Trade debtors	114,330	467,509	20,050	270,386
Amounts owed by group undertakings	-	-	292,879	-
Other debtors	32,861	2,481	32,861	2,481
Prepayments and accrued income	15,963	-	14,173	-
	163,154	469,990	359,963	272,867

Manchester Pride Limited
(A company limited by guarantee)

Notes to the Financial Statements For the year ended 31 December 2022

17. Creditors: Amounts falling due within one year

	Group 2022 £	<i>Group 2021 £</i>	Charity 2022 £	<i>Charity 2021 £</i>
Other loans	59,820	59,820	59,820	59,820
Trade creditors	140,829	191,368	47,849	41,253
Amounts owed to group undertakings	-	-	-	103,243
Other taxation and social security	18,704	58,437	13,605	12,040
Other creditors	3,638	-	3,638	-
Accruals and deferred income	41,831	139,957	5,621	4,500
	264,822	449,582	130,533	220,856

Other loans relate to a government Coronavirus Business Interruption Loan. The loan is secured by any security held by the bank for the Charity's liabilities. Interest is charged at a fixed rate of 4.89%.

Deferred income

	Group 2022 £	<i>Group 2021 £</i>	Charity 2022 £	<i>Charity 2021 £</i>
Opening balance	130,007	297,268	-	7,500
Resources deferred during the year	30,000	130,007	-	-
Amounts released from previous periods	(130,007)	(297,268)	-	(7,500)
Closing balance	30,000	130,007	-	-

Included within deferred income is £30,000 (2021: £130,007) of income received in the year relating to activity taking place in the subsequent year.

Manchester Pride Limited
(A company limited by guarantee)

Notes to the Financial Statements For the year ended 31 December 2022

18. Creditors: Amounts falling due after more than one year

	Group 2022 £	<i>Group 2021 £</i>	Charity 2022 £	<i>Charity 2021 £</i>
Other loans	154,536	214,356	154,536	214,356

Other loans relate to a government Coronavirus Business Interruption Loan. The loan is secured by any security held by the bank for the Charity's liabilities. Interest is charged at a fixed rate of 4.89%.

Included within the above are amounts falling due as follows:

	Group 2022 £	<i>Group 2021 £</i>	Charity 2022 £	<i>Charity 2021 £</i>
Between one and two years				
Other loans	59,820	59,820	59,820	59,820
Between two and five years				
Other loans	94,716	154,536	94,716	154,536

19. Deferred taxation

Group

	2022 £
Charge for the year	2,062

The deferred tax liability is made up as follows:

	Group 2022 £	<i>Group 2021 £</i>
Accelerated capital allowances	(2,062)	-

Manchester Pride Limited
(A company limited by guarantee)

Notes to the Financial Statements For the year ended 31 December 2022

20. Statement of funds

Statement of funds - current year

	Balance at 1 January 2022 £	Income £	Expenditure £	Balance at 31 December 2022 £
Unrestricted funds				
General Funds - all funds	(23,351)	2,556,899	(2,536,426)	(2,878)
Restricted funds				
Arts Council England	21,940	-	(21,940)	-
Manchester City	-	12,000	(12,000)	-
Council GMCA	-	30,000	(30,000)	-
Community Fund	-	114,653	-	114,653
	<u>21,940</u>	<u>156,653</u>	<u>(63,940)</u>	<u>114,653</u>
Total of funds	<u>(1,411)</u>	<u>2,713,552</u>	<u>(2,600,366)</u>	<u>111,775</u>

The grant from the GMCA refers to the income received from the Greater Manchester Combined Authority Culture Fund which is given to provide excellent cultural experiences or work that has significant social impact across the ten boroughs in Greater Manchester.

The grant from Manchester City Council is funding towards the annual Manchester Pride Parade. This grant is recognised by the Charity's trading subsidiary, Manchester Pride Events Limited.

Donations to the Manchester Pride Community Fund go directly to LGBTQ+ causes and projects in Greater Manchester.

Manchester Pride Limited
(A company limited by guarantee)

Notes to the Financial Statements For the year ended 31 December 2022

20. Statement of funds (continued)

Statement of funds - prior year

	Balance at 1 January 2021 £	Income £	Expenditure £	Transfers in/out £	Balance at 31 December 2021 £
Unrestricted funds					
General Funds - all funds	(342,179)	2,384,494	(2,107,395)	41,729	(23,351)
Restricted funds					
Arts Council England	23,100	801,823	(786,171)	(16,812)	21,940
Manchester City Council	3	-	-	(3)	-
GMCA	17,414	52,500	(45,000)	(24,914)	-
	<u>40,517</u>	<u>854,323</u>	<u>(831,171)</u>	<u>(41,729)</u>	<u>21,940</u>
Total of funds	<u>(301,662)</u>	<u>3,238,817</u>	<u>(2,938,566)</u>	<u>-</u>	<u>(1,411)</u>

21. Analysis of net assets between funds

Analysis of net assets between funds - current year

	Restricted funds 2022 £	Unrestricted funds 2022 £	Total funds 2022 £
Tangible fixed assets	-	9,690	9,690
Current assets	114,653	408,852	523,505
Creditors due within one year	-	(264,822)	(264,822)
Creditors due in more than one year Provisions for liabilities and charges	-	(154,536)	(154,536)
	-	(2,062)	(2,062)
	<u>114,653</u>	<u>(2,878)</u>	<u>111,775</u>
Total			

Manchester Pride Limited
(A company limited by guarantee)

Notes to the Financial Statements For the year ended 31 December 2022

21. Analysis of net assets between funds (continued)

Analysis of net assets between funds - prior year

	<i>Restricted funds</i>	<i>Unrestricted funds</i>	<i>Total funds</i>
	<i>2021</i>	<i>2021</i>	<i>2021</i>
	<i>£</i>	<i>£</i>	<i>£</i>
Tangible fixed assets	-	2,762	2,762
Current assets	21,940	637,825	659,765
Creditors due within one year	-	(449,582)	(449,582)
Creditors due in more than one year	-	(214,356)	(214,356)
	<u>21,940</u>	<u>(23,351)</u>	<u>(1,411)</u>
Total			

22. Reconciliation of net movement in funds to net cash flow from operating activities

	Group 2022 £	Group 2021 £
Net income for the year (as per Statement of Financial Activities)	<u>113,186</u>	<u>300,251</u>
Adjustments for:		
Depreciation charges	2,809	2,148
Decrease/(increase) in debtors	306,836	(271,513)
Increase/(decrease) in creditors	(184,760)	(3,594)
Interest payable	15,758	6,076
Tax charge	2,062	-
Net cash provided by operating activities	<u>255,891</u>	<u>33,368</u>

23. Analysis of cash and cash equivalents

	Group 2022 £	Group 2021 £
Cash in hand	<u>360,351</u>	<u>189,775</u>

Manchester Pride Limited
(A company limited by guarantee)

Notes to the Financial Statements For the year ended 31 December 2022

24. Analysis of changes in net debt

	At 1 January 2022	Cash flows	At 31 December 2022
	£	£	£
Cash at bank and in hand	189,775	170,576	360,351
Debt due within 1 year	(59,820)	-	(59,820)
Debt due after 1 year	(214,356)	59,820	(154,536)
	<u>(84,401)</u>	<u>230,396</u>	<u>145,995</u>

25. Operating lease commitments

At 31 December 2022 the Group and the Charity had commitments to make future minimum lease payments under non-cancellable operating leases as follows:

	Group 2022	Group 2021	Charity 2022	Charity 2021
	£	£	£	£
Not later than 1 year	<u>22,776</u>	<u>27,331</u>	<u>22,776</u>	<u>27,331</u>

26. Related party transactions

The charity received a donation from its subsidiary, Manchester Pride Events Limited of £681,595 (2021: £682,564). At the year end, an amount of £292,876 is due from Manchester Pride Events Limited (2021: £103,243 due to).

Trustees are appointed to the Board primarily for the skills, experience and knowledge that they bring to the organisation. However, it is also important the Board includes individuals that are immersed in Manchester's LGBT community and in the culture of the city as a whole. For that reason, the Board of trustees will invariably include individuals that hold other directorships, trusteeships or ownership interests with companies, organisations and charities that have links to Manchester Pride.

No trustee is involved in making board decisions that relate to their own interests. Other than the above transactions noted with Manchester Pride Events Limited, there were no other transactions with related parties this year.

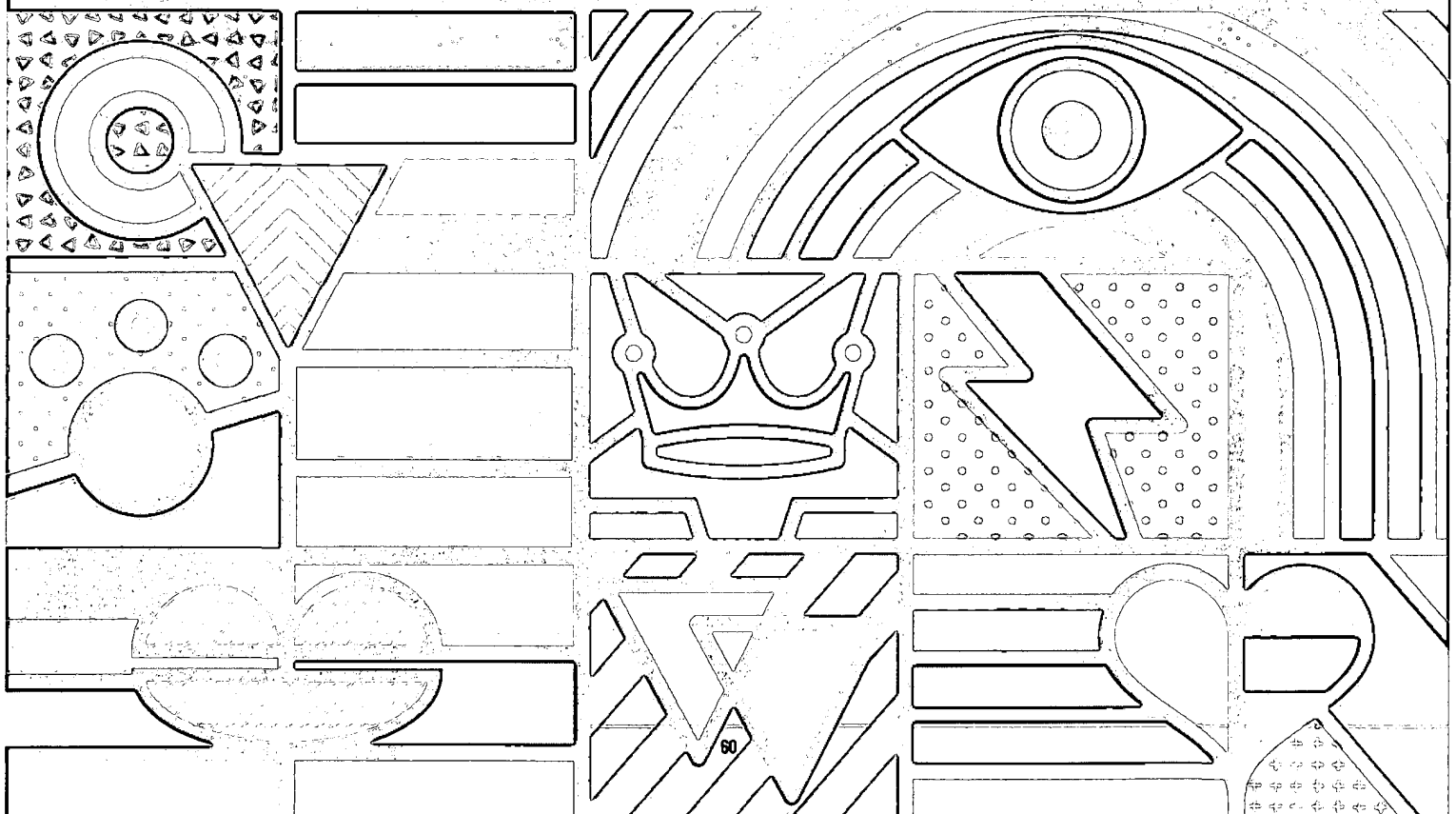


**MANCHESTER[®]
PRIDE**

REGISTERED COMPANY 4671318
REGISTERED CHARITY 117848
MANCHESTERPRIDE.COM

GET IN TOUCH:
INFO@MANCHESTERPRIDE.COM

MANCHESTER ONE
53 PORTLAND STREET
MANCHESTER M1 3LD



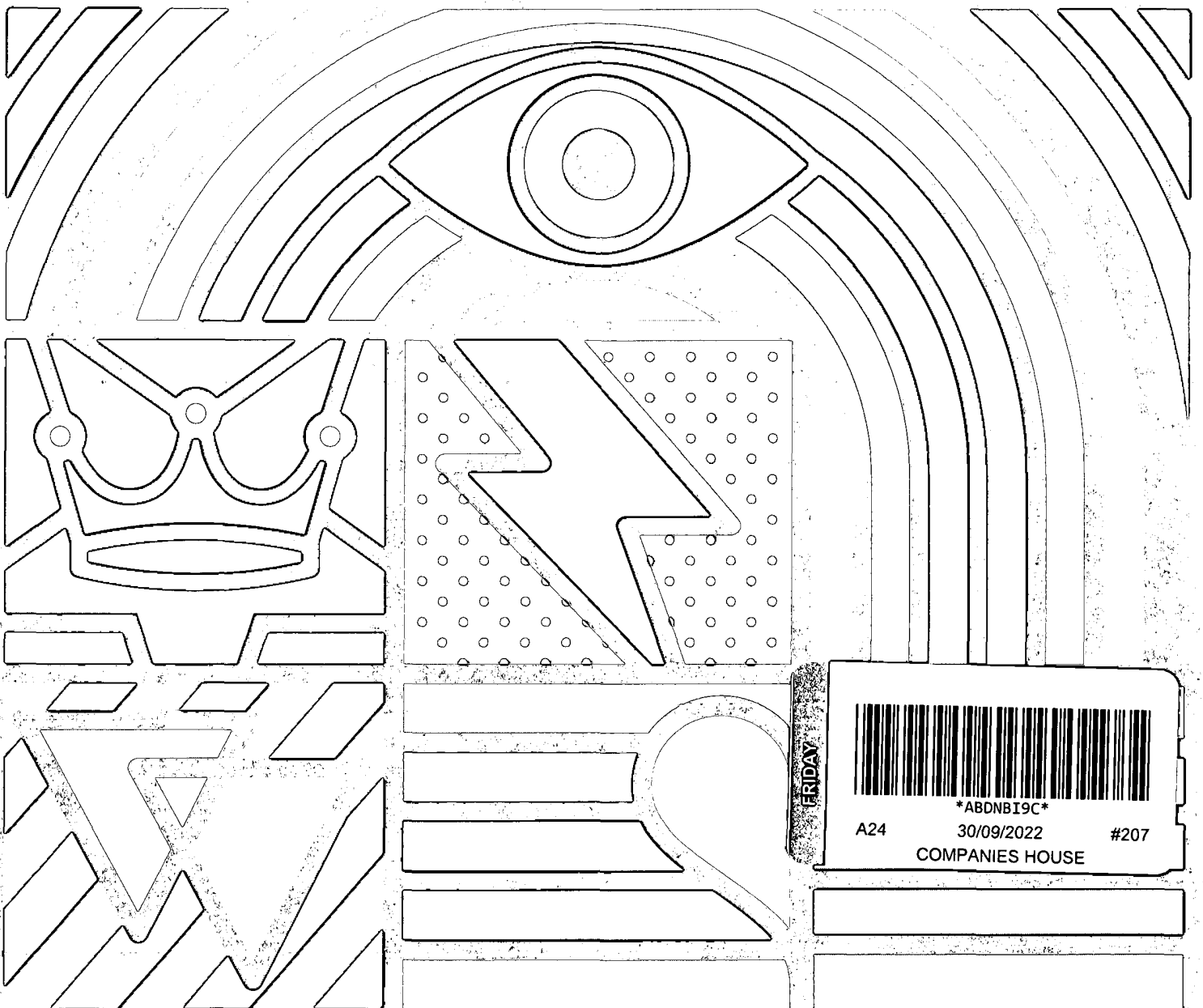
MANCHESTER PRIDE LIMITED

England & Wales - Charity number 1117848

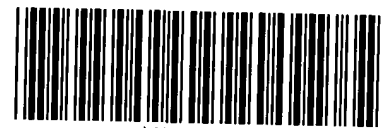
Accounts

MANCHESTER
PRIDE

ANNUAL REVIEW AND ACCOUNTS 2021



FRIDAY



ABDNBI9C

A24

30/09/2022

#207

COMPANIES HOUSE

Contents

Click on a heading to skip to that page

- 01 **Chair's Statement**
- 02 **2021 at a Glance**
- 03 **Chief Executive Statement**
- 04 **Reference and Administrative Details**
- 05 **The Manchester Pride Charity**
- 06 **What we deliver and it's public benefit**
- 07 **Legal Status and Governing Documents**
- 08 **Trustees**
- 09 **Organisational Structure**
- 10 **Our Employees**
- 11 **Manchester Pride Festival**
- 12 **Pride in our Future**
- 13 **All Equals Charter**
- 14 **Skillshare Workshops**
- 15 **Superbia**
- 16 **Youth Pride MCR**
- 17 **Volunteers**
- 18 **Grant Giving**
- 19 **Financial Review**
- 20 **Risk Management**
- 21 **Statement of Trustees Responsibilities**
- 22 **Consolidated Financial Statements for the year ended 31 December 2021**

Dear Supporter,

I'm one of those people who believe things happen for a reason.

Sometimes we have a hand in events, sometimes they are thrust upon us, and sometimes it's a combination of the two. But regardless of how they happen, circumstances can teach us something and ultimately help us to be better.



That for trustees was the hallmark of 2021.

We started the year with a COVID hangover. Like everyone and all organisations we continued to navigate the pandemic.

The vaccine programme was still in its infancy and that meant very real questions remained about when, and if, the live events sector would return.

Pride will always be a protest but the stark reality for our charity is that most of our funding comes from the successful delivery of the Manchester Pride Festival weekend - an event which relies upon our ability to create moments that bring large numbers of people together safely.

Fortunately tests run by the events sector in Liverpool paved the way for the festival to return, albeit, with some important and necessary COVID related modifications.

We needed to create a space that was safe for people to gather, which was COVID compliant and offered everyone a degree of security and reassurance. So that meant COVID passport checks to get into the Gay Village Party and MCR Pride Live. It also meant parts of the programme had to be temporarily changed or suspended – like the parade. It was a great disappointment to the whole charity not to be able to put on the parade in all its usual glory.

COVID aside, it was good to see the August Bank Holiday festivities take place. It was good to be able to welcome thousands of people to Manchester city centre to be out and proud and for Manchester to be awash again with rainbow colours.

But when you strip it back, Pride is always about community - whether that's 10 people or 10,000. And in 2021 we heard all the diverse voices and views of the community speak up loud and clear.

01 Chair's Statement

We had got things wrong. Yes, we had brought back the August Bank Holiday weekend festivities, but things no longer felt right.

The charity had become disconnected from the community. The decisions we made around the funding of good causes like the LGBT Foundation's condom and lube scheme and George House Trust disappointed you. We weren't open enough; we weren't communicating in the right way.

This very clear feedback gave us the opportunity to improve and better deliver on your expectations.

We kicked off our largest listening programme in more than a decade. Called Pride in Our Future, the review lasted from early Autumn until the end of 2021 and assessed the format of the August Bank Holiday festival and our role in giving money to good causes. Trustees look forward to seeing the results of the consultation in early 2022 and working with the team to respond to your views and aspirations.

Pride belongs to us all and we are merely the humble custodians of that spirit for the future. That's why trustees hope Pride in Our Future will mark the beginnings of more co-creation, more transparency and more listening to your needs.

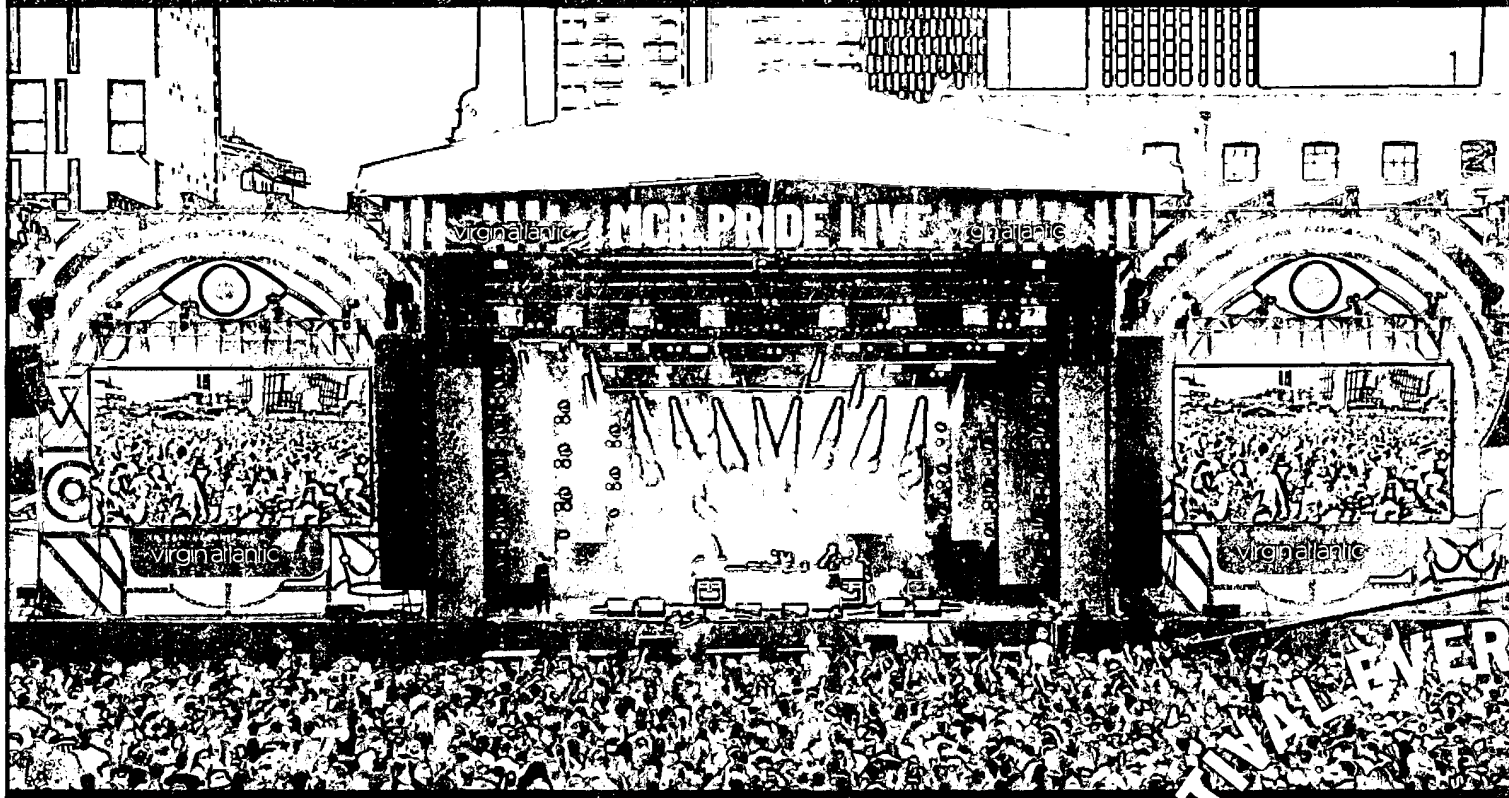
As always, our charity could not do what it does without you. To those people who champion us, hold us to account and aspire for us to be better, thank you. To our amazing team led by Mark, trustees offer a special thanks for your continued hard work and smiles.

