

SCHOOLS OUT UNITED KINGDOM

England & Wales · Charity number 1156352

Details

Status Registered

Legal form CIO

Registered 2014-03-25

Register [View on the Charity Commission register](#)

Contact

Address BM Schools OUT UK
London
WC1N 3XX

Phone 0300 302 1874

Email info@schoolsoutuk.org

Website www.schoolsoutuk.org

Activities

Objects: THE OBJECTS OF THE CIO ARE TO PROMOTE EQUALITY AND DIVERSITY FOR THE BENEFIT OF THE PUBLIC BY:(A) INCREASING THE VISIBILITY OF LESBIAN, GAY, BISEXUAL AND TRANSGENDER (LGBT) PEOPLE, THEIR HISTORY, LIVES AND THEIR EXPERIENCES IN THE CURRICULUM AND CULTURE OF EDUCATIONAL AND OTHER INSTITUTIONS, AND THE WIDER COMMUNITY;(B) RAISING AWARENESS AND ADVANCING EDUCATION ON MATTERS AFFECTING THE LGBT COMMUNITY;(C) WORKING TO MAKE EDUCATIONAL AND OTHER INSTITUTIONS SAFE SPACES FOR ALL LGBT COMMUNITIES; AND(D) PROMOTING THE WELFARE OF LGBT PEOPLE, BY ENSURING THAT THE EDUCATION SYSTEM RECOGNISES AND ENABLES LGBT PEOPLE TO ACHIEVE THEIR FULL POTENTIAL, SO THEY CONTRIBUTE FULLY TO SOCIETY AND LEAD FULFILLED LIVES, THUS BENEFITING SOCIETY AS A WHOLE.

Activities: THE CHARITY'S ACTIVITIES ARE SET OUT IN THE ANNUAL REPORT.

Classification

- **How:** Provides Human Resources, Provides Services, Provides Advocacy/advice/information, Acts As An Umbrella Or Resource Body
- **What:** Education/training, Human Rights/religious Or Racial Harmony/equality Or Diversity
- **Who:** Children/young People, Other Defined Groups, The General Public/mankind

Geography

- Germany
- Ireland
- Northern Ireland
- Norway
- Scotland
- Spain
- United States
- Throughout England And Wales

Finances

Period end	Income	Expenditure	Assets	Employees
2024-12-31	£20,652	£21,905	-	-
2023-12-31	£19,027	£23,130	-	-
2022-12-31	£23,378	£31,876	-	-
2021-12-31	£24,518	£17,262	-	-
2020-12-31	£22,836	£20,488	-	-

Trustees

Name	Role	Appointed
Lynne Michelle Nicholls	Chair	2020-03-04
Katherine Louise Hutchinson		2023-05-18
MAX HYDE		2013-09-30
Professor Ian Rivers		2013-09-30

Accounts



Annual Report 2024 - Schools OUT United Kingdom - 1156352

The Trustees of Schools OUT United Kingdom (hereinafter "SOUK"), present their annual report and accounts for the year ended 31 December 2024.

1. AIMS

Schools OUT UK (SOUK) operates under a constitution dated 18 September 2013 (the "Constitution"). The objects of SOUK are to promote equality and diversity for the benefit of the public by:

- (A) increasing the visibility of lesbian, gay, bisexual and transgender ("LGBT+") people, their history, lives and their experiences in the curriculum and culture of educational and other institutions, and the wider community;
- (B) raising awareness and advancing education on matters affecting the LGBT+ community;
- (C) working to make educational and other institutions safe spaces for all LGBT+ communities;

and

- (D) promoting the welfare of LGBT+ people, by ensuring that the education system recognises and enables LGBT+ people to achieve their full potential, so they contribute fully to society and lead fulfilled lives, thus benefiting society as a whole.

SOUK aims to achieve these objects by organising an annual Lesbian, Gay, Bisexual and Trans + (or "LGBT+") History Month each February, to be celebrated in schools, other educational establishments, workplaces, and other organisations in the United Kingdom.

Each UK LGBT+ History Month is launched at a formal event in the November preceding it. Linked to UK LGBT+ History Month, SOUK aims to coordinate and share knowledge of events planned throughout the country in connection with LGBT+ History Month and provide resources to augment the theme of LGBT+ History Month.

More broadly, to raise awareness of LGBT+ issues and to increase the visibility of LGBT+ people in the classroom, SOUK aims to provide a number of inclusive teaching resources for use in classrooms around the country, via a website.

