



Charity Commissioners Annual Report

April 2021 – March 2022

Norfolk LGBT+ Project is a registered charity, providing support, information and advice to all age groups that is relevant to the health and wellbeing of the lesbian, gay, bisexual and transgender community in Norfolk and Waveney since 2007.





*With a collective understanding of each other,
we can change the world through people*

Norfolk LGBT+ Project

Trustees' Report for the year ending 2022

The trustees present their report and the audited financial statements for the year ended 31 March 2022.

Charity Number

1129770

Registered Office

10 Cathedral Street Norwich Norfolk NR1 1LX

Trustees

The trustees who served during the year and up to the date of this report were as follows: Sandra Cross, Travis Britton, Iain Green and Juels Copley.

Chief executive officer

Fiona Liew-Bedford

Bankers

Barclays Bank Leicester LE87 2BB

Independent examiners

ADP Accounting Ltd, 19 Farrow Close, Mattishall, Norfolk, NR20 3SZ

Our vision

To continue providing support, information, and advice relevant to the health and wellbeing of LGBT+ individual in Norfolk and Waveney.

Our mission

Norfolk LGBT+ Project's continued mission is to improve the health, mental health and wellbeing of LGBT+ people of all ages and communities in Norfolk and Waveney. We want to bring supportive, empowering, and non-judgemental services to people's lives to enable them to improve their wellbeing. We also aim to assist others in providing support to LGBT+ communities through our informative services, educational tools, and resources.

Our services are for the community, by the community, and we champion the importance of local service provision that is informed, effective and compassionate. We hope together we can make a difference, working towards an inclusive society for all those we support and represent.

Our values

CARE – Compassion. Authenticity. Respect. Empathy.



Summary of the main services provided

The main activities of the charity are to advise, assist, inform and support any person in doubt or experiencing difficulty related to their sexuality or gender identity. We achieve this by providing one to one support to all age groups, LGBTQ+ drop-in groups, a low-cost counselling service and parent/carer support.



LGBT+ Awareness training

To provide the best outcome for our clients, working in partnership with other organisations is key to our work, not only via referrals but also providing LGBT+ Awareness training, the aim of this is to help support LGBTQ+ staff, service users, volunteers, friends and family and communicate a clear message of inclusivity. Our LGBTQ+ Awareness training sessions help individuals and organisations better support LGBTQ+ people. Our LGBTQ+ Awareness Course is accredited (CPD) and will contribute to staff's continued professional development. Staff can use their hours trained for CPD points as stated on their certificate of completion.

'Amazing, a credit to Norfolk'

During this year, we provided training to 498 Individual's from 26 different organisations ranging from healthcare, businesses and third sector.

Our staff provided training to 913 staff under the Educating with Pride service, we also worked alongside 127 LGBTQ+ pupils during LGBTQ+ lunch time groups to help produce resources, we also presented our Think B4U Bully workshop to 180 pupils and attended a wellbeing event with 1600 pupils attending.

During 2021 – 2022, we provided direct one to one support to 693 individuals, 40 individuals accessed our low-cost counselling service, 122 individuals accessed our drop-in groups, 47 parents/carers support, 127 pupils via LGBTQ+ lunch time groups – a total of 1,029 individuals.

'I came to the session with an open mind and aware that I had judgements lurking from the past but great to have these blasted out the water and now have much more appreciation and understanding. I found it to be highly informative which has increased my confidence and understanding of terminology'



Educating with Pride

Currently funded by The National Lottery Community Fund, we are extremely proud of the work that we have achieved by working with places of education in Norfolk and Waveney, making a difference is important to us and we exceeded our expectations of signing up schools to our Educating with Pride school service. 43 schools signed up during the year

'I'm really grateful we had this training. I feel more confident in talking about LGBT+ and hope that I will be good at supporting any students who need help. I also feel better about knowing how to correct myself if I get things wrong. It raised some interesting discussions within our team'



www.norfolkproject.org.uk

10 Cathedral Street • Norwich • Norfolk • NR1 1LX
Registered Charity No. 1129770

Financial report 2021 – 2022

Total income: £225,782 • Expenditure: £128,024

| Income | £ |
|------------------|---------|
| Grants | 192,110 |
| Donations | 6,101 |
| Generated income | 27,571 |

| Expenditure | £ |
|-------------------------------|--------|
| Salaries and associated costs | 71,268 |
| Office Overheads | 6,373 |
| Volunteer Expenses | 2,868 |
| Staff Expenses | 5,589 |
| Office Supplies | 4,474 |
| Fundraising | 938 |
| Educating with Pride | 233 |
| LGBT+ Awareness Training | 144 |
| Membership | 3,845 |
| Website | 1,360 |
| Governance Costs | 275 |
| Events | 300 |
| Venue Hire | 1,198 |
| Promotion | 334 |
| LGBT+ Group Expenses | 2,016 |
| Resources | 2,662 |
| Graphic Designer | 2,160 |
| Counselling | 17,655 |
| Shop | 3,343 |
| Safeguarding Training | 525 |
| DBS/ID Badges | 465 |

| | £ |
|-----------------------|--------|
| Funds brought forward | 97,758 |
| Restricted reserves | 96,258 |
| Unrestricted reserves | 1,500 |

Financial Review Reserves Policy

The Trustees and Management are working towards rebuilding our reserves over the next two years. This will allow us to use non ring-fenced money/grants to sustain the organisation in the short term should the funding climate become more difficult.

Norfolk LGBT Project
Independent Examiners Report
Year Ended 31 March 2022

I report on the accounts of the company for the year ended 31 March 2022 as attached.

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 43(2) of the Charities Act 1993 (the 1993 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 43 of the 1993 Act;
- follow the procedures laid down in the General Directions given by the Charity Commission under section 43(7)(b) of the 1993 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 Charitieshave 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.

Pauline Street

ADP Accounting Limited

Association of Chartered Certified Accountants

27th April 2022

19 Farrow Close

Mattishall

Dereham

Norfolk

NR20 3SZ