Supporters, this is our review and accounts for the 2021 financial year.

With best wishes,

Paul Wheeler,
Chair of the Board of Trustees

02 2021 at a Glance



1st

**LARGE SCALE, IN
PERSON PRIDE EVENT
IN THE COUNTRY,
POST PANDEMIC**

BOLDEST, QUEEREST, MOST DIVERSE MCR PRIDE FESTIVAL EVER

**UPSKILLED LGBTQ+ PEOPLE AND ALLIES
TRAINED
OVER 250
VOLUNTEERS**

**EMBARKED ON THE
BIGGEST CONSULTATION
WITH OUR COMMUNITIES IN**

10 YEARS

**£20,000
PLEGED TO
PARTNER CHARITIES**

Living through a time of such uncertainty I feel incredibly proud that Manchester was able to fly the flag for LGBTQ+ communities. Our celebration was the first large-scale UK Pride event to take place post-pandemic.

Despite an optimistic start to the year it was unclear whether we'd have to postpone all of our in person events again, so it was to our delight that we could deliver a programme of events that allowed our communities to come together in person.

However, I was also saddened by the unrest that stemmed from us not being as clear as we had intended surrounding some of the decisions that our organisation had to make.

As we returned from the pandemic it was clear that some of the priorities of our communities had shifted and we were unable to respond to this as quickly as we would have liked. Essentially, this meant that we got some things wrong and we're sorry for this.

We've always strived to be representative of all our communities, however the last year has made it clearer than ever that our communities are not homogenised and our needs are ever evolving. Manchester Pride has a duty to ensure we can adapt to those ever changing needs so we can deliver events and initiatives that our communities can continue to be proud of.

Whilst operationally the landscape was constantly changing, our team implemented strategies for survival whilst also introducing innovations to safely deliver the Manchester Pride Festival, with the ongoing threat of COVID-19 spoiling the best laid plans.

During the planning stages for the festival we recognised that Greater Manchester LGBTQ+ artists and performers were in need of support to maintain their careers after a time when live shows and large gatherings weren't possible.

Despite the challenges of the pandemic our team implemented a fundraising strategy which enabled us to deliver the first post pandemic large scale event to take place in the City. This year's Gay Village Party saw an all queer line-up, providing a platform for Manchester's incredible local talent.

We'd like to say thanks to all of our supporters, donors and sponsors without whom our festival would not have been possible. An extra thanks goes to the headline sponsor for Manchester Pride Festival; Virgin Atlantic. At a time when it was not possible to fly freely and whilst they were facing the instability of the air travel industry, Virgin Atlantic stood by us cementing their commitment to supporting Manchester Pride as we continued to spearhead the Pride movement.



03 Chief Executive Statement

After the festival, we embarked on the biggest consultation with Greater Manchester's LGBTQ+ communities since the start of my tenure. We adapted the way we communicate and set out to provide as many opportunities as possible for people to have their say on the future of the Charity and the format of the Festival. Thank you to everybody who took part in the consultation.

One last shout out I'd like to make is to our dedicated group of passionate volunteers. Thank you for supporting us, we couldn't do this without you.

Mark Fletcher,
CEO, Manchester Pride

04 Reference and Administrative Details

The Trustees, who are also directors for the purpose of company law, have pleasure in presenting their report and the financial statements of the group for the year ended 31 December 2021.

REGISTERED CHARITY NAME

Manchester Pride Limited

CHARITY REGISTRATION NUMBER

1117848

COMPANY REGISTRATION NUMBER

04671318

REGISTERED OFFICE

Manchester One
53 Portland Street
Manchester
M1 3LF

THE TRUSTEES

The Trustees who served the Charity during the year to the date of signing the Trustees Annual Report were as follows:

M Lawlor
V Empson
T Westwood (appointed 24 March 2021)
S Pegg (appointed 24 March 2021)
T Adebayo (appointed 24 March 2021)
M Unsworth
S Bowen
R Joshi
R Malcomson
P Wheeler
S Crocker (resigned 15 December 2021)
B Scott (resigned 24 March 2021)

04 Reference and Administrative Details

KEY MANAGEMENT PERSONNEL

CHIEF EXECUTIVE OFFICER

M Fletcher

HEAD OF EVENTS

M Lever

HEAD OF ENGAGEMENT

F Hemani

INDEPENDENT AUDITORS

Hurst Accountants Limited

Chartered Accountants

Statutory Auditors

Lancashire Gate

21 Tiviot Dale

Stockport

SK1 1T

BANKERS

National Westminster

Bank Plc

Spring Gardens

Manchester

M2 1FB

SOLICITORS

DLA Piper

1 St. Peter's Square

Manchester

M2 3DE

05 The Manchester Pride Charity

Who we are

Manchester Pride is one of the UK's leading LGBTQ+ charities. We create opportunities to uplift queer communities and bring people together to celebrate LGBTQ+ life, while also campaigning for equality and inclusion across Greater Manchester.

How we operate

Manchester Pride is a charity, this means we are registered with The Charity Commission, and operate exclusively for charitable purposes. In order to register with The Charity Commission we had to meet a fixed criteria. In England and Wales, a charity is an organisation that is:

- ▼ Established for charitable purposes only, and
- ▼ Subject to the High Court's charity law jurisdiction
- ▼ Defined as a charity in the Charity Act 2011

Purposes are what the charity is set up to achieve - they are explained in our governing document. To be charitable, a charity's purpose must:

- ▼ Fall within the descriptions of purposes
- ▼ Be for the public benefit

Like many charities, we get our income from a variety of sources, including donations, some grants, and through the delivery of Manchester Pride Festival. Manchester Pride receives no direct operational funding from Manchester City Council.

Manchester Pride, similarly to many other charities, operates as a limited company. So, when you see reference to Manchester Pride Limited, that means the charity. It is common for charities to have trading companies which generate income (it's how many of the charity shops you see on the high street operate). In the case of Manchester Pride, our trading company doesn't run shops, it runs a four-day festival celebrating LGBTQ+ life.

In the case of Manchester Pride (the charity and limited company), we have a subsidiary trading company too, called Manchester Pride Events Ltd. Like Manchester Pride Ltd, Manchester Pride Events Ltd is a not-for-profit company. This company is registered with Companies House, is fully audited and is what is called a 'wholly-owned subsidiary'. That means any surplus generated by the company is given directly to the charity which owns it and no other entity profits from its work.

05 The Manchester Pride Charity

Manchester Pride Events Ltd organises the Manchester Pride Festival for the charity. All staff work for the charity to deliver its charitable goals.

The delivery of the Manchester Pride Festival is one of our most important charitable objectives: it is a celebration of LGBTQ+ life in Greater Manchester and exists to campaign for greater LGBTQ+ equality both at home and abroad. It is also our biggest source of income which supports us to deliver all of our other charitable objectives.



Our Charity Goals

1.

Campaign for advancements of LGBTQ+ equality at home and abroad.

2.

Stage a world class celebration of LGBTQ+ life in Greater Manchester.

3.

Raise awareness of, and support for, the mental health of LGBTQ+ people.

4.

Make packages of support, including grants, available for LGBTQ+ communities groups, organisations, events and good causes in Greater Manchester.

There are many ways Manchester Pride as a charity delivers a public benefit and its charitable objectives. The most visible and famous is the delivery of the Manchester Pride Festival.

The Manchester Pride Festival is a four-day programme of events across August Bank Holiday which provides a very visible way for LGBTQ+ people to be out and proud in Manchester. The Manchester Pride Festival and Manchester Pride Charity are one and the same. The Manchester Pride Festival is delivered for the charity by its wholly owned and not-for-profit subsidiary company, Manchester Pride Events Ltd. The Manchester Pride Festival is the principal way by which Manchester Pride as a charity can deliver its charitable goals, as an organisation designed to help celebrate LGBTQ+ life and campaign for inclusion and equality across the city-region.

Why is celebrating LGBTQ+ life an important charitable objective?

The Manchester Pride Festival is 'party as protest.' Manchester Pride is part of the global LGBTQ+ liberation movement, celebrating queer people, culture and expression as loudly and publicly as possible in a refusal to hide in shame. As a large-scale social movement, Pride has grown exponentially in its 50+ year history in the aims of a movement for LGBTQ+ liberation. Greater Manchester has played a pivotal role in this and continues to do so today, from the anti-Section 28 march in 1988 to the campaigning and fundraising Manchester Pride undertakes year round.

We live in an overtly heteronormative and cisnormative world; a world which assumes that everyone is heterosexual and cisgender until stated otherwise. Historically, queer people were not seen as 'less normal' than cisgender and straight people, but rather they were off the scale of 'normal' entirely. If someone was to dare identify as LGBTQ+ then they were some sort of deviant, sick, predatory pervert and therefore a threat to civilisation, tradition (like marriage), children, and society as a whole.

These ideas of queer people pushed the LGBTQ+ community into the darkest margins of society, ostracising, silencing and erasing them wherever possible. We've come a long way, but the fight for queer liberation is far from over. With a rise in anti-LGBTQ+ hate crimes, rhetoric and legislation, it is more vital than ever that the Pride movement remains focused on fighting for a world where LGBTQ+ people are free to live and love without prejudice.

06 What we deliver and its public benefit

The Manchester Pride Festival is a chance for us to draw attention to the issues facing LGBTQ+ people, show the world the vibrancy queer culture has to offer wider society, while also elevating and providing paid work to talented queer and diverse artists, performers and producers from Greater Manchester and beyond.



07 Legal Status and Governing Documents

Manchester Pride is a company limited by guarantee, charity registration number 1117848 and company number 04671318. The Charity is governed by the Memorandum and Articles of Association for the incorporated company as last amended on 19 December 2006.

The directors of the charitable company are its trustees for the purpose of charity law and through this report are collectively referred to as the trustees.

The governing documents instruct the trustees to act in a way to promote the objectives of the Charity.

08 Trustees

Manchester Pride has worked hard to reflect the diversity of its community on its trustee board. Thanks to a concerted recruitment effort, we are privileged to have trustees from different backgrounds, genders, ethnicities, sexual orientations, gender identities and political persuasions.

In March 2021 following an open recruitment process, the Board was pleased to appoint three new trustees:

Tim Westwood - A consultant and experienced non-executive director. His work focuses on Human Rights and tackling injustices and inequalities.

Sharon Pegg - Company director and HR consultant specialising in diversity and inclusion.

Temí Adebayo - A technology risk consultant and former president and chair of the trustee board of the University of Salford Students Union.

In September 2021 the Board unanimously agreed to ask that Paul Wheeler and Rob Malcomson continue in their respective roles as Chair and Treasurer beyond their original term limits. Both were scheduled to retire in March 2022 and agreed to stay in their roles until September 2022.

This decision was taken in the best interests of the Charity to assist in its recovery from the COVID-19 pandemic, to assist in implementing the Pride in Our Future Review and to allow sufficient time to identify suitable replacement Chair and Treasurer.

The trustees receive no pay or monetary benefits nor do they have any financial links to the charity or any vested interests in its operations, including Manchester Pride Events Ltd. In the unlikely event that any conflict of interest arises, trustees declare these annually and ad hoc.

09 Organisational Structure

The Annual General Meeting of the Charity appoints new trustees and Honorary Officers, appoints the auditors and considers and adopts the annual report and financial statements for the preceding year's activities.

The Board of Trustees is ultimately responsible for the running of the Charity.

The Board has the following structure of sub-committees:

Performance and Governance Committee - It oversees the proper governance of the charity, along with the Chair; it helps to line manage the CEO and it ensures the charity delivers against its strategic goals.

Finance and Risk committee - Financial oversight and managing the charity's risk register.

Fundraising and Grants Committee - Oversees the charity's grant giving activities.

At the heart of Manchester Pride is the Manchester Pride Festival. The delivery of a successful festival remains the main income source for the charity, without which it could not meet its charitable goals and objectives.

The trustees employ a full-time Chief Executive Officer (CEO) as the charity, and the financial and operational risk associated with the delivery of its festival are too great for volunteer trustees to manage on a day-to-day basis.

Trustees delegate operational delivery of the Charity to the CEO.

10 Our Employees

Headed by the Charity's CEO, the team at Manchester Pride has operational responsibility to deliver the Charity's objectives and ensure it provides a public benefit.

Staffing levels are agreed by the CEO and trustees based on a three-year plan and financial projections.

In any given financial year, we have a small team of full-time employees. That team then expands as expert temporary staff are brought onboard to help with the delivery of Manchester Pride Festival.

On an annual basis all employees are appraised, and they also receive regular training and coaching in support of their roles.

Employee Pay and Benefits

The trustees of Manchester Pride set the pay and reward policy for staff, including the CEO. In doing so, we seek to meet our obligations as a charity with the desire to be a great place to work which attracts and retains talented, passionate people who want to make a difference.

The remuneration of staff is benchmarked against salaries paid by other charities and follows guidance from the National Council for Voluntary Organisations (NCVO). In addition, as our team (and our CEO in particular) is charged with overseeing a complex not-for-profit organisation, we benchmark their salaries against the market rate we'd have to pay for these types of specialist skills.

The country spent the first quarter of 2021 in lockdown with restrictions on large gatherings in place up until July. During the first half of the year we were uncertain about whether we'd be able to host an in-person event.

We were thankful that the Government's test events proved that large scale gatherings could be executed safely. We had to adapt our plans quickly to ensure the Manchester Pride Festival adhered to the safety measures around COVID-19 compliance and to give our communities reassurance to celebrate with us after a year's hiatus.

Our ticketed events, whether free to attend such as Superbia and Youth Pride MCR, or those that require a purchase such as the Gay Village Party and MCR Pride Live, meant that we were able to operate COVID-19 passport checks prior to entry. However it did mean that the mass participation event with no attendance controls, the Manchester Pride Parade, could not be held in its usual format. It was a great disappointment to the whole charity not to be able to put on the parade in all its usual glory. However, we did create our Equality Marches which allowed our communities to take to streets and show support for a variety of issues affecting LGBTQ+ Communities.

We are very proud to have hosted the first large scale Pride Festival event post-pandemic and welcome 65,000 people to Manchester city centre on what was a very hot and sunny August Bank Holiday weekend. The Manchester Pride Festival 2021 was our boldest, queeriest, most diverse celebration yet.

We were also able to breathe a sigh of relief after what was an incredibly challenging time for the Charity whose main source of income is the Manchester Pride Festival. We eagerly move forward and will continue to rebuild our reserves to their pre-pandemic levels to ensure the longevity of the Charity.





Manchester Pride Festival

Gay Village Party 2021

40,000

AVERAGE ATTENDEES PER DAY

Gay Village Party Line-up

100% QUEER

40% PoC

MCR Pride Live Line-up

55% WOMEN

33% PoC





**450 PARTICIPANTS
36 ORGANISATIONS**



200 ATTENDEES



150 ATTENDEES



**3000 ATTENDEES
5000 ONLINE VIEWS**

Pride is always about our communities. We all felt the impact of the COVID-19 pandemic but for some groups, the negative impact was more severe than for others. We were able to bring back the Manchester Pride Festival weekend festivities, but for some, the way we celebrated and protested no longer met their needs.

The pandemic has drawn more attention to structural inequalities and in turn, has seen the rise of activism and protests. More than ever we see our communities wanting to speak out for the human rights of our intersectional communities. The result meant that our communities felt events like MCR Pride Live were less important, and the postponement of the Parade was greatly felt by many.

12 Pride in Our Future

Manchester Pride has been dedicated to campaigning, celebrating, raising awareness and supporting the LGBTQ+ community for the past two decades, growing into one of the leading charities of its type in the UK. COVID had a devastating impact on our organisation, reducing our income to nil during 2020 following the postponement of the Manchester Pride Festival, our main source of income.



This meant that some tough decisions had to be made in order to safeguard our very existence, some of which came to light this year, when it was announced we had reduced grant funding to some of our charity partners. We recognised that this decision was not clearly communicated to our communities and that the decisions were not all universally popular.

While we are thankful that this year's event was able to take place, as an organisation we realise it is vitally important that we are transparent in everything we do. We want to give the LGBTQ+ community and our other stakeholders a voice that can be heard. After the Manchester Pride Festival 2021 we undertook our biggest consultation project, calling on our communities to have their say and shape the future of the charity's direction.

All our stakeholders were invited to engage with the Pride in Our Future consultation which enabled a range of views to be heard and actively considered by Trustees. This included our grant making policy for 2022 and beyond; as well as gathering insight on the further development of the format and delivery of the Manchester Pride Festival.

The consultation was open for two months, during which we gathered information from a range of sources to give as many of our stakeholders the opportunity to contribute.

Stakeholders could contribute feedback via:



Publicly available surveys - digital and print

Dedicated telephone line

Digital listening groups - open to all

Dedicated inbox for open feedback

A full day consultation session

12 Pride in Our Future

In addition to the consultation, the Charity hosted round table discussions with other Pride organisations and liaised directly with community groups and corporate partners across the city to gather insight to further develop Manchester Pride's advocacy.

Insight, opinions and comments were collated, analysed and reported by an independent reviewer, Mustard Research.

As 2021 drew to a close, the Manchester Pride Board of Trustees regrouped to consider the findings and our Performance and Governance Committee oversaw the implementation of the review, whilst the operational delivery was handled by the Manchester Pride Staff Team.

The Pride In Our Future Report was published early 2022 with details of the findings and the actions we will take forward as a charity.



13 All Equals Charter



In May 2021 Manchester Pride hired Dr. Christopher Owen, an expert in intersectional systemic oppression and queer liberation, to further develop and deliver the All Equals Charter. Christopher identified common mistakes in traditional approaches to workplace equality, diversity and inclusion, and then implemented several additions to the Charter to better support members in making effective change. These new innovative benefits for Charter members include a variety of consultations, talks and workshops; a thorough monitoring and evaluation toolkit; written resources on improving inclusivity in a range of business areas; direct engagement with each Charter member's staff teams and office spaces; and the creation of the Getting Started Programme, which supports members not yet ready for accreditation with implementing inclusion processes for the first time.

The Growth Company was accredited Foundation Level in October, and Tameside Council and NHS Tameside and Glossop Clinical Commissioning Group was accredited Role Model Level in December. Salford Foundation and Primary also joined as new members, pursuing further opportunities the following year.

"I've really enjoyed working with Christopher and have felt fully supported throughout the whole assessment process. The constructive feedback has helped us better understand the areas for improvement with practical examples to include in our action plan. We're looking forward to continuing to work with the All Equals Charter team in the future."



"The charter is a really helpful catalyst for bringing in new EDI actions specifically for LGBT+ community, especially in an environment where this isn't already enshrined."

14 Skillshare Workshops

Manchester Pride has a wealth of experience from the teams on the ground, all the way up to the Ambassadors, Partners and Board Members and wanted to harness the knowledge held within the Charity to empower and upskill the LGBTQ+ communities, groups and grassroots organisations we engage.

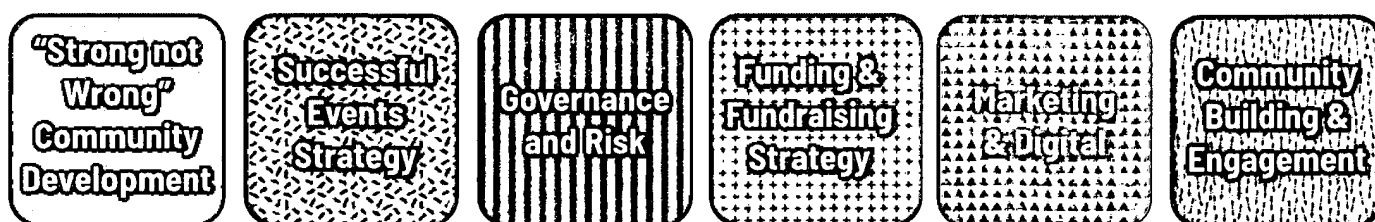
Between May and October we ran six Skillshare Workshops. These were an opportunity to share the wealth of experience held within Manchester Pride; helping to introduce our communities to all the people who make Manchester Pride the vibrant and exciting organisation it is, whilst simultaneously strengthening support for LGBTQ+ communities, groups and grassroots organisations.

This initiative upholds our organisational goal of 'supporting grassroots projects' by forming a part of the support package available to community groups and projects by Manchester Pride.

The Skillshare Workshops were a chance for all community groups to learn skills, build their power and strengthen their groups and organisations to be able to support more LGBTQ+ people across Greater Manchester.

The project started with a consultation of local groups to help us understand the challenges faced, then we created six, one hour workshops led by a skilled facilitator. This important step ensured we placed our communities at the heart, providing information they will find most useful.

Skillshare Workshops



The type of attendees ranged from those who are already part of a community group or organisation, but also people who were looking to set up a new group.

90% of attendees found the workshops very useful and said it helped them improve their skills.

Superbia

BY MANCHESTER PRIDE

Manchester Pride is committed to support queer arts and culture in Greater Manchester. Superbia is the programme through which we host queer events by, about and for LGBTQ+ people. We also run collaborations projects with local groups and members of our communities and spotlight the work of queer artists and collectives in Greater Manchester, year round.

Superbia Weekend

As part of the Manchester Pride Festival we hosted a selection of exciting arts and culture events from Manchester's dynamic LGBTQ+ artist community. From art, dance, cinema, poetry, live music and more, at locations in and around the city, all events were free to attend.

The Untold Orchestra Plays David Bowie Ft Finley Letchfield-Dobbs

In a special Superbia Weekend preview, The Untold Orchestra presented a stripped back extract of their forthcoming David Bowie recital concert, in collaboration with contemporary dancer Finley Odin.

Six musicians from the Orchestra performed versions of some of queer icon David Bowie's finest compositions with interpretations by dancer and choreographer Finley Letchfield-Dobbs.

Hosted on a rooftop with Manchester's iconic skyline in the background this special event showcased the many ways in which we help our communities celebrate Pride, in a more relaxed and sober environment.

To Whom it May Concern

In December 2021 Manchester Pride awarded Mancunian artist Jordan Roberts a grant to use the power of art to turn attention to HIV and AIDS as part of Day With(out) Art, the annual project started by Visual AIDS New York.

'To Whom It May Concern' portrayed the lives of people in Greater Manchester living with HIV through portraits, writing and an evening of live performances.

The one day event saw a letter exhibition and film screening, readings from poet, mandla and Gerry Potter. Hosted at queer friendly venue SEESAW there were vogue performances from two iconic, Manchester based, houses and a interesting and inspiring panel discuss on HIV activism and the future.