2. ADMINISTRATIVE INFORMATION

Schools OUT United Kingdom is a Charitable Incorporated Organisation (registration no.1156352). The principal address of SOUK is BM Schools OUT, London, WC1N 3XX

SOUK receives pro bono legal assistance from Allen & Overy LLP, One Bishops Square, London, E1 6AD for which the Trustees and Management Committee are truly thankful. None of the Trustees is a body corporate.

The Trustees are:

- Professor Ian Rivers
- Margaret (Max) Hyde
- Kate Louise Hutchinson
- Lynne Michelle Nicholls (Chair)

3. STRUCTURE, GOVERNANCE AND MANAGEMENT

SOUK became a registered Charitable Incorporated Organisation on 25 March 2014. This report covers the period 1st January 2024 to 31st December 2024. The Trustees (who are also the Members under the Constitution) were appointed under the terms of the Constitution, which is based on the Foundation Model Constitution published by the Charities Commission.

The Trustees are responsible for the management of the affairs of SOUK and for that purpose exercise all the powers of SOUK. The Management Committee of members was appointed by the Trustees to exercise the day-to-day management tasks of SOUK. In particular, under the supervision of the Trustees, the Management Committee has been delegated the tasks of:

- (A) managing the day-to-day business of SOUK;
- (B) meeting at least quarterly to discuss the business of the Management Committee and SOUK;
- (C) preparing meeting minutes for all meetings of the Management Committee;
- (D) organising a themed UK LGBT+ History Month to take place in schools, educational establishments or other organisations in February of each year;
- (E) organising a launch event in advance of each UK LGBT+ History Month;
- (F) managing the budget of SOUK;
- (G) embarking on fundraising initiatives to benefit SOUK;

- (H) managing the SOUK websites content.
- (I) preparing the annual statement of accounts;
- (J) preparing an annual report to the Trustees:
- (K) maintaining and managing our profile on social media;
- (L) preparing and filing reports required by the Charity Commission (such reports being approved by the Trustees before filing);
- (M) entering into contracts for the purpose of carrying out the tasks and functions delegated to the Management Committee; and
- (N) delegating any of its powers, as it deems appropriate, subject to these terms and conditions.

The Management Committee

Comprises [9] volunteers who provide their time, support, skills and energy to SOUK. None of the Management Committee are paid for their time.

For 2024, the Management Committee members were:

- Professor Emeritus Sue Sanders
- Abtin Sadeghi
- Adam Lowe
- Andrew Dobbin
- David Church
- Puja Mitra
- Seth Atkin
- Dr Stephen Hornby
- Lynne Nicholls*

* Lynne Nicholls is the Trustees' representative on the Management Committee.

In addition, as required, Education consultant, IT support consultant and Media consultants may attend the Management Committee meetings.

4. REPORT ON THE YEAR 2024

In 2024 SOUK has achieved its Objects via its activities with the UK LGBT+ History Month 2024, workshops, the launch of the UK LGBT+ History Month theme 2025 and work on our educational resources.

In conducting these activities, the Trustees, and indeed the Management Committee, have had regard to the Charity Commission guidance on public benefit. The Trustees strongly believe that raising awareness and educating the public on both LGBT+ community and the matters that affect LGBT+ people will not only increase visibility and promote the welfare of LGBT+ people, but also benefit the wider community by promoting inclusivity, diversity and acceptance.

There are other specific groups of non-LGBT+ people who directly benefit from the activities of SOUK. They include many non-LGBT+ people who are the children of LGBT+ parents or who have family members who are LGBT+, and who are either bullied for this reason or are afraid to discuss their family situation. There are other non-LGBT+ people who are friends with LGBT+ people and are also bullied. The work of SOUK therefore directly affects those who know and live with LGBT+ people, and those who know and live with these people. The work of SOUK in education institutions, therefore, goes much further than solely benefiting the LGBT+ people, and is not limited to those with a protected characteristic.

In the Annual Report 2023 we identified certain areas of our work that would be our focus in 2024: We have made progress in all these areas:

- further extending the range of diversities and skills of both the Management Committee and Trustees by seeking out new members;
- ensuring stability and growth within the Management Committee;
- continuing to ensure a constant stream of income from fundraising activities, grants and sponsorship so that its Objects can be fulfilled;
- continuing to ensure that the Classroom resources are updated to cater for changes to the curriculum and developments in technology;
- increasing our reach with educators;
- increasing the reach of UK LGBT+ History Month in schools, colleges, universities, other educational institutions and settings and in the wider community

Operational matters

To help facilitate our planning we held an away day, Queer Britain, at which we reviewed aims.

Schools OUT is the UK's LGBT+ education charity #educatingOUTprejudice and #Usallising LGBT+ lives since 1974.