15 Superbia



16 Youth Pride MCR

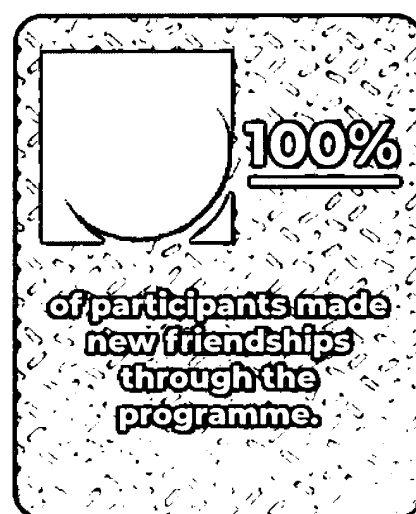
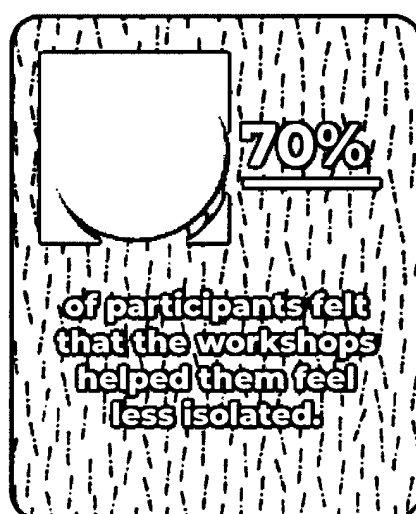
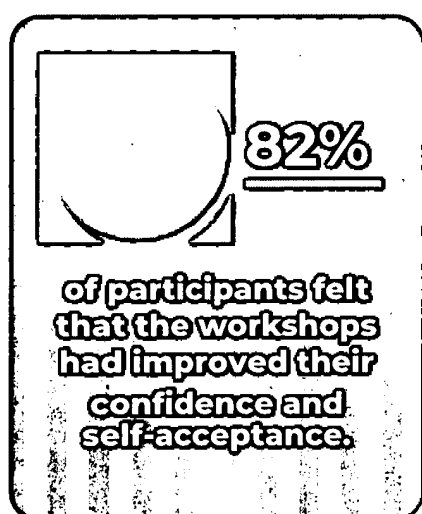
Throughout 2020 we continued to deliver workshops for younger members of our communities. Held monthly, these online workshops have been designed as spaces for young LGBTQ+ people to connect and find a community of like minded people while exploring their identity. As COVID-19 restrictions loosened in 2021, these workshops were facilitated in person, strengthening their mission to help reduce social isolation while providing a safe space for young people to be their authentic selves.



Manchester Pride is proud to ensure all our young people feel seen, safe and supported. The Youth Pride programme is completely youth led with young people making choices about the programme, the sessions and workshops. In 2021, the young people we engage with through Youth Pride MCR help create the programme for their celebration at the Manchester Pride Festival which this year saw over 200 young people attend. This year's programme included curating, producing and performing in their very own cabaret show!

The Youth Pride programme provides an opportunity for young people to make new friends, find a community but also develop a range of skills including event programming, producing, performing. It provides a safe space for young people to be themselves.

TOTAL SIGN-UPS: 98



16 Youth Pride MCR

"I loved meeting new people and feeling included, coming from a small village there isn't many LGBTQ+ people or activities. Youth Pride has helped me make new friends and feel less lonely."

-Youth Pride attendee.



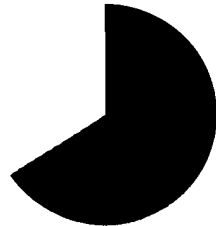
Without the invaluable support of our incredible volunteers, we wouldn't be able to do the things we do for LGBTQ+ communities.

In 2021, Manchester Pride expanded its volunteer programme to provide more opportunities for people to develop their skills and to meet the needs of the growing Manchester Pride Festival. We expanded our recruitment in 2021, reaching more volunteers from diverse backgrounds and providing important skills training and development.

Manchester Pride utilises Manchester's incredible volunteer networks including MACC and the Cultural Organisations' Volunteer Forum and cross-shared with other cultural organisations such as Manchester International Festival and Manchester Museum.

250

VOLUNTEERS ACROSS THE WEEKEND



65%

**BRAND NEW
VOLUNTEERS**

All our volunteers received free EDI training. Furthermore, volunteering at Manchester Pride Festival develops skills and knowledge in managing events, fundraising and engagement but most importantly it provides an opportunity for LGBTQ+ people to make new friends and feel connected to the community.



18 Grant Giving

One of Manchester Pride's charitable objectives is to make funding support available to LGBTQ+ causes across Greater Manchester.

The money the Charity gives to good causes comes from two places:

1. Money given as a direct donation to the Manchester Pride Community Fund.

Whether through bucket collection at our events, or via the online Just Giving platform, money that is given directly as a donation is always redistributed in full via our grants programme to LGBTQ+ charities, grassroots organisations and other LGBTQ+ good causes. These donations never go towards the running costs of the charity or the Manchester Pride Festival.

2. Surplus generated by the Charity.

On top of the money donated to the Charity, and as part of its annual budget process, trustees agree to allocate a portion of the Charity's income directly to its grant making programme. This portion will be agreed once the Charity has met its obligations to employees and suppliers, and appropriate money has been allocated to reserves in line with the Charity's reserve policy and Charity Commission best practice.

Grants awarded in 2021

In 2020 Trustees reviewed the long term giving choices for the 2021 financial year and beyond.

The lack of income from the Festival in 2020 meant the Charity was operating in survival mode, subsidised by a Coronavirus Business Interruption Loan (CBIL) and by also receiving funding from the Culture Recovery Fund, utilising reserves and reducing expenditure. Sadly this also meant making some staff redundancies.

Despite this we were still able to award pledges to both George House Trust and LGBT Foundation.

£10,000 PLEDGED TO EACH

GEORGE
HOUSE  TRUST
HIV POSITIVE LIVING

LGBT
foundation

19 Financial Review

Manchester Pride is a charity and has no shareholders. All income generated by the charity is retained by the charity to help it deliver its charitable objectives.

It generates income from a variety of sources including from direct donations and some grants. However the main source of income to enable us to deliver our charitable objectives comes from its not-for-profit trading company, Manchester Pride Events Ltd, which organises the Manchester Pride Festival.

Financial Control

Budgets are presented and approved at the beginning of the financial year and monitored throughout the year.

Following good governance practices, Manchester Pride has appointed new external and independent auditors. As part of the audit of the 2021 financial statements, a number of adjustments to the unaudited prior year accounts were agreed to reflect appropriate accounting standards.

Reporting Requirements

Management accounts are reviewed monthly by the trustees, along with statements on cash and reports on income generation and expenditure against budget. Staff and other management issues are reviewed by the Board. So far as is possible and in line with best practice, the Board focuses on the strategic direction of the organisation and its governance.

In this context, from time to time the trustees and senior managers meet for longer periods for business planning purposes.

Reserves Policy

As at 31 December 2021, the Group has net current assets of £210,183 (2020: net current liabilities £30,468) and net liabilities of £1,411 (2020: £301,662).

The COVID-19 pandemic impacted the charity's ability to deliver its charitable activities in 2020 and 2021. The Charity has taken measures to remain a going concern. These include receiving a Coronavirus Business Interruption Loan (CBIL), receiving funding from the Culture Recovery Fund; utilising reserves, staff redundancies, reducing expenditure and enhanced budget oversight.

19 Financial Review

The Charity has a medium term financial plan to further diversify income streams, respond flexibly to the ongoing pandemic and rebuild reserves over a three year basis. During 2022, the Charity has been able to return to delivering its activities as it did prior to the COVID-19 pandemic.

At the time of approving the financial statements, the Trustees have reasonable expectation that the Charity has adequate reserves to continue in operational existence for the foreseeable future. The directors therefore consider it appropriate to adopt the going concern basis of accounting in preparing these financial statements.

20 Risk Management

The trustees acknowledge their continuing responsibility for identifying the major risks faced by the Charity, keeping those risks under review and taking appropriate steps to manage those risks. The Charity maintains a risk register, with a list of mitigating controls. This is reviewed regularly by the Board of Trustees.

As per the risk register, the principal risks and uncertainties facing Manchester Pride, and subsequent mitigating procedures are:

Risk and impact	Mitigating procedures
Loss of key staff: • Experience or skills lost • Operational impact on key projects and priorities • Loss of contact base and corporate knowledge	• Succession planning • All systems and procedures are documented • Training opportunities in place for continued professional development • Agreed notice periods and handovers • Established skills-based staff recruitment process in place The Board considers that adequate controls are in place.
Competition from similar organisations: • Loss of contract income • Reduced fundraising potential • Reduced public profile • Profitability of trading activities	• Monitoring and assessment of performance and quality of service • Reviewing market and methods of service delivery • Agreeing fundraising strategy • Ensuring regular contact with funders • Monitoring public awareness and profile of charity The Board considers that adequate controls are in place.
Health, safety and environment (event attendees) • Product or service liability • Ability to operate • Injury to beneficiaries and the public • Terrorist attack	• Compliance with law and regulation • Training staff and compliance officer • Monitoring and reporting procedures in place The Board considers that adequate controls are in place.

21 Statement of Trustees Responsibilities

The Trustees (who are also the directors of the Charity for the purposes of company law) are responsible for preparing the Trustees' report including the strategic report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

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

- ▼ Select suitable accounting policies and then apply them consistently;
- ▼ Observe the methods and principles of the Charities SORP (FRS 102);
- ▼ Make judgements and accounting estimates that are reasonable and prudent;
- ▼ State whether applicable UK Accounting Standards (FRS 102) 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 that the Group will continue in business.

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the Group and the Charity's transactions and disclose with reasonable accuracy at any time the financial position of the Group and the Charity and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the Group and the Charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Disclosure of information to auditors

Each of the persons who are Trustees at the time when this Trustees' report is approved has confirmed that:

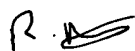
- ▼ So far as that Trustee is aware, there is no relevant audit information of which the charitable group's auditors are unaware, and
- ▼ That Trustee has taken all the steps that ought to have been taken as a Trustee in order to be aware of any relevant audit information and to establish that the charitable group's auditors are aware of that information.

21 Statement of Trustees Responsibilities

Auditors

The auditors, Hurst Accountants Limited, have indicated their willingness to continue in office. The designated Trustees will propose a motion reappointing the auditors at a meeting of the Trustees.

Approved by order of the members of the board of Trustees and signed on their behalf by:



R Malcomson

Date: 29 Sep 2022

Manchester Pride Limited
Consolidated Financial Statements for
the year ended 31 December 2021

Independent Auditors' Report to the Members of Manchester Pride Limited
For the year ended 31 December 2021

Opinion

We have audited the financial statements of Manchester Pride Limited (the 'parent charitable company') and its subsidiaries (the 'group') for the year ended 31 December 2021 which comprise the Consolidated Statement of Financial Activities, the consolidated balance sheet, the charity balance sheet, the consolidated statement of cash flows and the related notes, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the Group's and of the parent charitable company's affairs as at 31 December 2021 and of the Group's incoming resources and application of resources, including its income and expenditure for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditors' responsibilities for the audit of the financial statements section of our report. We are independent of the Group in accordance with the ethical requirements that are relevant to our audit of the financial statements in the United Kingdom, including the Financial Reporting Council's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the Trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the Group's or the parent charitable company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the Trustees with respect to going concern are described in the relevant sections of this report.

Other Information

The other information comprises the information included in the annual report other than the financial statements and our auditors' report thereon. The Trustees are responsible for the other information contained within the annual report.

Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinion on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- The information given in the Trustees' Report including the Strategic Report for the financial year for which the financial statements are prepared is consistent with the financial statements.
- The Trustees' Report and the Strategic Report have been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of our knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the Trustees' Report including the Strategic Report.

We have nothing to report in respect of the following matters in relation to which Companies Act 2006 requires us to report to you if, in our opinion:

- the parent charitable company has not kept adequate and sufficient accounting records, or returns adequate for our audit have not been received from branches not visited by us; or
- the parent charitable company financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of Trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement, the Trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the Trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Trustees are responsible for assessing the Group's and the parent charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Trustees either intend to liquidate the Group or the parent charitable company or to cease operations, or have no realistic alternative but to do so.

Auditors' responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditors' report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

Identifying and assessing potential risks related to Irregularities

In identifying and assessing the risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, we considered the following:

- The nature of the industry and sector in which the company operates; the control environment and business performance including key drivers for directors' remuneration, bonus levels and performance targets.
- The outcome of enquiries of local management and parent company management, including whether management was aware of any instances of non-compliance with laws and regulations, and whether management had knowledge of any actual, suspected, or alleged fraud.
- Supporting documentation relating to the Company's policies and procedures for:
 - Identifying, evaluating, and complying with laws and regulations;
 - Detecting and responding to the risks of fraud;
 - The internal controls established to mitigate risks related to fraud or non-compliance with laws and regulations.
- The outcome of discussions amongst the engagement team regarding how and where fraud might occur in the financial statements and any potential indicators of fraud.
- The legal and regulatory framework in which the Company operates, particularly those laws and regulations which have a direct effect on the financial statements, such as the Companies Act 2006, pensions and tax legislation, or which had a fundamental effect on the operations of the Company, including General Data Protection requirements, and Anti-bribery and Corruption.

Audit response to risks identified

Our procedures to respond to the risks identified included the following:

- Reviewing the financial statements disclosures and testing to supporting documentation to assess compliance with the provisions of those relevant laws and regulations which have a direct effect on the financial statements.
- Discussions with management, including consideration of known or suspected instances of non-compliance with laws and regulations and fraud.
- Evaluation and testing of the operating effectiveness of management's controls designed to prevent and detect irregularities.
- Enquiring of management about any actual and potential litigation and claims.
- Performing analytical procedures to identify any unusual or unexpected relationships which may indicate risks of material misstatement due to fraud.

We have also considered the risk of fraud through management override of controls by:

- Testing the appropriateness of journal entries and other adjustments. We have tested a sample of manual journals which may pose a heightened risk of material misstatement, whether due to fraud or error.
- Challenging assumptions made by management in their significant accounting estimates, and assessing whether the judgements made in making accounting estimates are indicative of a potential bias; and evaluating the business rationale of any significant transactions that are unusual or outside the normal course of business.
- Evaluating the business rationale of any significant transactions that are unusual or outside the normal course of business.

We also communicated relevant identified laws and regulations and potential fraud risks to all engagement team members and remained alert to any indications of fraud or non-compliance with laws and regulations throughout the audit.

There are inherent limitations in the audit procedures described above, and the further removed non-compliance with laws and regulations are from the events and transactions reflected in the financial statements, the less likely we would become aware of them. Also, the risk of not detecting a material misstatement due to fraud is higher than the risk of not detecting one resulting from error, as fraud may involve deliberate concealment by, for example, forgery or intentional misrepresentations, or through collusion.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditors' report.

Other matters

The comparative figures for the period ended 31 December 2020 are unaudited.

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditors' report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and its members, as a body, for our audit work, for this report, or for the opinions we have formed.

Hurst Accountants Limited

Helen Besant-Roberts (senior statutory auditor)
for and on behalf of

Hurst Accountants Limited

Chartered Accountants

Statutory Auditors

21 Tivot Dale

Lancashire Gate

Stockport

Cheshire

SK1 1TD

Date: 29 Sep 2022

Consolidated Statement of financial activities (incorporating income and expenditure account)
For the year ended 31 December 2021

		Restricted funds 2021	Unrestricted funds 2021	Total funds 2021	As restated Total funds 2020
		£	£	£	£
Income from:					
Donations and legacies	4	-	10,586	10,586	9,566
Charitable activities	5	854,323	121,863	976,186	151,921
Other trading activities	6	-	2,252,045	2,252,045	369,610
Total income		<u>854,323</u>	<u>2,384,494</u>	<u>3,238,817</u>	<u>531,097</u>
Expenditure on:					
Charitable activities	8	831,171	2,107,395	2,938,566	1,012,551
Total expenditure		<u>831,171</u>	<u>2,107,395</u>	<u>2,938,566</u>	<u>1,012,551</u>

Net income/ (expenditure)		23,152	277,099	300,251	(481,454)
Transfers between funds	19	(41,729)	41,729	-	-
Net movement in funds		<u>(18,577)</u>	<u>318,828</u>	<u>300,251</u>	<u>(481,454)</u>

Reconciliation of funds:					
Total funds brought forward as restated		40,517	(342,179)	(301,662)	179,792
Net movement in funds		(18,577)	318,828	300,251	(481,454)
Total funds carried forward		<u>21,940</u>	<u>(23,351)</u>	<u>(1,411)</u>	<u>(301,662)</u>

The consolidated Statement of Financial Activities includes all gains and losses recognised in the year. The notes on pages 44 to 61 form part of these financial statements.

					As restated
			2021		2020
	Note		£		£
Fixed assets					
Tangible assets	14		2,762		2,982
Current assets					
Debtors	15	469,990		198,477	
Cash at bank and in hand		189,775		189,336	
		659,765		387,813	
Creditors: amounts falling due within one year	16	(449,582)		(418,281)	
Net current assets / liabilities			210,183		(30,468)
Total assets less current liabilities			212,945		(27,486)
Creditors: amounts falling due after more than one year	17		(214,356)		(274,176)
Total net assets			(1,411)		(301,662)
Charity funds					
Restricted funds	19		21,940		40,517
Unrestricted funds	19		(23,351)		(342,179)
Total funds			(1,411)		(301,662)

The Trustees acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and preparation of financial statements.

The financial statements were approved and authorised for issue by the Trustees and signed on their behalf by:



M Lawlor
Trustee

Date: 29 Sep 2022



R Malcomson
Trustee

The notes on pages 44 to 61 form part of these financial statements

			2021	As restated 2020
	Note		£	£
Fixed assets				
Tangible assets	14		2,762	2,982
Current assets				
Debtors	15	272,867		15,000
Cash at bank and in hand		158,172		119,725
		<u>431,039</u>		<u>134,725</u>
Creditors: amounts falling due within one year	16	(220,856)		(165,193)
Net current assets / liabilities			210,183	(30,468)
Total assets less current liabilities			212,945	(27,486)
Creditors: amounts falling due after more than one year	17		(214,356)	(274,176)
Total net assets			(1,411)	(301,662)
Charity funds				
Restricted funds	19		21,940	40,517
Unrestricted funds	19		(23,351)	(342,179)
Total funds			(1,411)	(301,662)

The Charity's net movement in funds for the year was £300,251 (2020 - £(481,454)).

The Trustees acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and preparation of financial statements.

The financial statements were approved and authorised for issue by the Trustees and signed on their behalf by:

M Lawlor

M Lawlor
Trustee

Date: 29 Sep 2022

R Malcomson

R Malcomson
Trustee

The notes on pages 44 to 61 form part of these financial statements

Consolidated Statement of Cash Flows
For the year ended 31 December 2021

			As Restated
		2021	2020
	Note	£	£
Cash flows from operating activities			
Net cash used in operating activities	21	33,368	(288,096)
Cash flows from investing activities			
Purchase of tangible fixed assets		(1,928)	-
Net cash (used in)/ provided by investing activities		(1,928)	-
Cash flows from financing activities			
Cash inflows from new borrowing		-	299,101
Repayments of borrowing		(24,925)	-
Interest payable		(6,076)	-
Net cash (used in)/ provided by financing activities		(31,001)	299,101
Change in cash and cash equivalents in the year		439	11,005
Cash and cash equivalents at the beginning of the year		189,336	178,331
Cash and cash equivalents at the end of the year	22	189,775	189,336

The notes on pages 44 to 61 form part of these financial statements

1. General information

Manchester Pride Limited is a company limited by guarantee, registered number 04671318. It is also a charity, registered number 1117848. The registered address is Manchester One, 53 Portland Street, Manchester, M1 3LF.

The principal activity of the group is to co-ordinate an annual festival by and for lesbian, gay, bisexual and transgender people, working towards the involvement of different sectors of the community, and raising funds for related organisations and charities.

2. Accounting policies

2.1 Basis of preparation of financial statements

The financial statements have been prepared in accordance with the Charities SORP (FRS 102) - Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Manchester Pride Limited meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy.

The consolidated statement of financial activities (SOFA) and consolidated balance sheet consolidate the financial statements of the Charity and its subsidiary undertaking. The results of the subsidiary are consolidated on a line by line basis.

The Charity has taken advantage of the exemption allowed under section 408 of the Companies Act 2006 and has not presented its own statement of financial activities in these financial statements.

2.2 Going concern

As at 31 December 2021, the Group has net current assets of £210,183 (2020: net current liabilities £30,468) and net liabilities of £1,411 (2020: £301,662).

The Covid-19 pandemic impacted the charity's ability to deliver its charitable activities in 2020 and 2021. The Charity has taken measures to remain a going concern. These include receiving a Coronavirus Business Interruption Loan (CBIL), receiving funding from the Culture Recovery Fund, utilising reserves, staff redundancies, reducing expenditure and enhanced budget oversight.

The Charity has a medium term financial plan to further diversify income streams, respond flexibly to the ongoing pandemic and rebuild reserves over a three year basis.

During 2022, the Charity has been able to return to delivering its activities as it did prior to the Covid-19 pandemic.

At the time of approving the financial statements, the Trustees have reasonable expectation that the Charity has adequate reserves to continue in operational existence for the foreseeable future. The directors therefore consider it appropriate to adopt the going concern basis of accounting in preparing these financial statements.

2.3 Income

All income is recognised once the Charity has entitlement to the income, it is probable that the income will be received and the amount of income receivable can be measured reliably. The following specific policies are applied to particular categories of income:

Incoming resources from grants, where related to performance and specific deliverables, are accounted for as the Charity earns the right to consideration by its performance.

Donations are received by way of grants, donations and gifts and are included in full in the Statement of Financial Activities when receivable. Grants, where entitlement is not conditional on the delivery of

a specific performance by the Charity, are recognised when the Charity becomes unconditionally entitled to the grant.

Donated services and facilities are included at the value to the Charity where this can be quantified. The value of services provided by volunteers has not been included in these accounts.

2.4 Expenditure

Investment income is recognised on a receivable basis

Expenditure is recognised on an accruals basis when a liability is incurred. Expenditure includes Value Added Tax which cannot be fully recovered, and is included as part of the expenditure to which it relates:

Charitable activities relate to donations payable to charities and organisations particularly, but not exclusively, in Greater Manchester and Lancashire. The Charity allocates a portion of the costs of running the festival and other events to charitable activities as the festival is not just about fundraising but also about fulfilling the objectives of the Charity by acting as a signposting organisation for services dealing with sexual health, homophobia, transphobia, social activities and HIV awareness and care services. The organisation also delivers campaigns that support equality and challenge discrimination, such as heritage, learning, health and one-off initiatives. Expenditure

The Charity initially identifies the costs of its support functions. It then identifies those costs which relate to the governance function. Having identified its governance costs, the remaining support costs together with the governance costs are apportioned between the four key charitable activities undertaken in the period.

Grants

Grants payable are payments made to third parties in furtherance of the charitable objects of the Charity. Grants are accounted for when either the recipient has a reasonable expectation that they will receive a grant and the Trustees have agreed to pay the grant without condition, or the recipient has a reasonable expectation that they will receive a grant and any condition attaching the grant is outside of the control of the Charity. Provisions for grants are made when the intention to make the grant has been communicated to the recipient but there is uncertainty about either the timing of the grant or the amount of grant payable.

A list of all organisations that receive funding from Manchester Pride is available at [manchesterpride.com /community/grant-giving](http://manchesterpride.com/community/grant-giving). Additional support in terms of awareness is provided by Manchester Pride to those organisations through press and marketing activity throughout the year.

Pension costs

The company operates a defined contribution pension scheme for employees. The assets of the scheme are held separately from those of the company. The annual contributions payable are charged to the statement of financial activities.

Taxation

The Charity is entitled to certain tax exemptions on income and profits from investments, and surpluses on any trading activities carried on in furtherance of the charity's primary objectives, if these profits and surpluses are applied solely for charitable purposes.

2.5 Tangible fixed assets and depreciation

Tangible fixed assets costing £1,000 or more are capitalised and recognised when future economic benefits are probable and the cost or value of the asset can be measured reliably.

Tangible fixed assets are initially recognised at cost. After recognition, under the cost model, tangible fixed assets are measured at cost less accumulated depreciation and any accumulated impairment losses. All costs incurred to bring a tangible fixed asset into its intended working condition should be included in the measurement of cost.

Depreciation is charged so as to allocate the cost of tangible fixed assets less their residual value over their estimated useful lives, using the straight-line method.

Depreciation is provided on the following basis:

Office equipment	-	25% Straight line
------------------	---	-------------------

2.6 Debtors

Trade and other debtors are recognised at the settlement amount after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

2.7 Cash at bank and in hand

Cash at bank and in hand includes cash and short-term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

2.8 Liabilities and provisions

Liabilities are recognised when there is an obligation at the balance sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably.

Liabilities are recognised at the amount that the Charity anticipates it will pay to settle the debt or the amount it has received as advance payments for the goods or services it must provide.

Provisions are measured at the best estimate of the amounts required to settle the obligation. Where the effect of the time value of money is material, the provision is based on the present value of those amounts, discounted at the pre-tax discount rate that reflects the risks specific to the liability. The unwinding of the discount is recognised in the consolidated statement of financial activities as a finance cost.

2.9 Financial Instruments

The Group only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

2.10 Fund accounting

General funds are unrestricted funds which are available for use at the discretion of the Trustees in furtherance of the general objectives of the Group and which have not been designated for other purposes.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the Group for particular purposes. The costs of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

3. Legal status of the Charity

Manchester Pride Limited is a company limited by guarantee.

Every member undertakes to contribute to the assets of the Charity in the event of it being wound up while they are a member, or within one year after they cease to be a member and of the costs, charges and expense of winding up, and for the adjustment of the rights of the contributories among themselves, such amounts as may be required, not exceeding £1 per member.

4. Income from donations and legacies

		Unrestricted funds 2021	Total funds 2021	<i>Total funds 2020</i>
		£	£	£
	Donations	10,586	10,586	9,566
	Total 2021	10,586	10,586	9,566
	<i>Total 2020</i>	<i>9,566</i>	<i>9,566</i>	-

5. Income from charitable activities

		Restricted funds 2021	Unrestricted funds 2021	Total funds 2021	<i>Total funds 2020</i>
		£	£	£	£
	Grants	854,323	99,463	953,786	60,410
	Covid-19 grants	-	22,400	22,400	91,511
	Total 2021	854,323	121,863	976,186	151,921
	<i>Total 2020</i>	<i>37,310</i>	<i>114,611</i>	<i>151,921</i>	-

6. Income from other trading activities
Income from non charitable trading activities

		Unrestricted funds 2021	Total funds 2021	As restated Total funds 2020
		£	£	£
	Income from trading subsidiary	2,251,915	2,251,915	262,860
	In-Kind sponsorship	-	-	106,750
	Income from fund raising events	130	130	-
	Total 2021	2,252,045	2,252,045	369,610
	As restated Total 2020	369,610	369,610	-

7. Income by activity

	Campaign	Celebrate	Engage	Fundraise	Total 2021	As restated total 2020
	£	£	£	£	£	£
Donations	-	-	-	10,586	10,586	9,566
Fundraising events	-	-	-	130	130	-
In-kind sponsorship	-	-	-	-	-	106,750
Grants	190,757	190,757	572,272	-	953,786	60,410
Sponsorship	-	305,610	-	-	305,610	156,000
COVID-19 grants	5,600	5,600	5,600	5,600	22,400	91,511
Income from trading subsidiary	486,576	486,576	486,576	486,577	1,946,305	106,860
Total 2021	682,933	988,543	1,064,448	502,893	3,238,817	531,097
As restated total 2020	88,362	244,362	112,526	85,847	531,097	-

The prior year figures above have been revised to include total income from the group, and to account for prior year adjustments highlighted in note 18.

8. Analysis of expenditure on charitable activities
Summary by fund type

		Restricted funds 2021	Unrestricted funds 2021	Total funds 2021	<i>As restated Total funds 2020</i>
		£	£	£	£
	Artists fees and expenses	73,904	278,823	352,727	13,400
	Marketing and PR	32,652	74,432	107,084	58,080
	Events & engagement	518,286	902,069	1,420,355	203,544
	Box office expenses	-	28,225	28,225	61
	Sundry	9,035	104,715	113,750	112,920
	Interest payable	-	6,076	6,076	-
	In-kind advertising	-	-	-	106,750
	Depreciation	-	2,148	2,148	1,958
	Irrecoverable VAT	-	234,978	234,978	15,349
	Grants distributed	-	7,700	7,700	91,241
	Governance costs (note 10)	-	9,950	9,950	3,000
	Support costs (note 10)	197,294	458,279	655,573	406,248
	Total 2021	<u>831,171</u>	<u>2,107,395</u>	<u>2,938,566</u>	<u>1,012,551</u>
	<i>As restated Total 2020</i>	-	<u>1,012,551</u>	<u>1,012,551</u>	-

9. Expenditure on Charitable Activities

	Campaign	Celebrate	Engage	Fundraise	Total 2021	As restated total 2020
	£	£	£	£	£	£
Artist fees and expense		282,182		70,545	352,727	13,400
Marketing and PR	26,771	26,771	26,771	26,771	107,084	58,080
Events & Engagement	-	852,213	142,036	426,106	1,420,355	203,544
Box office expenses	-	26,814	-	1,411	28,225	61
Sundry	-	-	-	-	-	112,920
In-kind advertising	28,438	28,437	28,438	28,437	113,750	106,750
Deprecation	-	-	-	2,148	2,148	1,958
Irrecoverable VAT	-	-	-	234,978	234,978	15,349
Grants distributed	-	-	7,700	-	7,700	91,241
Interest Payable	-	-	6,076	-	6,076	91,241
Governance costs (Note 10)	2,488	2,488	2,488	2,486	9,950	3,000
Support costs (Note 10)	163,893	163,893	163,893	163,894	655,573	406,248
Total 2021	221,590	1,382,798	377,402	956,776	2,938,566	1,012,551
As restated Total 2020	176,575	279,504	288,169	268,303	1,012,551	-

10. Analysis of support and governance costs
Analysis of support costs

			As restated
		2021	2020
		£	£
	Salaries and wages	383,135	371,523
	Personnel	215,164	25,155
	Legal and professional services	57,274	9,570
		655,573	406,248

Analysis of governance costs

		2021	2020
		£	£
	Accountancy services	9,950	3,000

The Charity initially identifies the costs of its support functions. It then identifies those costs which relate to the governance function. Having identified its governance costs, the remaining support costs together with the governance costs are apportioned between the four key objects undertaken (see note 9) in the period.

11. Auditors' remuneration

The auditors' remuneration amounts to an auditor fee of £7,200 (2020 - £-), and other accountancy services of £2,750 (2020 - £3,000).

12. Staff costs

		Group	Group	Charity	Charity
		2021	As restated	2021	As restated
		£	2020	£	2020
			£		£
	Wages and salaries	333,823	318,912	333,823	318,912
	Social security costs	26,213	29,787	26,213	29,787
	Other pension costs	23,099	22,823	23,099	22,823
		383,135	371,522	383,135	371,522

The prior year wages and salaries figures are inclusive of the prior year adjustment of £44,889, and have been adjusted to reflect that the costs were borne by the Charity (see note 18). The prior year adjustment does not affect the consolidated figures.

The average number of persons employed by the Charity during the year was as follows:

		Group	<i>Group</i>	Charity	<i>Charity</i>
		2021	<i>2020</i>	2021	<i>2020</i>
		No.	<i>No.</i>	No.	<i>No.</i>
	Management and events staff	<u>10</u>	<u>11</u>	<u>10</u>	<u>11</u>

The number of employees whose employee benefits (excluding employer pension costs) exceeded £60,000 was:

		Group	<i>Group</i>
		2021	<i>2020</i>
		No.	<i>No.</i>
	In the band £80,001 - £90,000	1	-
	In the band £90,001 - £100,000	-	1

Key management personnel consists of The Chief Executive, The Head of Events and The Head of Engagement. The total amount of employee benefits (including employer pension contributions and employer national insurance contributions) received by key management personnel for their services to the charity was £189,965 (2020: £194,592).

13. Trustees' remuneration and expenses

During the year, no Trustees received any remuneration or other benefits (2020 - £NIL). During

the year ended 31 December 2021, no Trustee expenses have been incurred (2020 - £NIL).

14. Tangible fixed assets

	Group	Office equipment
		£
	Cost or valuation	
	At 1 January 2021	11,770
	Additions	1,928
	At 31 December 2021	13,698
	Depreciation	
	At 1 January 2021	8,788
	Group	Office equipment
		£
	Cost or valuation	
	At 1 January 2021	11,770
	Additions	1,928
	At 31 December 2021	13,698
	Depreciation	
	At 1 January 2021	8,788
	Charge for the year	2,148
	At 31 December 2021	10,936
	Net book value	
	At 31 December 2021	2,762
	At 31 December 2020	2,982

Charity

		Office equipment
		£
	Cost or valuation	
	At 1 January 2021	11,770
	Additions	1,928
	At 31 December 2021	13,698
	Depreciation	
	At 1 January 2021	8,788
	Charge for the year	2,148
	At 31 December 2021	10,936
	Net book value	
	At 31 December 2021	<u>2,762</u>
	At 31 December 2020	<u>2,982</u>

15. Debtors

		Group	<i>Group As restated</i>	Charity	<i>Charity As restated</i>
		2021	2020	2021	2020
		£	£	£	£
	Due within one year				
	Trade debtors	467,509	195,144	270,386	15,000
	Other debtors	2,481	3,333	2,481	-
		<u>469,990</u>	<u>198,477</u>	<u>272,867</u>	<u>15,000</u>

16. Creditors: Amounts falling due within one year

		Group	<i>Group As restated</i>	Charity	<i>Charity As restated</i>
		2021	2020	2021	2020
		£	£	£	£
	Other loans	59,820	24,925	59,820	24,925
	Trade creditors	191,368	24,352	41,253	21,910
	Amounts owed to group undertakings	-	-	103,243	83,902
	Other taxation and social security	58,437	68,736	12,040	23,956
	Accruals and deferred income	139,957	300,268	4,500	10,500
		<u>449,582</u>	<u>418,281</u>	<u>220,856</u>	<u>165,193</u>

Other loans relate to a government Coronavirus Business Interruption Loan. This is not a secured loan. Interest is charged at 4.89%.

Deferred income					
		Group	Group	Charity	Charity
		2021	As restated 2020	2021	As restated 2020
		£	£	£	£
	Opening balance	297,268	115,560	7,500	15,560
	Resources deferred during the year	130,007	297,268	-	7,500
	Amounts released from previous periods	(297,268)	(115,560)	(7,500)	(15,560)
	Closing balance	130,007	297,268	-	7,500

Included within deferred income is £100,000 (2020: £100,000) of deferred sponsorship income. Also included within deferred income is £30,007 (2020: £289,768) of income received in the year relating to activity taking place in the subsequent year. £7,500 of deferred income brought forward from 2020 relating to the GMCA Advisory Panel has been released in the year.

17. Creditors: Amounts falling due after more than one year

		Group	Group	Charity	Charity
		2021	2020	2021	2020
		£	£	£	£
	Other loans	214,356	274,176	214,356	274,176

Other loans relate to a government Coronavirus Business Interruption Loan. This is not a secured loan. Interest was charged at 4.89%. Included within the above are amounts falling due as follows:

		Group	Group	Charity	Charity
		2021	2020	2021	2020
		£	£	£	£
	Between one and two years				
	Other loans	59,820	59,820	59,820	59,820
	Between two and five years				
	Other loans	154,536	179,461	154,536	179,461
	Greater than five years				
	Other loans	-	34,895	-	34,895

18. Prior year adjustments

		Prior year adjustments 2020	Prior year adjustments 2019
		£	£
	Group		
	Reserves per prior year accounts	(95,246)	279,792
	2019 reserves error	(100,000)	-
	Deferred sponsorship income	(100,000)	(100,000)
	Release of prior year deferred sponsorship income	100,000	-
	Deferred ticket income	(189,768)	-
	Release of overstated trade creditors	38,464	-
	Release of overstated PAYE creditor balance	44,888	-
	Reserves per balance sheet	(301,662)	179,792
	Company		
		Prior year adjustments 2020	Prior year adjustments 2019
		£	£
	Reserves per prior year accounts	(95,246)	279,792
	2019 reserves error	(100,000)	-
	Recognition of donation from trading subsidiary	(16,254)	-
	Adjustment to donation from trading subsidiary	41,956	(100,000)
	Payroll costs incorrectly recharged	(215,470)	-
	Release of overstated trade creditors	38,464	-
	Release of overstated PAYE creditor balance	44,888	-
	Reserves per balance sheet	(301,662)	179,792

£100,000 of sponsorship income relating to the year ending 31 December 2020 was recognised as turnover in Manchester Pride Events Limited's 2019 accounts. This has been deferred and released in 2020.

£100,000 of sponsorship income relating to the year ending 31 December 2021 was recognised as turnover in Manchester Pride Events Limited's 2020 accounts. A prior year adjustment has been posted to show this as deferred income. The amount was released in 2021.

£189,768 of ticket sales relating to the year ending 31 December 2021 was recognised in Manchester Pride Events Limited as turnover in 2020's accounts. A prior year adjustment has been posted to show this as deferred income, reducing the prior year 'income from trading subsidiary' by £189,768. This amount has been released in 2021.

A prior year adjustment has been posted to clear a historic overstated trade creditor balance of £38,464. This has been credited to the Statement of Financial Activities under 'sundry costs'.

A prior year adjustment has been posted to clear a historic overstated PAYE creditor balance of £44,888. This has been credited to the Statement of Financial Activities under 'payroll costs'.

£215,470 of costs borne by the Charity were recognised in the accounts of Manchester Pride Events Limited. A prior year adjustment has been posted to remove these costs from Manchester Pride Events Limited and recognise the costs in the accounts of the Charity.

19. Statement of funds Statement of funds - current year

		As restated Balance at 1 January 2021 £	Income £	Expenditure £	Transfers in/ out £	Balance at 31 December 2021 £
	Unrestricted funds	-	-	-	-	-
	General Funds - all funds	(342,179)	2,384,494	(2,107,395)	41,729	(23,351)
	Restricted funds	-	-	-	-	-
	Arts Council England	23,100	801,823	(786,171)	(16,812)	21,940
	Manchester City Council	3	-	-	(3)	-
	GMCA	17,414	52,500	(45,000)	(24,914)	-
		40,517	854,323	(831,171)	(41,729)	21,940
	Total of funds	(301,662)	3,238,817	(2,938,566)	-	(1,411)

Statement of funds - prior year

		<i>As restated Balance at 1 January 2020</i> £	<i>Income</i> £	<i>Expenditure</i> £	<i>As restated Balance at 31 December 2020</i> £
	Unrestricted funds	-	-	-	-
	General Funds	<u>162,375</u>	<u>507,997</u>	<u>(1,012,551)</u>	<u>(342,179)</u>
	Restricted funds	-	-	-	-
	Arts Council England	-	23,100	-	23,100
	Manchester City Council	3	-	-	3
	GMCA	17,414	-	-	17,414
		17,417	23,100	-	40,517
	Total of funds	<u>179,792</u>	<u>531,097</u>	<u>(1,012,551)</u>	<u>(301,662)</u>

Arts Council England refers to the Arts Council England Emergency Response Fund which offered emergency funding to projects which supported artists during and after the COVID-19 pandemic.

The grant from the GMCA refers to the income received from the Greater Manchester Combined Authority Culture Fund which is given to provide excellent cultural experiences or work that has significant social impact across the ten boroughs in Greater Manchester.

The Manchester City Council line refers to an amount carried forward from a previous grant which contributed towards the cost of event infrastructure, stewarding and security, road closure costs and cleansing relating to Parade 2019.

20. Analysis of net assets between funds.

Analysis of net assets between funds - current year

		Restricted funds 2021 £	Unrestricted funds 2021 £	Total funds 2021 £
	Tangible fixed assets	-	2,762	2,762
	Current assets	21,940	637,825	659,765
	Creditors due within one year	-	(449,582)	(449,582)
	Creditors due in more than one year	-	(214,356)	(214,356)
	Total	21,940	(23,351)	(1,411)

Analysis of net assets between funds - prior year

		<i>Restricted funds As restated 2020</i>	<i>Unrestricted funds As restated 2020</i>	<i>Total funds As restated 2020</i>
		£	£	£
	Tangible fixed assets	-	2,982	2,982
	Current assets	40,517	347,296	387,813
	Creditors due within one year	-	(418,281)	(418,281)
	Creditors due in more than one year	-	(274,176)	(274,176)
	Total	40,517	(342,179)	(301,662)

21. Reconciliation of net movement in funds to net cash flow from operating activities

		Group	<i>Group As restated</i>
		2021	2020
		£	£
	Net income/expenditure for the year (as per Statement of Financial Activities)	300,251	(481,454)
	Adjustments for:		
	Depreciation charges	2,148	1,958
	Decrease/(increase) in debtors	(271,513)	5,593
	Increase/(decrease) in creditors	(3,594)	185,807
	Interest payable	6,076	-
	Net cash provided by/ (used in) operating activities	33,368	(288,096)

22. Analysis of cash and cash equivalents

		Group	<i>Group</i>
		2021	2020
		£	£
	Cash in hand	189,775	189,336

23. Analysis of changes in net debt

		At 1 January 2021	Cash flows	At 31 December 2021
		£	£	£
	Cash at bank and in hand	189,336	439	189,775
	Debt due within 1 year	(24,925)	(34,895)	(59,820)
	Debt due after 1 year	(274,176)	59,820	(214,356)
		(109,765)	25,364	(84,401)

24. Operating lease commitments

At 31 December 2021 the Group and the Charity had commitments to make future minimum lease payments under non-cancellable operating leases as follows:

		2021	Group 2020	Charity 2021	Charity 2020
		£	£	£	£
	Not later than 1 year	27,331	27,331	27,331	27,331

25. Related party transactions

The charity received a donation from its subsidiary, Manchester Pride Events Limited of £682,564 (2020: £41,956). At the year end, Manchester Pride Events Limited is owed £103,243 (2020: £83,902).

Trustees are appointed to the Board primarily for the skills, experience and knowledge that they bring to the organisation. However, it is also important the Board includes individuals that are immersed in Manchester's LGBT community and in the culture of the city as a whole. For that reason, the Board of trustees will invariably include individuals that hold other directorships, trusteeships or ownership interests with companies, organisations and charities that have links to Manchester Pride.

No trustee is involved in making board decisions that relate to their own interests. Other than the above transactions noted with Manchester Pride Events Limited, there were no other transactions with related parties this year.

End of Report

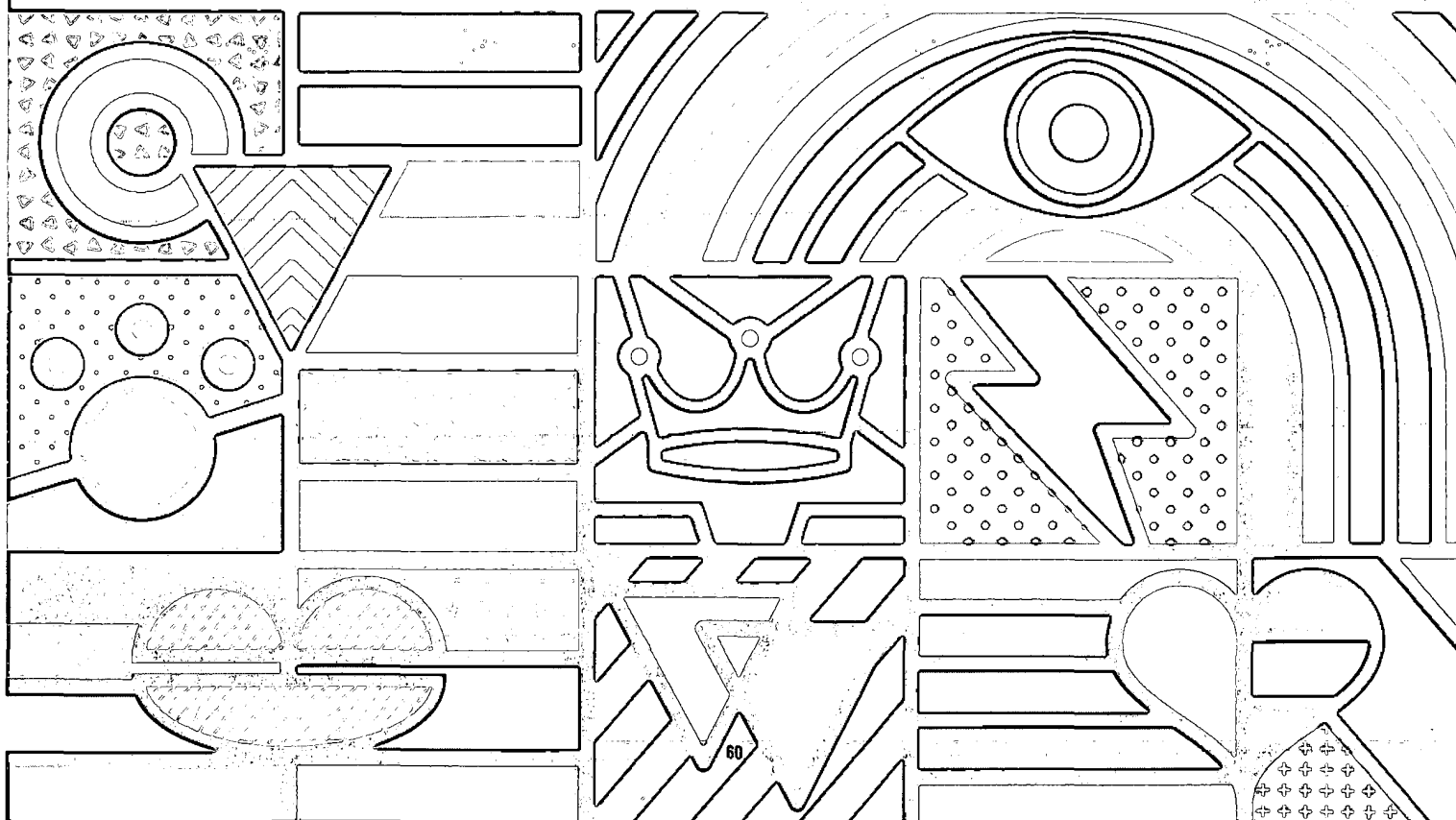


**MANCHESTER
PRIDE®**

REGISTERED COMPANY 4671318
REGISTERED CHARITY 1117848
MANCHESTERPRIDE.COM

GET IN TOUCH:
INFO@MANCHESTERPRIDE.COM

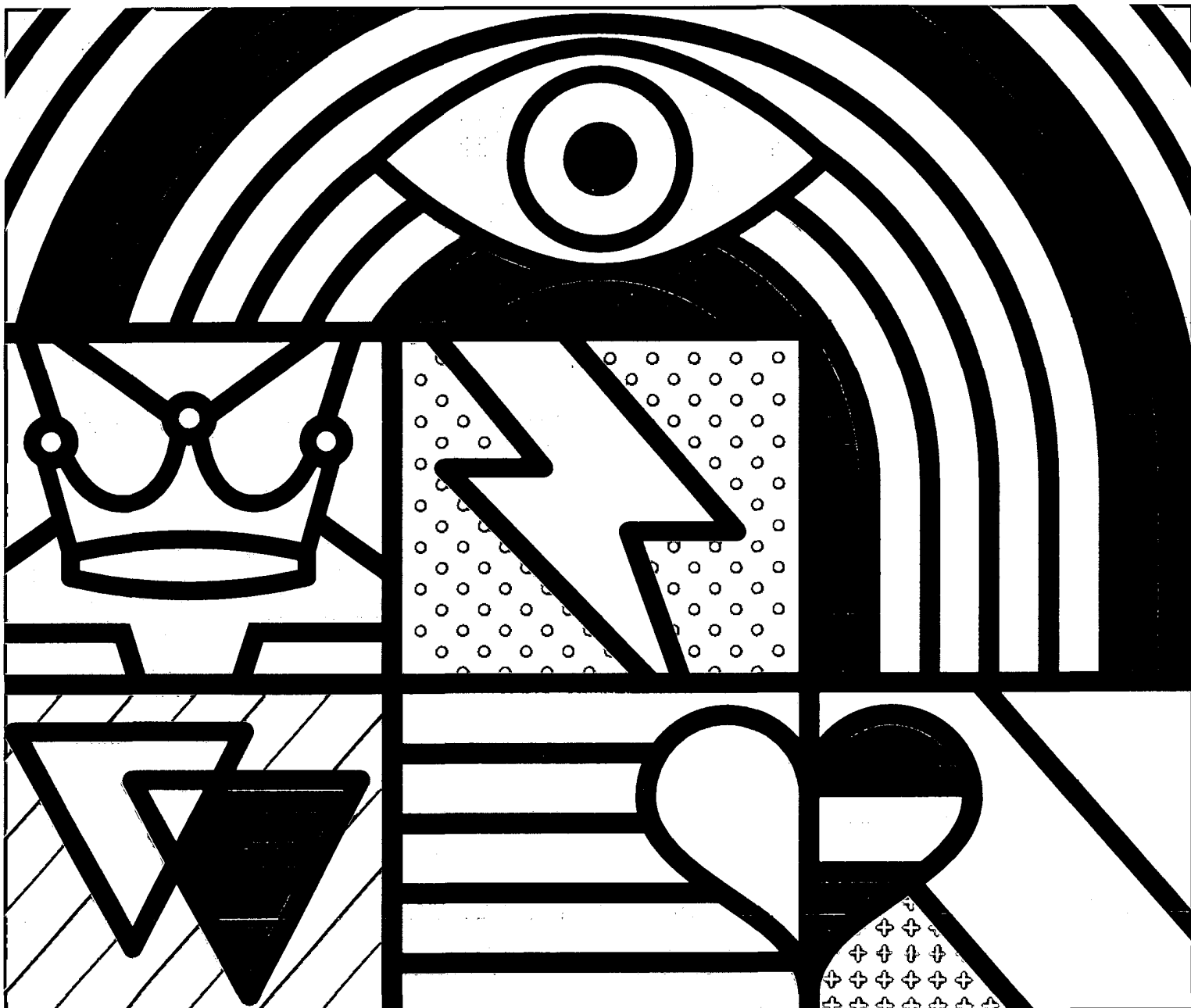
MANCHESTER ONE
53 PORTLAND STREET
MANCHESTER M1 3LD



MANCHESTER PRIDE LIMITED

England & Wales - Charity number 1117848

Accounts



ANNUAL REVIEW AND ACCOUNTS 2020

THURSDAY



AAE4N1G8

A39

30/09/2021

#260

COMPANIES HOUSE

Contents

03	Chair's Statement
05	Chief Executive's Statement
06	Reference and Administrative Details
07	The Manchester Pride Charity
09	What we Deliver and its Public Benefit
11	Manchester Pride Festival Format
14	Legal Status and Governing Documents
15	Trustees
16	Organisational Structure
17	Our Employees
18	The Impact of COVID-19 on the Charity
19	Digital Transformation at Manchester Pride
20	Alternative Manchester Pride Festival
22	Superbia
24	Youth Pride MCR Workshops
25	All Equals Charter
27	Manchester Pride: Live in your Living Room
28	Community Engagement
29	Grant Giving
31	Financial Review
32	Risk Management
33	Statement of Trustees Responsibilities
34	Financial Statements
35	Independent Examiner's Report
36	Consolidated Statement of Financial Activities
37	Consolidated and Charity Statement of Financial Position
38	Consolidated Statement of Cash Flows
39	Notes to the Financial Statements

03 Chair's Statement

Dear Supporter

To coin an overused phrase, 2020 was an unprecedented year.

As we saw COVID-19 take its toll on families, communities and businesses across the UK, its impact was keenly felt on the charity sector. And, that impact was felt at Manchester Pride too.

There can be no doubt COVID has had a significant and material impact on the charity, slashing our income and leaving trustees to make some tough choices to ensure its long-term survival.

The income generated from the Manchester Pride Festival is the main source of revenue for the charity. So, as a physical festival wasn't possible, the charity's income dropped by 85 per cent. That meant trustees were forced to make some difficult decisions; we spent all our financial reserves, had to make some employees redundant, remaining employees voluntarily took a pay cut and we put a temporary stop on any grant funding which hadn't already been committed. We also took out a loan from the government backed CBILS scheme.

Trustees would particularly like to acknowledge the support and work of the charity's small team of employees. It was with significant regret we had to make roles redundant. And, to the employees who stayed with us, we would like to thank you for your continued hard work and efforts in what we appreciated were challenging and unsettling movements.

Difficult choices didn't stop us though; we found new ways to deliver many of our charitable objectives. We repurposed our physical festival and turned it into a digital format. This allowed us to innovate and try some new things which our audiences had been asking for. For example, we introduced a new programme around activism into the Festival line-up, the Human Rights Forum.

We also took time to renew the organisation and how we work. We welcomed three new Trustees to the Board of the charity, bringing fresh expertise in charity governance and law to the organisation. Trustees also directed the organisation to launch a review of its grant making to ensure we continued to respond to the needs of our community.

As we looked to continue delivering a public benefit under unusual circumstances, Trustees were heartened by the support of many community groups, supporters and backers. A particular thank you must go to the Festival's main sponsor, Virgin Atlantic, who stood by Manchester Pride even when their sector (and indeed company) faced significant headwinds.

Despite 2020 being a difficult year for Manchester Pride, Trustees are excited about the year ahead and the opportunity to work with all stakeholders to ensure the charity is even better in 2021 and beyond.

We are working hard to learn the lessons from COVID and apply them to what we hope will be a physical festival in 2021. Trustees also acknowledge not everyone will have agreed with the tough decisions they have chosen to take. That's why, as we look forward to the year ahead and the hopeful return of a physical festival, Trustees remain committed to hearing views from a broad a range of stakeholders as possible to help shape the future of the Festival.

Thank you,

Paul Wheeler



Why we continue to campaign for advancement of LGBTQ+ equality

77%

of LGBTQ+ youth experience rejection and abuse in the home

41%

of LGB people reported they had been a victim of a crime

1/3

of LGBTQ+ employees have hidden their authentic selves for fear of discrimination

Why we continue to create opportunities and engage with LGBTQ+ communities

55%

of people reported an increase in stress and pressure due to the economic impact of Covid-19

72%

of LGBTQ+ people reported that their feelings of isolation had got worse during the pandemic

80%

of LGBTQ+ people stated that they had felt more lonely during the pandemic

40%

of GP appointments now involve mental health

05 Chief Executive's Statement

2020 brought unprecedented challenges to all as we faced a Global pandemic that brought the world to a halt. The Covid-19 pandemic had a significant impact on the whole charitable sector and, unfortunately, it has significantly impacted us too.

As the country went into lockdown, we all stayed home to protect one another. Large gatherings and events were forced to cancel but the Manchester Pride team were committed to LGBTQ+ communities both in Greater Manchester and beyond, and our vision for a world where LGBTQ+ people are free to live and love without prejudice remains.



The team were quick to adapt and delivered a year long programme of campaigns, initiatives and events to improve the lives of LGBTQ+ people while ensuring the survival of our organisation.

We were devastated to have to postpone our world-class festival in 2020 due to the ongoing uncertainty of the pandemic. Our audience was equally devastated and we knew that we had a responsibility to LGBTQ+ communities across the region to bring them together safely, and to improve mental health through reduced isolation.

We curated a three day virtual celebration of LGBTQ+ life across Greater Manchester and beyond. The Alternative Manchester Pride Festival delivered a diverse range of content across a multitude of platforms to cater for the many LGBTQ+ communities who we support and represent.

We quickly adapted Youth Pride MCR from monthly in person workshops, to bi-monthly online workshops. The workshops have been designed as spaces for young LGBTQ+ people to connect and find community in the midst of lockdown. They also provide a safe space for young people to be their authentic selves.

We recognised that LGBTQ+ artists and smaller, independent organisations were in desperate need of support to maintain their practice and in turn support their mental health. So we applied for Arts Council England Emergency Funding so we could continue meeting some of our outlined Superbia objectives, but most importantly we could support the community of LGBTQ+ artists and organisations the project works with.

The All Equals Charter was launched in March to help businesses and organisations to understand how to recognise and challenge any form of discrimination. Membership provides resources to allow organisations to work towards creating safe spaces for all LGBTQ+ people and accreditation allows stakeholders to see how advanced an organisations approach to inclusion and equality.

Mark Fletcher
CEO Manchester Pride



06 Reference and Administrative Details

The Trustees, who are also directors for the purpose of company law, have pleasure in presenting their report and the financial statements of the group for the year ended 31 December 2020.

REGISTERED CHARITY NAME

Manchester Pride Limited

CHARITY REGISTRATION NUMBER

1117848

COMPANY REGISTRATION NUMBER

04671318

REGISTERED OFFICE

Manchester One
53 Portland Street
Manchester
M1 3LF

THE TRUSTEES

The Trustees who served the Charity during the year to the date of signing the Trustees Annual Report were as follows:

S Crocker
R Joshi
B Scott
R Malcomson
P Wheeler
K Richards
M Unsworth
V Empson
S Bowen
M Lawlor

SECRETARY

B Scott

CHIEF EXECUTIVE

M Fletcher

HEAD OF EVENTS

M Lever

HEAD OF ENGAGEMENT

F Hemani

INDEPENDENT EXAMINER

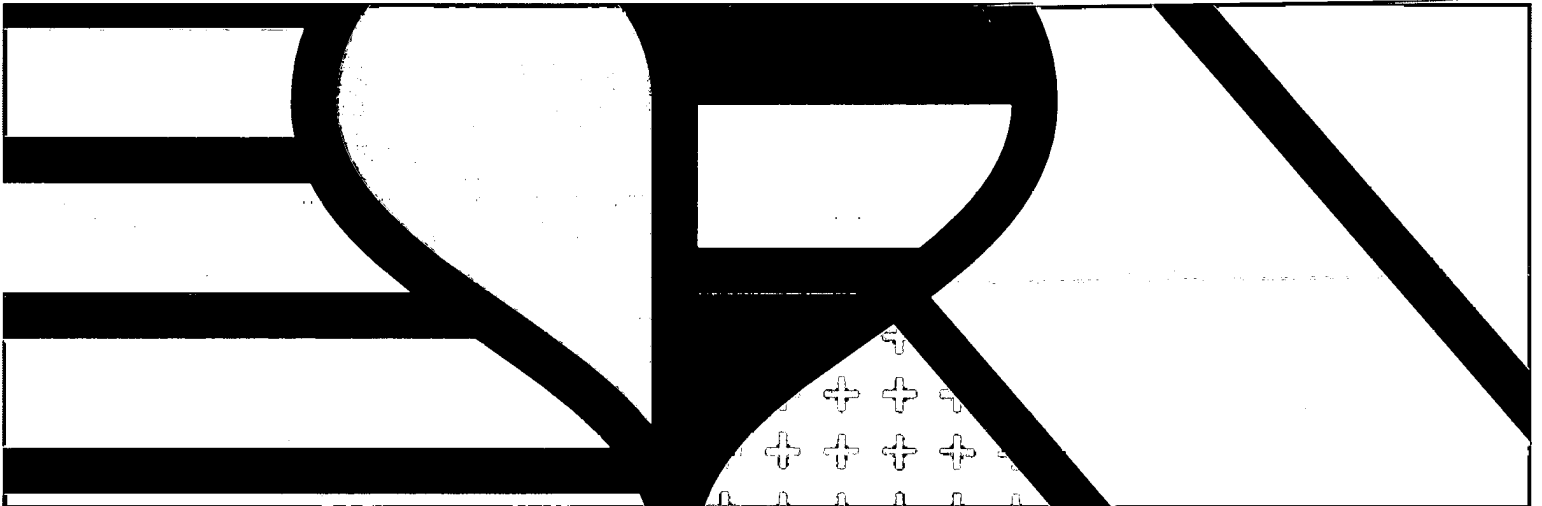
Sue Hutchinson FCCA
Beever and Struthers
Chartered Accountants
St George's House
215-219 Chester Road
Manchester
M15 4JE

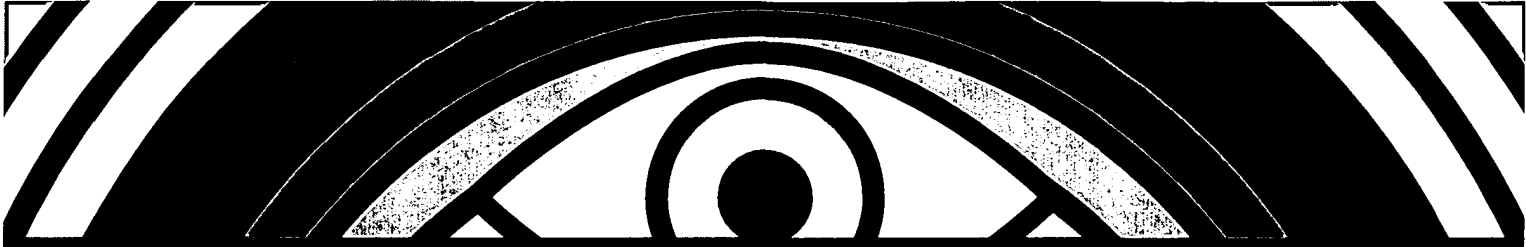
BANKERS

National Westminster Bank Plc
Spring Gardens
Manchester
M2 1FB

SOLICITORS

DLA Piper
1 St. Peter's Square
Manchester
M2 3DE





07 The Manchester Pride Charity

Who we are

Manchester Pride is a charity which creates platforms for LGBTQ+ visibility, helps to bring people together to celebrate LGBTQ+ life and campaigns for inclusion and equality across Greater Manchester.

WE HAVE FOUR MAIN GOALS, DRAWN FROM OUR GOVERNING DOCUMENTS:

1.

To campaign for the advancement of LGBTQ+ equality at home and abroad.

This involves educating and encouraging the people of Greater Manchester and beyond to recognise, understand and challenge discrimination against all LGBTQ+ people.

2.

To stage an annual world class pride celebration of LGBTQ+ life in Greater Manchester.

This is called the Manchester Pride Festival which includes events like the Parade, Candlelit Vigil, Gay Village Party and MCR Pride Live.

3.

To raise awareness of, and support for, the mental health of LGBTQ+ people.

This involves increasing the levels of social engagement and wellbeing by celebrating cultural activities for, by and with LGBTQ+ people in Greater Manchester and to work with organisations to improve the mental health of LGBTQ+ people.

4.

To make packages of support, including grants, available for LGBTQ+ community groups, organisations, events and causes in Greater Manchester.

How we operate

Manchester Pride is a charity and, like many charities, we get our income from a variety of sources, including donations, some grants, and through the delivery of Manchester Pride Festival. Manchester Pride receives no direct operational funding from Manchester City Council.

Manchester Pride, similarly to many other charities, operates as a limited company. So, when you see reference to Manchester Pride Limited, that means the charity.

The delivery of the Manchester Pride Festival is one of our most important charitable objectives: it is a celebration of LGBTQ+ life in Greater Manchester and exists to campaign for greater LGBTQ+ equality both at home and abroad. It is also our biggest source of income which supports us to deliver all of our other charitable objectives.

It is common for charities to have trading companies which generate income (it's how many of the charity shops you see on the high street operate). In the case of Manchester Pride, our trading company doesn't run shops, it runs a four-day festival celebrating LGBTQ+ life.

In the case of Manchester Pride (the charity and limited company), we have a subsidiary trading company too and that's called Manchester Pride Events Ltd. It is a not-for-profit company. This company is registered with Companies House, is fully audited and is what is called a 'wholly-owned subsidiary'. That means any surplus generated by the company is given directly to the charity which owns it and no other entity profits from its work.

Manchester Pride Events Ltd organises the Manchester Pride Festival for the charity. All staff work for the charity to deliver its charitable goals.





09 What we Deliver and its Public Benefit

There are many ways Manchester Pride as a charity delivers a public benefit and its charitable objectives. The most visible and famous one is the delivery of the Manchester Pride Festival.

The Manchester Pride Festival is a four-day programme of events across August Bank Holiday which provide a very visible way for LGBTQ+ people to be out and proud in Manchester.

The Manchester Pride Festival and Manchester Pride charity are one and the same. The Manchester Pride Festival is delivered for the charity by its wholly owned and not-for-profit subsidiary company, Manchester Pride Events Ltd.

The Manchester Pride Festival is the principal way by which Manchester Pride as a charity can deliver its charitable goals, as an organisation designed to help celebrate LGBTQ+ life and campaign for inclusion and equality across the city-region.

THE FESTIVAL HAS SEVERAL ELEMENTS:

MANCHESTER PRIDE PARADE

taking place on Saturday, this is a march across Manchester city centre which acts as a rallying cry for celebration and activism.

GAY VILLAGE PARTY

a series of activities and event in and around the Gay Village in Manchester City centre with a focus on local and LGBTQ+ artists programming.

MANCHESTER PRIDE LIVE

a two day music festival held outside, but close to, Manchester's Gay Village which seeks to provide a platform for queer artists and allies.

YOUTH PRIDE MCR

this is a special pride event held in the city centre designed for, and with the input of, young people.

THE SUPERBIA WEEKEND

taking place away from the Gay Village, this is a series of queer cultural events, cinema screenings, workshops and talks.

HUMAN RIGHTS FORUM

panel talks bringing together prominent activists and thought-leaders to discuss the challenges that continue to face LGBTQ+ communities today, and what we as individuals can do to bring about political or social change.

THE CANDLELIT VIGIL

the special event designed to take a moment to come together and remember those who are LGBTQ+ who are no longer with us, especially those we have lost to HIV/AIDS.

FAMILY PRIDE

a dedicated programme of activities centred around fun, wellness and learning for families to enjoy.

Whether your view of pride is a protest or a celebration (or both), the Manchester Pride Festival provides numerous ways people can get involved. It also provides a platform for the community to be able to fundraise for good causes.

Some other benefits that you might not be aware of:

- It's the only UK pride festival to have a dedicated festival for young people (Youth Pride MCR).
- We create opportunities for LGBTQ+ people and allies to gain skills. Each year we train more than 250 volunteers who support us during the festival.
- We provide a platform for LGBTQ+ artists from Greater Manchester giving them access to a large audience and the oxygen of publicity. We pay all artists and also commission specific projects and initiatives that support our charity goals.
- We procure services and supplies from LGBTQ+ owned businesses across the city-region.

An aerial photograph of a city street, likely in Manchester, showing a large rainbow flag banner stretched across the road. The banner is made of many small, colorful triangles. The street is lined with buildings and trees, and there are people walking on the sidewalks.

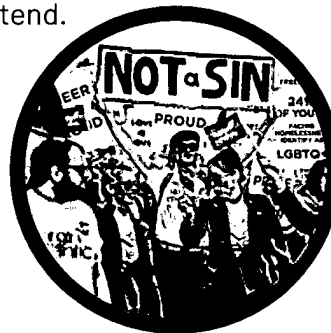
In 2019
Manchester Pride
Festival made
a £34 million impact
and contribution
to the economy
of the city of
Manchester.

11 Manchester Pride Festival Format

Since 2018, the publication/adoption of Portland Street Strategic Regeneration Framework by Manchester City Council meant that it was no longer viable to deliver the whole Manchester Pride Festival in the Gay Village alone. The Framework envisaged significant development on sites historically used to deliver the Festival, and so landowners removed the previous guarantees granted to the charity to access, in particular, the car park which housed the festival's main stage.

The board of trustees, acting on advice from key stakeholders, ideas from the staff team and following feedback from Festival attendees, took the decision to grow the event. It is now a truly city-wide celebration of LGBTQ+ life, while still centred on the Gay Village which remains the heart of the LGBTQ+ community in Greater Manchester.

Each year, we invest time in surveying and listening to our audiences to understand what kind of experience they'd like to see at the Manchester Pride Festival. While we can't promise to deliver on everyone's needs, we seek to curate a broad and inclusive programme of events and activities ranging from fee paying to free to attend.

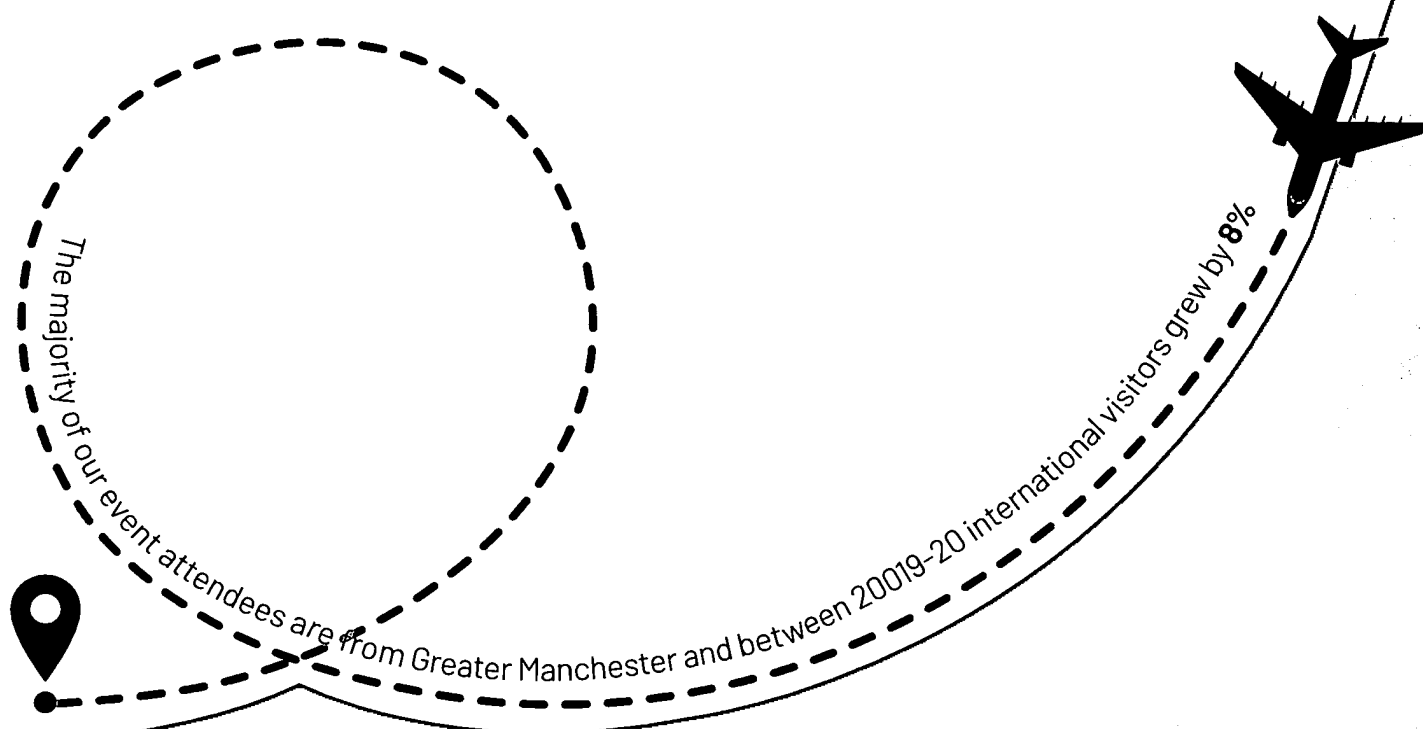


Our Manchester Pride Festival attendees come to the event for many different reasons and they have a choice about how they attend the Festival and what they pay for. They can choose to attend MCR Pride Live allowing those in our community who particularly value a shared live music event experience to do so. They can choose to attend the Gay Village Party only or they can choose to attend the many free events over the weekend including unique LGBTQ+ artworks through the Superbia Weekend, Youth Pride MCR, Family Pride MCR and usually the Manchester Pride Parade. Importantly, all are welcome to attend the Candlelit Vigil which is a vitally important moment to remember LGBTQ+ people who are no longer with us, particularly those we've lost to HIV/AIDS.

By attracting larger named artists to our event stage - something our attendees tell us consistently they want - MCR Pride Live significantly subsidises the cost of delivering a safe and accessible Gay Village Party and pays for the many free to attend events including Youth Pride MCR, the Candlelit Vigil, Family Pride MCR, the Superbia Weekend and usually the Manchester Pride Parade.

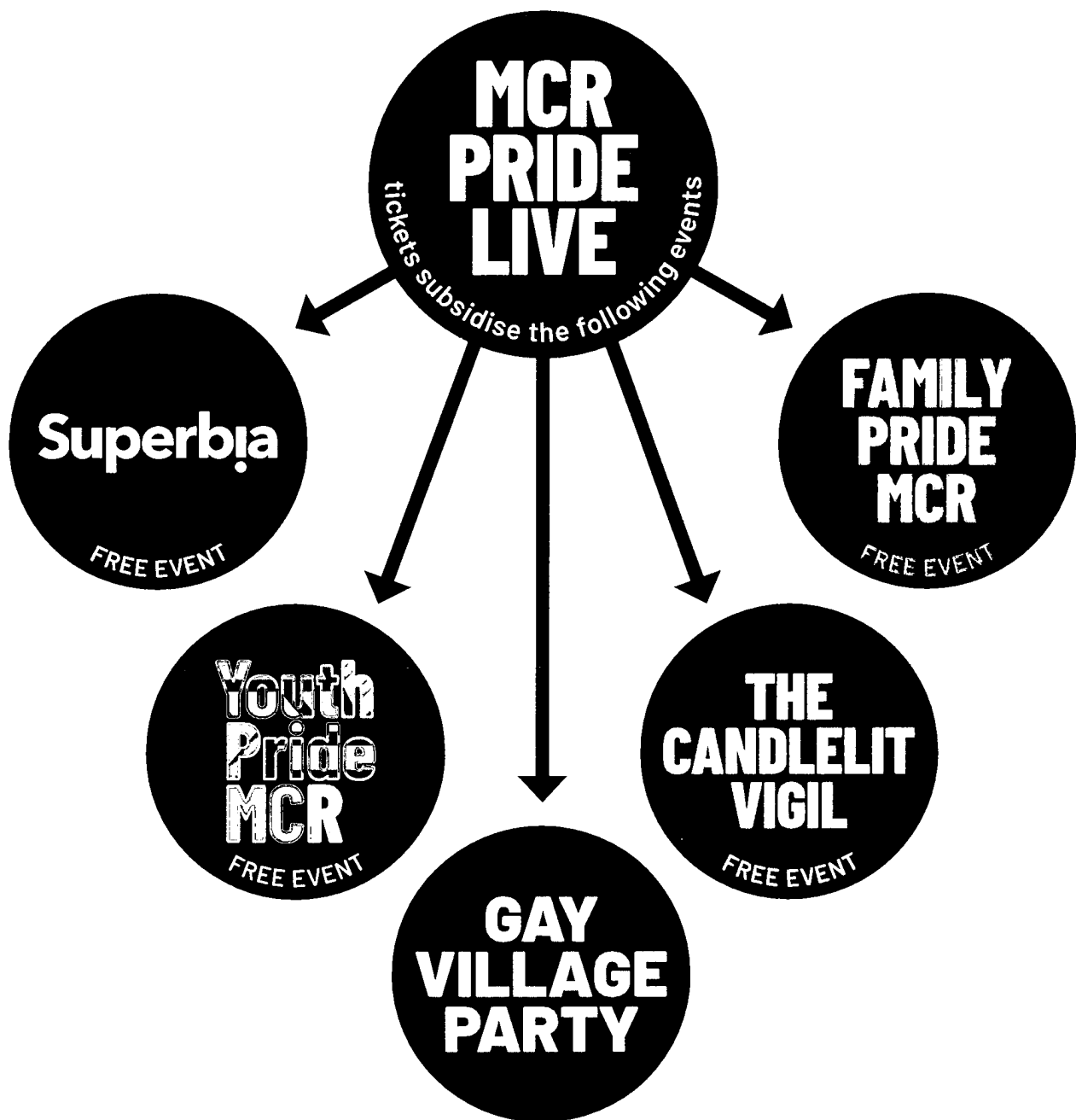
The idea of cross-subsidy

The Manchester Pride Festival has grown and developed significantly over time, reflecting the lived experiences of LGBTQ+ people in Manchester. The demand from people to attend the Festival from across the city, domestically in the UK and internationally has also grown substantially.



We are therefore keen to ensure the Manchester Pride Festival programme meets and exceeds, where possible, the expectations of those who chose to attend, as well as to curate a series of events which reflect Manchester's position as a diverse, vibrant and progressive international city. At the same time, trustees want to ensure the programme is as accessible as possible to people regardless of their ability to pay. In order for the Charity to be able to do this, the principle of cross-subsidy kicks in. By that we mean, the reason we can deliver such a broad programme of events, many of which are free, is that other parts of the programme pay for them.

There's a reason we can organise Youth Pride MCR for free, run a series of free to attend Superbia events, provide subsidised tickets for those on low incomes and keep the price of a daily ticket to the Gay Village Party as low as £12 and that's because we deliver Manchester Pride Live. Manchester Pride Live generates more money than it costs to put on, and that money is then used to subsidise the other elements of the programme.



Surplus funds generated from the festival are made available to grassroots organisations and LGBTQ+ charities via our grants programme.

14 Legal Status and Governing Documents

Manchester Pride is a company limited by guarantee, charity registration number 1117848 and company number 04671318. The Charity is governed by the memorandum of articles of association for the incorporated company as last amended on 19 December 2006.

The directors of the charitable company are its trustees for the purpose of charity law and through this report are collectively referred to as the trustees.

The governing documents instruct the trustees to act in a way to promote the objectives of the Charity.



15 Trustees

Manchester Pride has worked hard to reflect the diversity of its community on its trustee board. Thanks to a concerted recruitment effort, we are privileged to have trustees from different backgrounds, genders, ethnicities, sexual orientations, gender identities and political persuasions.

Since 2015, trustees normally serve for a three-year term with the option to have that term renewed once. Trustees are recruited through an open selection process, with the roles being open to anyone and advertised widely.

Given the extraordinary set of circumstances facing the organisation and to ensure continuity, trustees asked both the Chair and Treasurer not to retire from the Board as planned and extended their term by a year.

In 2020, following an open recruitment process, the Board was pleased to appoint three new trustees:

- Mick Lawlor, a partner at a Manchester law firm and former charity trustee
- Victoria Empson, a barrister at 18 St John Street Chambers in Manchester
- Stephen Bowden, an academic and former charity CEO

The trustees receive no pay or monetary benefits nor do they have any financial links to the charity or any vested interests in its operations including Manchester Pride Events Ltd. In the unlikely event that any conflicts of interest arise, trustees declare these annually and ad hoc.



16 Organisational Structure

The Annual General Meeting of the Charity appoints new trustees and Honorary Officers, appoints the auditors and considers and adopts the annual report and financial statements for the preceding year's activities.

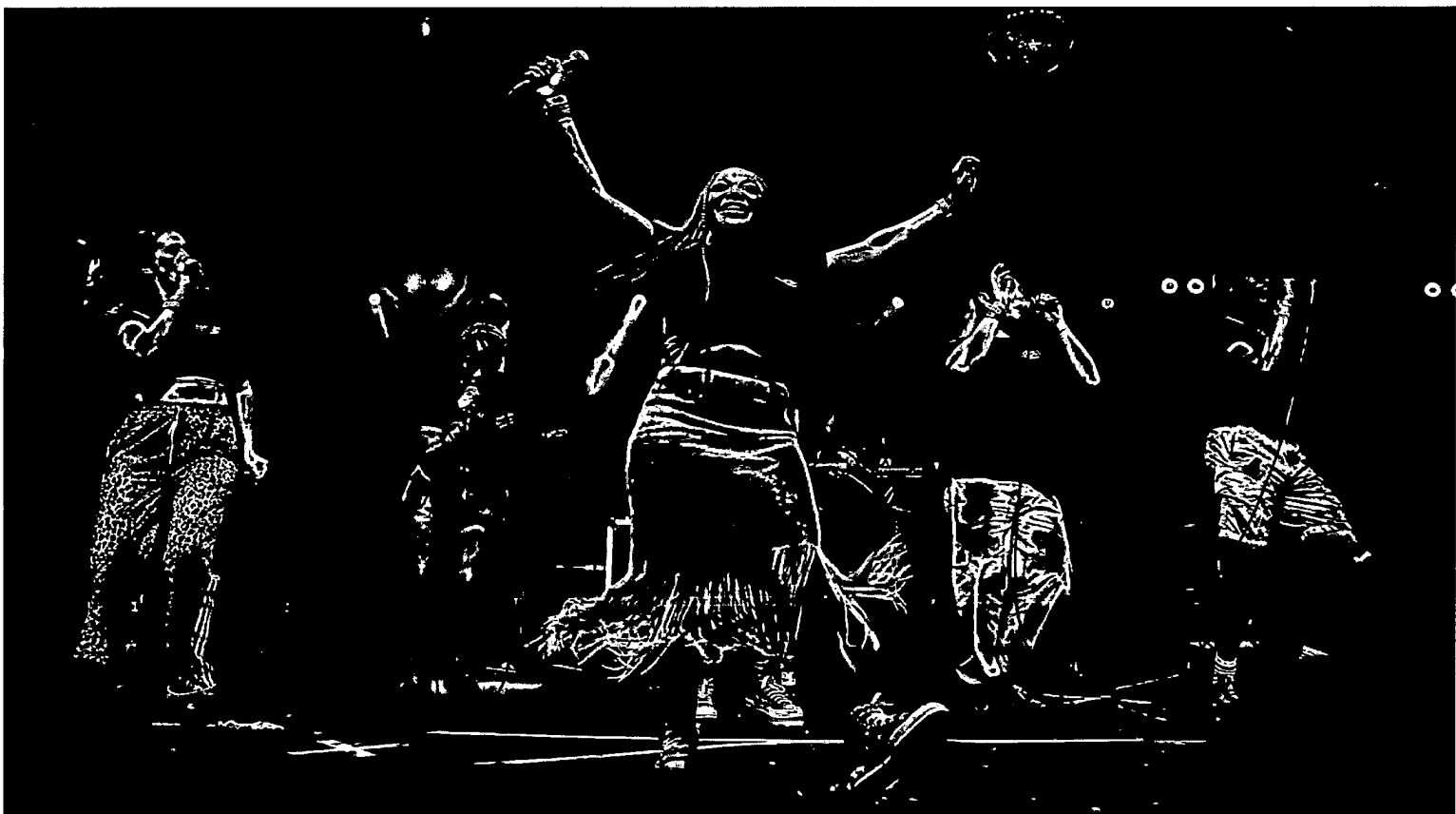
The Board of Trustees is ultimately responsible for the running of the Charity. Following a governance review in 2019, the Board has the following structure of sub-committees:

- **Performance and governance committee** – it oversees the proper governance of the charity, along with the Chair it helps to line manage the CEO and it ensures the charity delivers against its strategic goals
- **Finance and risk committee** – financial oversight and managing the charity's risk register
- **Fundraising and grants committee** – oversees the charity's grant giving activities

At the heart of Manchester Pride is the Manchester Pride Festival. The delivery of a successful festival remains the main income source for the charity, without which it could not meet its charitable goals and objectives.

The trustees employ a full-time Chief Executive Officer (CEO) as the charity, and the financial and operational risk associated with the delivery of its festival are too great for volunteer trustees to manage on a day-to-day basis.

Trustees delegate operational delivery of the Charity to the CEO.



17 Our Employees

Headed by the Charity's CEO, the team at Manchester Pride has operational responsibility to deliver the Charity's objectives and ensure it provides a public benefit.

Staffing levels are agreed by the CEO and trustees based on a three-year plan and financial projections.

In any given financial year, we have a small team of full-time employees. That team then expands as expert temporary staff are brought onboard to help with the delivery of Manchester Pride Festival.

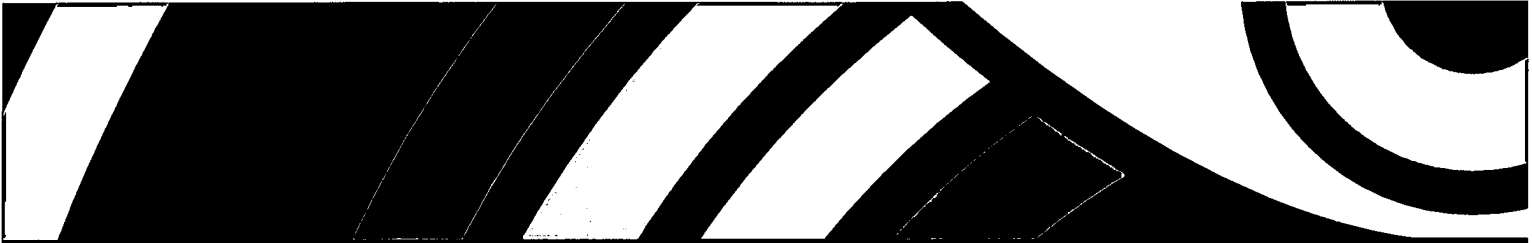
On an annual basis all employees are appraised, and they also receive regular training and coaching in support of their roles.

Employee pay and benefits

The trustees of Manchester Pride set the pay and reward policy for staff, including the CEO. In doing so, we seek to meet our obligations as a charity with the desire to be a great place to work which attracts and retains talented, passionate people who want to make a difference.

The remuneration of staff is benchmarked against salaries paid by other charities and follows guidance from the National Council for Voluntary Organisations (NCVO). In addition, as our team (and our CEO in particular) is charged with overseeing a complex not-for-profit organisation, we benchmark their salaries against the market rate we'd have to pay for these types of specialist skills.





18 The Impact of COVID-19 on the Charity

The Covid-19 pandemic had a significant impact on the whole charitable sector and, unfortunately, it has significantly impacted us too.

The charity's main source of income comes from the Manchester Pride Festival and is delivered by our not-for-profit trading company, the Manchester Pride Events Ltd. As a physical festival wasn't possible in 2020, our turnover dropped by 85% between 2019 and 2020.

In the 2020 financial year, trustees took several difficult decisions to ensure the long-term future of the Charity, our ability to deliver a public benefit and to maintain our existence is a going concern.

These steps included:

- Postponing a physical Manchester Pride Festival in 2020
- Using all of our financial reserves
- Making significant redundancies

Our employees also volunteered to take a temporary pay cut.

The Charity also sought to access various schemes set up by the government to support organisations during the pandemic.

We received money from The Culture Recovery Fund. This is a government grant supplied through Arts Council England to sustain cultural organisations and charities which had experienced significant losses due to the Covid-19 pandemic. The parameters of how the grant is spent and used are strictly defined

and cannot be used for other than to sustain the organisation's operations. Additionally, it cannot be used to fund other charities or organisations. This funding safeguards our charity if we were to face another year without the Manchester Pride Festival.

We also applied for and received a Coronavirus Business Interruption Loan Scheme (CBILS) loan, which were preferential rate commercial loans given out by the government. We took this loan to cover our commercial income gaps in the short term but as a commitment to protecting our future charitable impacts in the longer-term.

Once the government introduced the CBILS scheme we placed some of our staff on furlough.

We were also incredibly thankful to retain the support of our sponsors and commercial partners who provide a valuable source of income for the Charity to enable it to deliver its charitable objectives

The impact on our charitable objectives

One of the most significant ways the Charity delivers a public benefit and its charitable objectives is through the delivery of the Manchester Pride Festival.

As this was not possible in the 2020 financial year, trustees and staff team re-planned the Charity's activities and found new creative ways to deliver its public benefit but in a way which was COVID-19 secure, appropriate and compliant with all necessary government guidelines.



19 Digital Transformation at Manchester Pride

In 2020, like many other charities, we had to rethink the way we delivered our projects to ensure we could continue to provide visibility, support and representation for all LGBTQ+ communities through incredibly challenging times. Manchester Pride quickly and dynamically adapted to not only change all of its planned delivery to digital but also created brand new initiatives to enable LGBTQ+ people to come together (virtually) to celebrate themselves and their communities.



270

people registered to attend
the in-person Conference

114

additional people registered
for the online Conference

550

views on the
conference videos

Following the success of 2019's inaugural Manchester Pride Conference, for the second edition in March 2020, plans had been made to produce a live event at The Lowry with break-out sessions and activity around the theatre but the event was cancelled due to the pandemic.

Having had to cancel the in-person event, the team took to producing as much recorded content as possible and within two weeks, we were able to deliver an online Conference with pre-recorded sessions placed on our YouTube channel.

We brought together LGBTQ+ thought-leaders and activists to raise awareness of LGBTQ+ issues and continue our campaign for LGBTQ+ equality. We wanted to make sure the conversation was still continuing and LGBTQ+ voices were being amplified and listened to.

Conference panels included;
Gender Inclusivity
BAME & LGBTQ+
Stop Bi-erasure
LGBTQ+ Health & Wellness
Equality, Diversity and
Inclusion in the workplace

Panelists and
speakers included;
Cheddar Gorgeous
Travis Alabanza
Sharan Dhaliwal
Kate O'Donnell
Darren Pritchard
JSky
Ben Hunte
Jamie Windust
Sabah Choudrey
Amrou Al-kadhi

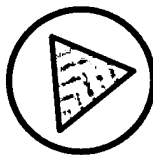
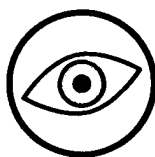
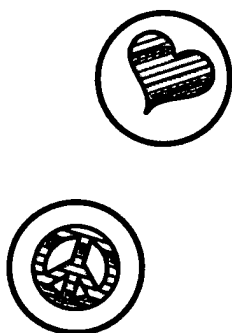
20 Alternative Manchester Pride Festival



Bringing communities together to reduce social isolation during the global pandemic and national lockdowns.

Raising the voices of people in our communities at a time when small businesses, artists and performers experience hardship as a result of lockdown and social distancing.

- Viewed by 114,000 people
- 12 hour live streams
- Over 80 LGBTQ+ artists, collectives, groups and speakers took part in the celebration
- 123m impacts through 122 pieces of media coverage secured telling the story of LGBTQ+ pride
- Branded Twitter emoji hashtag for the festival reaching 3.5m making LGBTQ+ pride visible on social media



Award winning Manchester Pride Parade: The Movie -
Watched by over 40,000 people



CELEBRATE

Alternative MCR Pride Live

In light of the Covid-19 pandemic and subsequent restrictions placed on social event activity in the UK, we were unable to deliver a programme of physical events. We took this opportunity to innovate and develop an alternative festival programme for 2020 and curated a three day virtual celebration of LGBTQ+ life for Greater Manchester and beyond.

The Alternative Manchester Pride Festival delivered a diverse range of free to access events and content across multiple platforms to cater for the many LGBTQ+ communities that we support and represent.



- Free to attend
- 12 hour live stream
- 26 performances
- Over 60,000 views



HUMAN RIGHTS FORUM

Brand new event for 2020

High profile panel guests:

- Munroe Bergdorf
- Juno Dawson
- Ben Hunte

Hosted by Journalist, editor and founder of Gaysians Reeta Loi

Quotes from those who attended:

Thank you so much for doing this - we need more conversations like this!

We need to challenge thoughts and structures. I've really loved this webinar. It's been amazing!

This has been so beautiful to be part of and actively listen to such incredible and inspiring people.



THE CANDLELIT VIGIL

bringing 14,900 people together online to watch, reflect and remember

DRAG QUEEN STORY TIME

PLAY VIDEO ►

4 stories

891 viewers

At the end of 2019, we decided on key objectives for the Superbia project based on the agreed scope of planned activity in 2020 which included;

- The relaunch of Superbia
- GM Boroughs to focus on: Stockport, Wigan and Rochdale
- Mediums to include: Theatre, Performance, Literature, Dance
- Target groups to include: Over 55's, Trans and Non-binary, young creatives, LGBTQ+ people seeking refuge and migrants

At the beginning of 2020, we were also awarded the GMCA Culture Portfolio Fund to support the growth and development of the project as we looked to increase resources and broaden the project's delivery.

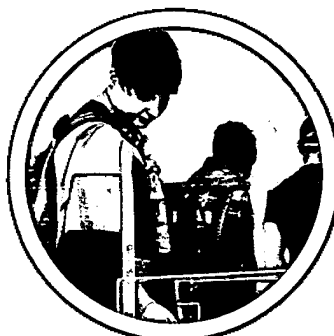
Then the pandemic hit and all in-person activity, shows and exhibitions were halted and we closed the administration of Superbia grants; the landscape of arts and culture in Greater Manchester had changed. GMCA kindly allowed the first 6 months of funding to be used to prop up the organisation through the Covid-19 crisis.

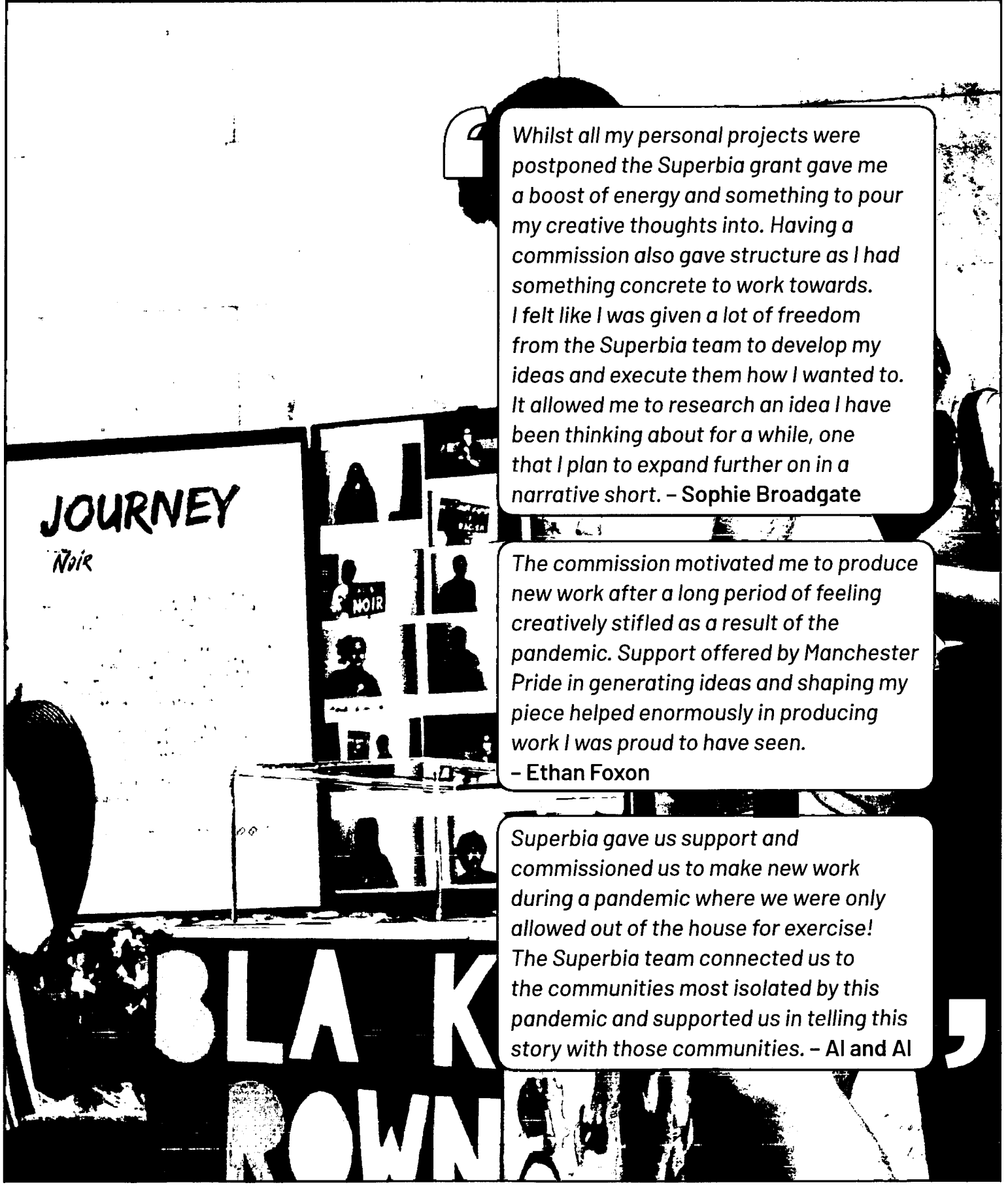
We recognised that LGBTQ+ artists and smaller, independent organisations were in need of desperate support to maintain their practice and in turn support their mental health. Manchester Pride applied for Arts Council England Emergency Funding so we could continue meeting some of our outlined Superbia objectives, but most importantly we could support the community of LGBTQ+ artists and organisations the project works with. We were awarded the funding in May 2020.

We were able to support 16 LGBTQ+ artists and collectives in Greater Manchester with commissions so they could continue to work, develop their creative practices and survive during the pandemic. Our Superbia team continued to provide hands on, holistic mentorship and support in not just their work but also with supporting their mental health during these difficult times.

In addition to this, we ran a Superbia Spotlight series which championed a different LGBTQ+ artist, collective or independent organisation every week, continuing to provide a platform, much needed visibility and representation for not just LGBTQ+ artists but for LGBTQ+ people too.

Superbia





Whilst all my personal projects were postponed the Superbia grant gave me a boost of energy and something to pour my creative thoughts into. Having a commission also gave structure as I had something concrete to work towards. I felt like I was given a lot of freedom from the Superbia team to develop my ideas and execute them how I wanted to. It allowed me to research an idea I have been thinking about for a while, one that I plan to expand further on in a narrative short. – Sophie Broadgate

The commission motivated me to produce new work after a long period of feeling creatively stifled as a result of the pandemic. Support offered by Manchester Pride in generating ideas and shaping my piece helped enormously in producing work I was proud to have seen.

– Ethan Foxon

Superbia gave us support and commissioned us to make new work during a pandemic where we were only allowed out of the house for exercise! The Superbia team connected us to the communities most isolated by this pandemic and supported us in telling this story with those communities. – Al and Al

24 Youth Pride MCR Workshops

To build on the success of Youth Pride MCR in 2019, we developed a year-round engagement offer to create safe spaces and provide an opportunity to build a community for LGBTQ+ young people. We had originally planned monthly in-person workshops but quickly adapted when the pandemic hit to deliver bi-monthly online workshops.

The workshops have been designed as spaces for young LGBTQ+ people to connect and find community while exploring their identity in the midst of lockdown. It was felt that monthly online workshops during lockdown wouldn't be enough for the young people who engage with Youth Pride MCR so the addition of another session a month was created to give them more touchpoints. The workshops help to reduce social isolation while providing a safe space for young people to be their authentic selves.

**Youth
Pride
MCR**

Observations from Youth Pride MCR Facilitator Jana Kennedy:

C seemed really uninterested at the beginning but kept coming to all the online sessions. Slowly came out of their shell to show a really caring side for their fellow group members. Occasionally they can still come across as totally unbothered, but then they share real insights into their life. They can't be openly gay in their area or school and that there is no provision for young LGBTQIA+ people where they live (outside central Manchester). They are really keen for the group to carry on either and or online, and in person.

M is a young trans person who had not come out at school or in their area (outside central Manchester) for fear of retribution. You could see their surprise and joy at the easy acceptance of the group and the correct gendering. They have commented several times how important the group has quickly become to them, as an outlet for being their authentic self, and meeting other LGBTQIA+ young people. They contribute ideas and are really starting to bloom!

“ It's been an amazing experience and has made me come out of my shell a lot! Alex and Jana (Youth Pride MCR facilitators) have given me lots of confidence to be who I want to be and not be ashamed ”

71%

of participants felt that the workshops made them feel completely less isolated during lockdown

71%

of participants also felt that the workshops had improved their confidence and self-acceptance

25 All Equals Charter

The All Equals Charter was launched in March to help businesses and organisations to understand how to recognise and challenge any form of discrimination and inequality faced by LGBTQ+ people, and acts as a guide to help achieve a truly diverse, inclusive and equal workplace.



We want to create a consistent approach to inclusion across the board so that all LGBTQ+ people have equal opportunities and safe workplaces so that they are able to reach their full potential and thrive. Membership provides resources to allow organisations to work towards creating safe spaces for all LGBTQ+ people and accreditation shows stakeholders how advanced an organisation's approach to inclusion and equality is.

In addition to this, we ran a Superbia Spotlight series which championed a different LGBTQ+ artist, collective or independent organisation every week, continuing to provide a platform, much needed visibility and representation for not just LGBTQ+ artists but for LGBTQ+ people too.

During beta testing we were able to reach over 20,000 employees with our Charter



Helen Robinson - Diversity, Inclusion and Community Engagement Manager, Auto Trader UK:
For Auto Trader, Diversity and Inclusion is a key business priority and a core part of our workplace culture.

*We have proudly partnered with Manchester Pride for over 4 years and took part in the **All Equals Charter** from the initial consultation process all the way to the launch.*

It is important to collaborate with the charity and other organisations across Greater Manchester for the benefit of our colleagues, our customers and our communities. The principles of the Charter are aligned with our company values and the aims of our D&I strategy.

The process is made clear from the start with a step by step guide and support from the team at Manchester Pride. It was particularly helpful to have an external auditor visit our offices so they can experience our environment. They discussed our self-assessment and conducted a more detailed audit in a challenging yet collaborative way. The experience has added value to our existing LGBT+ inclusion strategy; helping us both reflect as well as offering practical tips.

*We encourage other organisations to take part in Manchester Pride's **All Equals Charter** and join the number of dedicated business to LGBT+ inclusion in our region.*





Dr Chris Folkard - Director of Enterprise Technologies, UKFast:

UKFast signed up to the **All Equals Charter** assessment because we wanted to open ourselves up to external scrutiny and objective assessment that our policies and culture were as inclusive as possible.

We wanted to progress our approach based on suggested improvements and get the opportunity to learn from best practise. We want to ensure that, as the business grows, we continue to create an environment that is inclusive to attract, retain and nurture talent from every background.

The charter gives us assurance that we are maintaining a fully inclusive workplace. We want people to view our environment as accepting and welcoming to anyone from any background. We're underpinning the message that we value each and every employee as unique and that their voice as an individual is listened to.

Significant detail is required to demonstrate evidence of our policies and culture, and it was a valuable exercise for us to cross check our current operation versus industry best practice. The outcome was a range of suggested actions and sign posting to new policies, as well as better data collection around possible discrimination as well as more appropriate wording within our staff surveys.

Recommendations from the charter now form the springboard to launch a new working group within UKFast. This group will drive the recommendations forward as part of our continued evolving approach to inclusion for the benefit of everyone.



Stuart McKenna - Equality & Diversity Manager, Manchester Metropolitan University:

Having undertaken numerous self-assessments, for a variety of Charter marks, the **All Equals Charter** self-assessment was very straightforward. The assessment criteria were direct and easy to understand, and the team at Manchester Pride were always on hand to clarify if we had any questions. We saw particular value in the All Equals charter as it has been developed for use across Greater Manchester, having taken account of the local context. The intersectional approach of the charter was also something we were attracted by; much of the EDI work we are already engaged with is intersectional in its nature, and the approach used by the Charter development team mirrored our inclusive approach.

Having engaged with similar Charters, the **All Equals Charter** helped us by providing a difference perspective, and although considered sector leading in LGBTQ equality, provided some challenges to further develop our work in this area. Therefore, whatever stage your own organisation is in relation to LGBT equality, whether just starting your journey, or developing sector leading practice, the Charter definitely offers something for all organisations. We are looking forward to the launch of the charter, and completing our first full self-assessment against its criteria, and hope other organisations in the region will join us.

27 Manchester Pride: Live in your Living Room

We launched our brand new Manchester Pride: Live in Your Living Room series in April 2020 during the national lockdown to ensure LGBTQ+ people could celebrate themselves, connect with other LGBTQ+ people during isolation, support their mental health and provide a platform, visibility and representation for LGBTQ+ artists and creatives across Greater Manchester who had lost a significant amount of work due to the impacts of the pandemic.

We delivered eight weekly shows including the best of Pride performances from previous festivals, brand new content such as the **Manchester Queens Show**, **Queer Womxn's Takeover**, **Manchester Pride Pop Party** and **Manchester Pride Vogue Ball**.

All ready for week 3 of
#relivemanchesterpride



28 Community Engagement

Due to the pandemic, we also had to adapt and re-strategise our engagement output in 2020. This meant moving all pre-planned physical workshops and listening groups on to an online platform and utilising our online networks to reach LGBTQ+ communities, groups and organisations.

We continued to connect with communities during the early stages of the national lockdown and found digital engagement to be high.

We developed a Listening Groups project to create safe spaces for further marginalised LGBTQ+ communities to share their experiences of LGBTQ+ life across Greater Manchester, to give their thoughts on how Manchester Pride could develop its support year-round and how the organisation could better represent these communities through its community work, year-round activities and its flagship event, the Manchester Pride Festival.

We held eight listening groups through the year which included;

- Access Listening Group on 13 February 2020 (in-person)
- Queer Artists Listening Group on 1 May 2020
- Trans Listening Group on 23 May 2020
- Womxn's Listening Group on 5 June 2020
- Bi+ Listening Group on 8 September 2020
- BAME Listening Group on 23 September 2020
- Non-binary Listening Group on 8 October 2020
- 55+ Listening Group on 4 November 2020



We also launched our Community Spotlight Series where we highlighted a different LGBTQ+ community group or organisation across Greater Manchester to provide a platform for them to talk about the impacts of the pandemic, how they were adapting and how people can get involved and access support.



29 Grant Giving

One of the charitable objectives of Manchester Pride is to make funding and support available to LGBTQ+ causes in and across Greater Manchester.

The money the Charity gives to good causes comes from two places:

1. Money given as a direct donation to the Manchester Pride Community Fund

When people give us a direct donation – i.e. a donation of money they've raised or money put in a donation box – that money is always redistributed in full to our charity partners and to our grassroots community groups through our grant distribution programme. It does not go to cover the running costs of the charity or the Manchester Pride Festival.

2. Surplus generated by the Charity

On top of the money donated to the Charity, and as part of its annual budget process, trustees agree to allocate a portion of the Charity's income direct to its grant making programme. This portion will be agreed once the Charity has met its obligation to employees and suppliers and appropriate money has been allocated to reserves in line with the Charity's reserve policy and Charity Commission best practice.

Grants awarded in 2020

The 2020 financial year was a challenging one for the Charity as it was not possible to deliver a physical Manchester Pride Festival, which acts as the main source of income for the Charity.

Any direct donations made to the Charity were distributed to good causes in line with our policy.

However, on top of this, trustees were incredibly keen to support LGBTQ+ causes across the city-region where it was possible and where the granting of that money did not run counter to the legal and fiduciary obligations of the trustees to ensure the Charity remained a going concern.

Strategic review of grant giving

During the 2020 financial year, trustees directed the CEO to continue with a strategic review of grant giving that was commenced in 2019. This was for two reasons:

1. To ensure our policies and approaches were in line with best practice and to help trustees understand if the areas we were focussing our giving in were in line with the desires of our audience (e.g. people who attend the Festival or make direct donations to the charity), as understood from our annual surveys and listening exercises.

2. Historically, 25% of Manchester Pride's surplus has gone to the LGBT Foundation to support the Condom and Lube Scheme and 25% to the George House Trust Welfare Fund. However, this policy has not been reviewed in more than a decade and no written agreements existed between the organisations which is not in accordance with charitable best practice.

In the 2020 financial year, Manchester Pride distributed over £100,000 in grants and funding for third party initiatives supporting LGBTQ+ life and culture throughout Greater Manchester

Additionally, in 2020 Manchester Pride carried out our annual survey and listening exercise. A combination of stakeholder surveys and community engagement told us overwhelmingly that the majority of our audience would like us to continue to distribute money and support to good causes, but to focus our grant funding on mental health and wellbeing initiatives. Trustees acknowledge the pandemic has had wide-ranging and profound effects on the lives of LGBTQ+ people in areas such as mental health, isolation, eating disorders, substance misuse, access to healthcare and access to support.

Trustees will consider what further implications this review could have in terms of our long-term giving choices for the 2021 financial year and beyond. While trustees recognise this review could lead to changes in terms of what initiatives it could fund through its grant giving, the Board is fully committed to supporting LGBTQ+ initiatives across the city-region, many of which are delivered by our outstanding LGBTQ+ charities like the LGBT Foundation and George House Trust. Likewise, the ability for the Charity to support community and grassroots groups will remain a top priority.





31 Financial Review

Manchester Pride is a charity and has no shareholders. All income generated by the charity is retained by the charity to help it deliver its charitable objectives.

It generates its income from a variety of sources including direct donations and some grants.

However, the main source of income to enable us to deliver our charitable objectives comes from its not-for-profit trading company, Manchester Pride Events Ltd, which organises the Manchester Pride Festival.

As a physical festival wasn't possible in 2020, our turnover dropped by 85% between 2019 and 2020. Trustees took steps to ensure the Charity's ability to continue to deliver its charitable objectives and a public benefit.

Financial control

Budgets are presented and approved at the beginning of the financial year and monitored throughout the year.

Reporting requirements

Management accounts are reviewed monthly by the trustees, along with statements on cash and reports on income generation and expenditure against budget. Staff and other management issues are regularly received by the Board. So far as is possible and in line with best practice, the Board focuses on the strategic direction of the organisation and its governance.

In this context, from time to time the trustees and senior managers meet for longer periods for business planning purposes.

Reserves Policy

At the year end the charity held a deficit in total reserves of £95,246 (2019: £279,792 surplus) of which £40,517 (2019: £17,417) are held in restricted funds. The balance held in unrestricted reserves was a deficit of £135,763 (2019: £262,375). The Covid-19 pandemic has severely impacted the charity's reserves and its ability to support its charitable objectives. The charity has developed a medium-term plan to rebuild the reserves to a pre-pandemic level which would support the charity's aim to hold reserves to cover three months of budgeted operational expenditure which equates to £102,500. Bank facility funding (CBILS Loan) was agreed during the year in order to ensure that the charity has enough operational cash to continue in the future.





32 Risk Management

The trustees acknowledge their continuing responsibility for identifying the major risks faced by the Charity, keeping those risks under review and taking appropriate steps to manage those risks. The Charity maintains a risk register, with a list of mitigating controls. This is reviewed regularly by the Board of Trustees.

As per the risk register, the principal risks and uncertainties facing Manchester Pride, and subsequent mitigating procedures are:

Risk and impact	
Loss of key staff: • experience or skills lost • operational impact on key projects and priorities • loss of contact base and corporate knowledge	• Succession planning considered • All systems and procedures are documented • Training opportunities in place for continued professional development • Agreed notice periods and handovers • Established skills-based staff recruitment process in place The Board considers that adequate controls are in place.
Competition from similar organisations: • loss of contract income • reduced fund-raising potential • reduced public profile • profitability of trading activities	• Monitoring and assessment of performance and quality of service • Reviewing market and methods of service delivery • Agreeing fund-raising strategy • Ensuring regular contact with funders • Monitoring public awareness and profile of charity The Board considers that adequate controls are in place.
Health, safety and environment (event attendees) • product or service liability • ability to operate • injury to beneficiaries and the public • terrorist attack	• Compliance with law and regulation • Training staff and compliance officer • Monitoring and reporting procedures in place The Board considers that adequate controls are in place.

33 Statement of Trustees Responsibilities

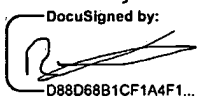
The Board of Trustees, who are directors for the purposes of company law, and trustees for the purposes of charity law, who served during the period and up to the date of this report are set out on page 5. The trustees are responsible for preparing the Trustees Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of the affairs of the charitable company and the group and of the incoming resources and application of resources, including income and expenditure of the charitable group for that period. In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgments and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards 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 that the charitable company will continue in business.

The trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charitable company and the group and to enable it to ensure that the financial statements comply with the Companies Act 2006. It is also responsible for safeguarding the assets of the charitable company and the group and hence taking reasonable steps for the prevention and detection of fraud and other irregularities.

The trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation on other jurisdictions.

DocuSigned by:

D88D68B1CF1A4F1...

Signed on behalf of the trustees
R Malcomson

Manchester Pride Limited
Consolidated Financial Statements
for the Year Ended 31 December 2020

Independent Examiner's Report to the Trustees of Manchester Pride

I report on the accounts of the company for the year ended 31 December 2020 which are set out on pages 36 to 54.

Respective responsibilities of trustees and examiner

The trustees (who are also the directors of the company 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.

Having satisfied myself that the charity is not subject to audit under company law and is eligible for independent examination, it is my responsibility to:

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

Basis of independent examiner's report

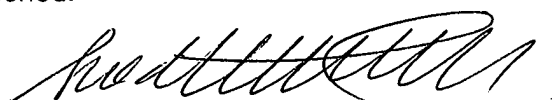
My examination was carried out in accordance with the general Directions given by the Charity Commission. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or 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:

1. which gives me reasonable cause to believe that, in any material respect, the requirements:
 - to keep accounting records in accordance with section 386 of the Companies Act 2006; and
 - 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 have not been met; or
2. to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.

Sue Hutchinson, FCCA
Beever and Struthers
Chartered Accountants
St George's House
215-219 Chester Road
Manchester M15 4JE



29/9/21

Consolidated Statement of Financial Activities
(Incorporating the Income and Expenditure Account)
Year Ended 31 December 2020

		Unrestricted Funds	Restricted Funds	Total Funds 2020	Total Funds 2019
	Note	£	£	£	£
Income:					
Donations and legacies	4	9,566	-	9,566	114,319
Income from charitable activities	5	128,821	23,100	151,921	111,204
Other trading activities	6/7	559,377	-	559,377	3,709,531
Total incoming resources		697,763	23,100	720,863	3,935,054
Expenditure:					
Expenditure on charitable activities:	8	(1,095,901)	-	(1,095,901)	(3,918,281)
Total resources expended		(1,095,901)	-	(1,095,901)	(3,918,281)
Net (outgoing) / incoming resources for the period	10	(398,138)	23,100	(375,038)	16,773
Match Funding Transfer		-	-	-	-
Total funds brought forward		262,375	17,417	279,792	263,019
Total funds carried forward		(135,763)	40,517	(95,246)	279,792

Consolidated and Charity Statement of Financial Position

31 December 2020

Fixed assets	Note	Group		Charity	
		2020 £	2019 £	2020 £	2019 £
Tangible assets	12	2,982	4,940	2,982	4,940
Debtors	13	198,477	204,070	220,866	391,566
Cash at bank and in hand		189,336	178,332	119,725	39,114
		387,813	382,402	340,591	430,680
Creditors: Amounts Falling due Within One Year	14	(211,865)	(107,549)	(164,643)	(155,827)
Net current assets		175,948	274,852	175,948	274,853
Total assets less current assets		178,930	279,792	178,930	279,792
Creditors: Amounts Falling due Within One Year	14	(274,176)	-	(274,176)	(155,827)
Net (liabilities)/assets		(95,246)	279,792	(95,246)	279,792

Funds

Restricted income funds	17	40,517	17,417	40,517	17,417
Unrestricted income funds	18	(135,763)	262,375	(135,763)	262,375
Total funds		(95,246)	279,792	(95,246)	279,792

These financial statements were approved by the Trustees and authorised for issue on 29 September 2021 and are signed on their behalf by:

P Wheeler
Trustee

R Malcomson
Trustee

DocuSigned by:

Paul Wheeler

7620647B5E674BC...

DocuSigned by:

R Malcomson

D88D68B1CF1A4F1...

Company Registration Number: 04671318

For the year ending 31 December 2020 the company was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

Directors' responsibilities:

- The members have not required the company to obtain an audit of its accounts for the year in question in accordance with section 476;
- The directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of accounts.

Cashflows

31 December 2020

	2020 £	2019 £
Cash flows from net incoming/ (outgoing) resources for the period	(375,038)	16,773
Adjustments for:		
Depreciation of tangible assets	1,958	1,705
Changes in:		
Trade and other debtors	5,593	(123,731)
Trade and other creditors	79,390	38,365
	(288,097)	(66,887)
Cash flows from financing activities		
Cash inflows from new borrowings	299,101	-
	299,101	-
Cash flows from investing activities		
Purchase of tangible fixed assets	-	(3,671)
	-	(3,671)
Net increase in cash and cash equivalents	11,004	(70,558)
Cash and cash equivalents at beginning of year	178,332	248,890
Cash and cash equivalents at end of year	189,336	178,332

Notes to the Financial Statements

Year Ended 31 December 2020

1. Accounting Policies

Basis of Accounting

The financial statements have been prepared under the historical cost convention, as modified by investments measured at market value. The financial statements have been prepared in accordance with the requirements of Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102)(effective 1 January 2019) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) and the Companies Act 2006.

In common with many organisations our size and nature we use an independent examiner to assist with the preparation of the financial statements.

Basis of Consolidation

The Statement of Financial Activities (SOFA) and balance sheet consolidate the financial statements of the Charity and its wholly owned subsidiary undertaking. The results of the subsidiary are consolidated on a line by line basis. A separate Statement of Financial Activities and income and expenditure account for the Charity has not been presented because the Charity has taken advantage of the exemption afforded by section 408 of the Companies Act 2006.

Covid-19 and Going Concern

The COVID-19 Pandemic impacted the charity's ability to deliver its charitable activities and reserves in 2020. The Charity has taken measures to remain a going concern. These include receiving a Coronavirus Business Interruption Loan (CBIL), receiving funding from the Culture Recovery Fund, utilising reserves, staff redundancies, reducing expenditure and enhanced budget oversight. The Charity has a medium term financial plan to further diversify income streams, respond flexibly to the ongoing pandemic and rebuild reserves over a three year basis. The plan assumed that the Manchester Pride Festival would go ahead in 2021, which it did. The Board therefore believes that there is no material uncertainty in relation to going concern.

Incoming Resources

All incoming resources are included in the Statement of Financial Activities when the Charity is entitled to the income and the amount can be quantified with reasonable accuracy. The following specific policies are applied to particular categories of income:

- Donations are received by way of grants, donations and gifts and are included in full in the Statement of Financial Activities when receivable. Grants, where entitlement is not conditional on the delivery of a specific performance by the Charity, are recognised when the Charity becomes unconditionally entitled to the grant.

- Donated services and facilities are included at the value to the Charity where this can be quantified. The value of services provided by volunteers has not been included in these accounts.
- Investment income is recognised on a receivable basis.
- Incoming resources from grants, where related to performance and specific deliverables, are accounted for as the Charity earns the right to consideration by its performance.

Grants

Grants payable are payments made to third parties in furtherance of the charitable objects of the Charity. Grants are accounted for when either the recipient has a reasonable expectation that they will receive a grant and the Trustees have agreed to pay the grant without condition, or the recipient has a reasonable expectation that they will receive a grant and any condition attaching the grant is outside of the control of the Charity. Provisions for grants are made when the intention to make the grant has been communicated to the recipient but there is uncertainty about either the timing of the grant or the amount of grant payable.

The Charity's grant giving policy is continually reviewed and includes consultations with key fundraising partners and donors. During the 2020 financial year, trustees directed the CEO to continue with a strategic review of grant giving that was commenced in 2019. This was for two reasons: to ensure our policies and approaches were in line with best practice and to help trustees understand if the areas we were focussing our giving in were in line with the desires of our audience (e.g. people who attend the Festival or make direct donations to the charity), as understood from our annual surveys and listening exercises

A list of all organisations that receive funding from Manchester Pride is available at manchesterpride.com/community/grant-giving. Additional support in terms of awareness is provided by Manchester Pride to those organisations through press and marketing activity throughout the year.

Fund Accounting

Unrestricted funds are available for use at the discretion of the Trustees in furtherance of the general objectives of the Charity.

Restricted funds are subjected to restrictions on their expenditure imposed by the donor or through the terms of an appeal.

Expenditure on Charitable Activities

Expenditure is recognised on an accrual basis when a liability is incurred. Expenditure includes Value Added Tax which cannot be fully recovered, and is included as part of the expenditure to which it relates:

- Charitable activities relate to donations payable to charities and organisations particularly, but not exclusively, in Greater Manchester and Lancashire. The Charity allocates a portion of the costs of running the festival and other events to charitable activities as the festival is not just about fundraising but also about fulfilling the objectives of the Charity by acting as a signposting organisation for services dealing with sexual health, homophobia, transphobia, social activities and HIV awareness and care services. The organisation also delivers campaigns that support equality and challenge discrimination, such as heritage, learning, health and one-off initiatives. Expenditure is apportioned line by line considering each activity and what objectives it is there to support.
- The Charity initially identifies the costs of its support functions. It then identifies those costs which relate to the governance function. Having identified its governance costs, the remaining support costs together with the governance costs are apportioned between the four key charitable activities undertaken (see note 9) in the period.

Pension Costs

The company operates a defined contribution pension scheme for employees. The assets of the scheme are held separately from those of the company. The annual contributions payable are charged to the statement of financial activities.

Taxation

The Company is a registered Charity and by virtue of its trading activities being in fulfilment of the objects of the Charity, the Charity is exempt from corporation tax on all charitable activities.

Fixed Assets

All fixed assets are initially recorded at cost. Assets purchased with a value of £1,000 or greater have been capitalised and included as fixed asset additions.

Depreciation

Depreciation is calculated so as to write off the cost of an asset, less its estimated residual value, over the useful economic life of that asset as follows:

Equipment - 25% straight line

Debtors

Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

Cash at bank and in hand

Cash at bank and cash in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

Creditors and provisions

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.

Financial instruments

The Charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value.

2. Legal status of the Charity

Manchester Pride Limited is a company limited by guarantee.

Every member undertakes to contribute to the assets of the Charity in the event of it being wound up while they are a member, or within one year after they cease to be a member and of the costs, charges and expense of winding up, and for the adjustment of the rights of the contributories among themselves, such amounts as may be required, not exceeding £1 per member.

3. Financial performance of the Charity

The consolidated statement of financial activities includes the results of the Charity's wholly owned subsidiary which co-ordinates an annual festival by and for lesbian, gay, bisexual and transgender people, working towards the involvement of different sectors of the community, and raising funds for related organisations and charities.

The summary financial performance of the Charity alone is:

	2020 £	2019 £
Income	268,236	896,748
Expenditure on charitable activities	(659,527)	(1,240,306)
Net expenditure	(391,291)	(343,557)
Gift Aid from subsidiary company	16,254	360,330
	(375,038)	16,773
Total funds brought forward	279,792	263,019
Total funds carried forward	(95,246)	279,792
Represented by:		
Restricted income funds	40,517	17,417
Unrestricted income funds	(135,763)	262,375
	(95,246)	279,792

Of the £268,236 income in 2020, £245,136 (2019: 830,748) is unrestricted income and £23,100 (2019: £66,000) restricted income. Of the £659,527 expenditure in 2020, £659,527 (2019: £1,191,279) is unrestricted expenditure and £Nil (2019: £49,027) is restricted.

4. Donations and legacies - Group

	Unrestricted Funds	Restricted Funds	Total Funds 2020	Total Funds 2019
Donations	9,566	-	9,566	114,319
Donations	9,566	-	9,566	114,319

£114,319 received in 2019 was unrestricted income.

5. Donations and legacies - Group

	Unrestricted Funds	Restricted Funds	Total Funds 2020	Total Funds 2019
Grants	37,310	23,100	60,410	111,204
Covid-19 grants	91,511	-	91,511	-
	128,821	23,100	151,921	111,204

Of the £111,204 received in 2019, £66,000 related to restricted income and £45,204 related to unrestricted income.

6. Other Trading Activities - Group

	Unrestricted Funds	Restricted Funds	Total Funds 2020	Total Funds 2019
Income from fund raising events	-	-	-	6,726
In-kind sponsorship	106,750	-	106,750	634,500
Income from trading subsidiary	452,627	-	452,627	3,038,305
	559,377	-	559,377	3,709,531

£3,709,531 received in 2019 was unrestricted income.

7. Income by activity – Group

	Campaign £	Celebrate £	Engage £	Fundraise £	Total 2020 £	Total 2019 £
Donations	-	-	-	9,566	9,566	114,319
Fundraising events	-	-	-	-	-	36,726
In-kind sponsorship	26,688	26,688	26,688	26,688	106,752	634,500
Grants	12,082	12,082	36,246	-	60,410	111,204
Sponsorship	-	-	-	-	-	538,810
Covid-19 grants	22,878	22,878	22,878	22,878	91,511	-
Manchester Pride Festival	-	-	-	-	-	2,499,495
	61,647	61,647	85,811	59,131	268,236	3,935,054

Of the £268,236 received in 2020 (2019: £3,935,054), £245,136 was unrestricted funds (2019: £3,869,054) and £23,100 was restricted funds (2019: £66,000)

8. Expenditure on Charitable Activities - Group

	Campaign £	Celebrate £	Engage £	Fundraise £	Total 2020 £	Total 2019 £
Artist fees and expenses	-	10,720	-	2,680	13,400	585,70
Marketing and PR	14,520	14,520	14,520	14,520	58,080	153,690
Events & engagement	-	122,125	20,354	61,064	203,544	1,472,463
Box office expenses	-	58	-	3	61	2,892
Sundry	37,846	37,846	37,846	37,846	151,384	75,780
Bad debt	-	-	-	-	-	32,648
In-kind advertising	10,675	64,050	10,675	21,350	106,750	634,500
Depreciation	-	-	-	1,958	1,958	1,705
Irrecoverable VAT	-	-	-	15,349	15,349	247,106
Grants distributed	-	-	91,240	-	91,240	122,425
Insurance	-	-	-	-	-	4,367
Governance costs (note 9)	750	750	750	750	3,000	7,700
Support costs (note 9)	112,784	112,784	112,784	112,784	451,136	577,301
Total	176,575	362,853	288,169	268,303	1,095,901	3,918,281

Of the £1,095,901 expenditure in 2020 (2019: £3,918,281), £1,095,901 was charged to unrestricted funds (2019: £3,859,781) and £Nil was restricted funds (2019: £49,027).

Included in note 7&8 the In-kind sponsorship in 2020 consisted of marketing and media £106,750 (2019: £634,500).

The Sundry costs increased within the year as they now include overheads which were previously accounted for by the trading subsidiary. The largest increase is attributed to the incorporation of office and storage costs.

9. Analysis of Governance and Support Costs - Group

The Charity initially identifies the costs of its support functions. It then identifies those costs which relate to the governance function. Having identified its governance costs, the remaining support costs together with the governance costs are apportioned between the four key objects undertaken (see note 8) in the period. Refer to the table below for the basis for apportionment and the analysis of support and governance costs.

	General Support £	Governance Function £	Total £	Basis of Apportionment
Salaries and wages	416,411	-	416,411	Allocated on time
Personnel	25,155	-	25,155	Allocated on time
Accountancy services	-	3,000	3,000	Governance
Legal and professional services	9,570	-	9,570	Governance
Total	451,136	3,000	454,136	

10. Net Incoming Resources for the Period - Group

This is stated after charging:

	2020 £	2019 £
Staff pension contributions	22,823	12,178
Depreciation	1,958	1,705
Auditors' fees:		
• Audit	-	5,700
• Accountancy services	3,000	2,000
• Taxation services	1,725	1,725

11. Analysis of Staff Costs, Trustee Remuneration and Expenses, and the Cost of Key Management Personnel

Total staff costs were as follows:

	Group		Charity	
	2020 £	2019 £	2020 £	2019 £
Wages and salaries	363,801	239,906	181,900	119,953
Social security costs	29,787	23,009	14,894	11,505
Other pension costs	22,823	12,178	11,683	6,089
Total	416,411	275,093	208,477	137,547

The Trustees were not paid or received any other benefits from employment with the group or its subsidiary in the period (2019: £Nil) neither were they reimbursed expenses during the period (2019: £Nil).

As we entered the financial year the charity implemented our planned growth and expansion of the staff team to achieve our goals. This resulted in increased wages and salaries as we employed 5 additional employees.

Unfortunately, despite our best efforts we had to make cuts which then resulted in the loss of 3 valuable team members within the year.

Staff Numbers:

The average number of employees during the period, calculated on the basis of full-time equivalents, was as follows

	Group		Charity	
	2020	2019	2020	2019
Management and events staff	11	6	5	3

As we entered the financial year the charity implemented our planned growth and expansion of the staff team to achieve our goals. This resulted in increased wages and salaries as we employed 5 additional employees.

Unfortunately, despite our best efforts we had to make cuts which then resulted in the loss of 3 valuable team members within the year.

The number of staff whose remuneration exceeded £60,000 was:

	Group		Charity	
	2020	2019	2020	2019
£90,001 – £100,000	1	1	1	1

The CEO volunteered to take a salary cut during the financial year which will be displayed in the y/e 2021 accounts.

Key Management Personnel

Key management personnel consists of Trustees, The Chief Executive, The Head of Events and The Head of Engagement. The total amount of employee benefits (including employer pension contributions and employer national insurance contributions) received by key management personnel for their services to the charity was £194,592 (2019: £180,467).

12. Tangible Fixed Assets – Group and Charity

Cost	Office Equipment £
At 1 January 2020	11,770
Additions	-
At 31 December 2020	11,770

Depreciation	
At 1 January 2020	6,831
Charge for the year	1,958
At 31 December 2020	8,788

Net book value	
At 31 December 2020	2,982
At 31 December 2019	4,940

13. Debtors

	Group		Charity	
	2020 £	2019 £	2020 £	2019 £
Trade debtors	195,144	157,858	15,000	-
Amounts owed by group undertakings	-	-	205,866	360,330
Prepayments	3,333	38,594	-	23,618
Other debtors	-	7,618	-	7,618
Total	198,477	204,070	220,866	391,566

14. Creditors

	Group		Charity	
	2020 £	2019 £	2020 £	2019 £
Trade creditors	83,774	31,662	81,332	38,463
Amounts owed to group undertaking	-	-	-	73,651
Accruals and deferred income	10,500	55,735	10,500	23,560
Other taxation and social security	92,666	20,153	47,886	20,153
Coronavirus Business Interruption Loan Scheme	24,925	-	24,925	-
Total	211,865	107,549	164,643	155,827

Included within deferred income is £7,500 (2019: £Nil) of 2021 GMCA Advisory Panel income, £Nil (2019: £16,899) of Manchester Pride Festival 2021's (2019: 2020's) ticket sales and £Nil (2019: £3,645) of Spring Benefit 2021's (2019: 2020's) ticket sales.

Amounts falling due within more than one year

	Group		Charity	
	2020 £	2019 £	2020 £	2019 £
Coronavirus Business Interruption Loan Scheme	274,176	-	274,176	-

15. Deferred income

	Group £	Charity £
Opening balance as at 1 January 2020	35,455	15,560
Amounts released during the year	(35,455)	(15,560)
Amounts deferred during the year	7,500	7,500
Closing balance as at 31 December 2020	7,500	7,500

16. Pensions

The Group contributes to defined contribution schemes on behalf of its employees. The assets of these schemes are entirely separate to those of the Group. The pension cost shown represents contributions payable by the Group on behalf of the employees and it has no other liability to these schemes.

At the balance sheet date contributions totalling £Nil (2019: £Nil) were outstanding.

17. Related party transactions – Group

Trustees are appointed to the Board primarily for the skills, experience and knowledge that they bring to the organisation. However, it is also important the Board includes individuals that are immersed in Manchester's LGBT community and in the culture of the city as a whole. For that reason, the Board of trustees will invariably include individuals that hold other directorships, trusteeships or ownership interests with companies, organisations and charities that have links to Manchester Pride.

No trustee is involved in making board decisions that relate to their own interests. There were no transactions with related parties this year/

Tracey Walsh is a proprietor of New York New York, and a former board member. The following transactions were made in the period:

- New York New York sold tickets to a value of £Nil (2019: £14,700) and paid the proceeds to Manchester Pride.
- New York New York paid £Nil (2019: £1,500) to Manchester Pride.
- No payments were made by Manchester Pride to New York New York and affiliated for the current and previous periods of account.

Nick Curtis is the owner of Eagle Bar, which incorporates Richmond Tearooms, Lock Keepers Cottages and the Lodge and a former board member. The following transactions were made from the business to Manchester Pride:

- Eagle Bar paid £Nil (2019: £3,000) to Manchester Pride.
- No payments were made by Manchester Pride to Eagle Bar and affiliated venues for the current and previous periods of account.

In kind support has been valued at the reduced commercial rate that the Charity would have to pay, if it had to buy the services.

18. Restricted Income Funds – Group and Charity

Restricted fund balances at 31 December 2020 are represented by:

	Balance at 1 January 2020 £	Incoming Resources £	Outgoing Resources £	Match Funding Transfer £	Balance at 31 December 2020 £
Arts Council England	-	23,100	-	-	23,100
Manchester City Council	3	-	-	-	3
GMCA	17,414	-	-	-	17,414
Total	17,417	23,100	-	-	40,517

Comparative information in respect of the preceding period is as follows:

	Balance at 1 January 2019 £	Incoming Resources £	Outgoing Resources £	Match Funding Transfer £	Balance at 31 December 2019 £
Arts Council England	-	24,000	(24,443)	443	-
Manchester City Council	-	12,000	(11,997)	-	3
GMCA	-	30,000	(12,587)	-	17,414
Total	-	66,000	(49,027)	443	17,417

19. Unrestricted Income Funds – Group

	Balance at 1 January 2020 £	Incoming Resources £	Outgoing Resources £	Match Funding Transfer £	Balance at 31 December 2020 £
General Funds	262,375	697,763	(1,095,901)	-	(135,763)

Unrestricted Income Funds – Charity

	Balance at 1 January 2020 £	Incoming Resources £	Outgoing Resources £	Match Funding Transfer £	Balance at 31 December 2020 £
General Funds	262,375	245,136	(659,527)	-	(152,016)

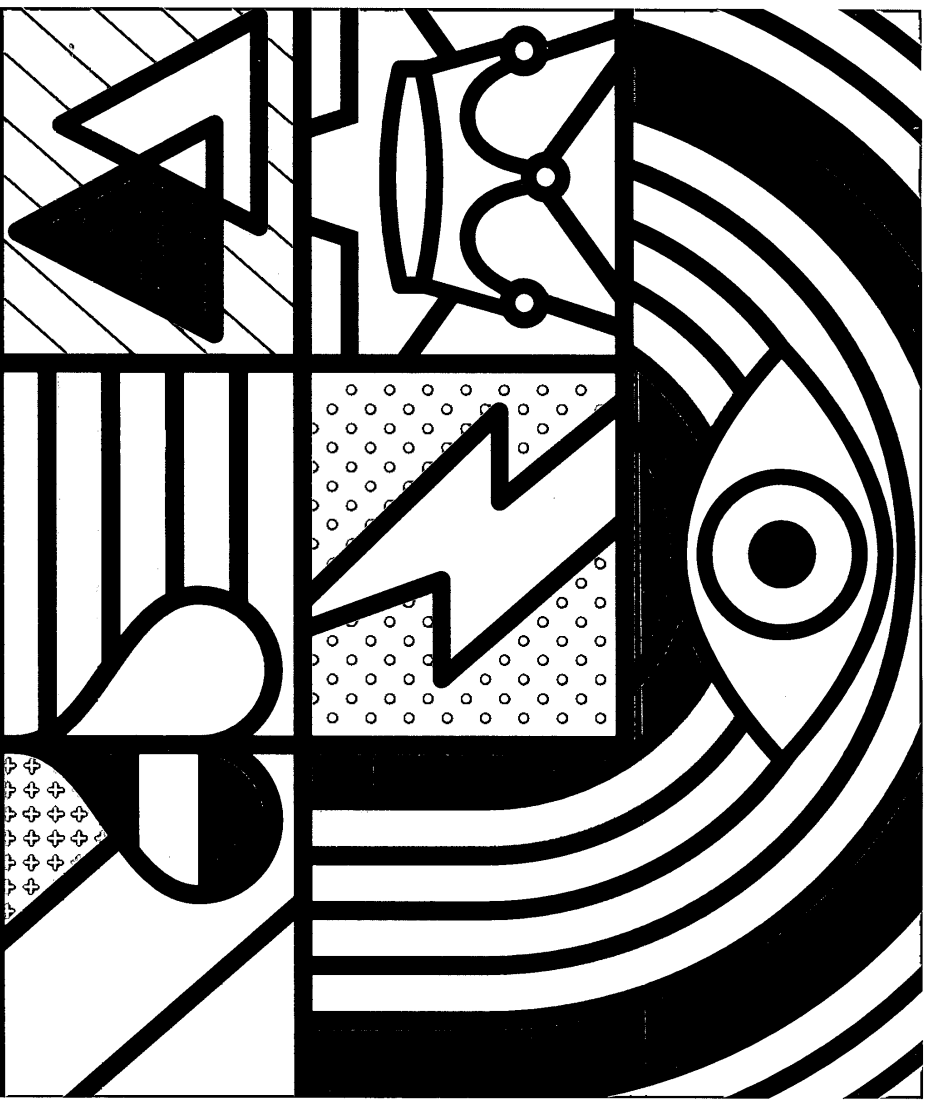
20. Analysis of Group Net Assets Between Funds

Fund balances at 31 December 2020 are represented by:

	Tangible fixed assets £	Investments £	Net current assets/liabilities £	Total £
Restricted income funds	2,982	-	(138,745)	(135,763)
Unrestricted income funds	-	-	40,517	40,517
Total Funds	2,982	-	(98,228)	(95,246)

Comparative information in respect of the preceding period is as follows:

	Tangible fixed assets £	Investments £	Net current assets £	Total £
Restricted income funds	4,940	-	257,435	262,375
Unrestricted income funds	-	-	17,417	17,417
Total Funds	4,940	-	274,852	279,792



**Manchester
Pride Limited**

Manchester One
53 Portland Street
Manchester M1 3LD

Registered company 4671318: Registered Charity 1117848