Vision: Every LGBT+ person feels safe, seen and thrives in education and beyond.

Mission: Empowering people in all learning environments, so that all LGBT+ people feel safe, seen and supported; through education and advocacy.

Aims:

Visibility - To increase visibility of LGBT+ history and LGBT+ people in all our diversity

Growth - To grow our services to reach people in all learning environments.

Influence - To use our influence to advocate for LGBT+ inclusive education and culture



We planned how our activities for the year ahead would meet our aims and deliver our charitable purpose. With our 2024 being our 50th anniversary, and 20 years since UK LGBT+ History Month, we planned how we mark this. In 2023 we moved to using the UK LGBT+ History Month theme from the launch of the theme in November through to the following October. We reviewed the impact of extending the duration we used the UK LGBT+ History Month theme and agreed to continue with this approach going forwards.



We welcomed Dr Stephen Hornby as our playwright in resident onto the management committee whom we have worked with over many years.



In 2024 the eastern NEU office dedicated an office in Newmarket to our late former CEO Tony Fenwick.

Education

We strengthened our links to educators and education organisations through meeting with the following organisations to share our work; Just Like Us, The Proud Trust, Diversity Role Models, Pop' n' Olly, Diverse Educators, Pride and Progress and Pride in Education.

We had a further increase in numbers of schools and youth groups participate in the 2025 UK LGBT+ History Month badge design competition.

For UK Black Pride our education project worker, Sarah Cosgriff, built on last year's display of LGBT+ history from around the world, creating a new display in keeping with the 2024 UK LGBT+ History Month theme 'Under The Scope' featuring global majority LGBT+ people working in the medicine and healthcare.

UK LGBT+ History Month 2024 - #UnderTheScope



We delivered online sessions for schools, youth groups, businesses and services across the UK during UK LGBT+ History Month. We provided video clips about each of the LGBT+ Historical figures. In addition, we produce early years and primary resources. UK LGBT+ History Month was again recognised in Westminster with a debate in parliament.

Claiming our Past – LGBT+ Historical Figures

Sophia Jex Blake



Cecil Belfield Clarke



Margaret Stacey

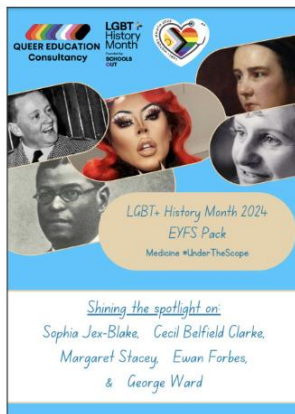


Ewan Forbes



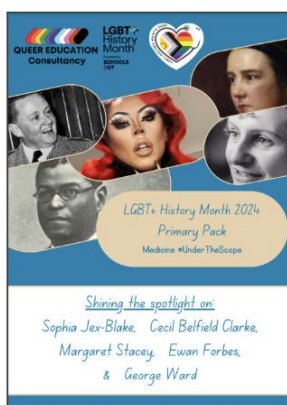
George Ward/Cherry Valentine





Early Years

[Education Pack \(PDF\)](#)



Primary

[Education Pack \(PDF\)](#)

UK LGBT+ History Month 2025 – Activism and Social Change

From BC to AD LGBT+ people have existed. Over the past 20 years, since the first UK LGBT+ History Month in 2005, we have highlighted the incredible things LGBT+ people in all our diversity have achieved throughout history in all areas of life.

Over the past 50 years Schools OUT have worked to #educateOUTprejudice and 'usualise' LGBT+ lives, creating learning environments where all LGBT+ people feel safe, seen, and supported; which is why we founded UK LGBT+ History Month following the repeal of Section 28 to be a dedicated space to celebrate our rich and diverse history, herstory, theirstory. In 2025 it is even more important that we:

- Claim our past
- Celebrate our present
- Create our future

Activism and Social Change

Throughout history LGBT+ people have been activists and helped shape and create social change, advancing society for everyone using many different approaches to activism:

- Protests and rallies
- Campaigns – letter writing and social media
- Boycotts and direct action
- Collaboration and education
- Art and music
- Literature and poetry
- Theatre, film, comedy and dance
- Crafts from banners to zines
- Living openly

In November we were delighted to launch the UK LGBT+ History Month 2025 theme from Conway Hall; a venue which is steeped in history from the conference of doctors that led to the founding of the NHS, to speakers such as George Orwell; and so fitting for the 2025 UK LGBT+ History Month theme.

We held the launch online and in person with over 300 participants logging on from across the country and 80 people in person.





Each year we choose five LGBT+ historical figures in line with the theme to highlight. This year we have chosen five LGBT+ people who have created social change from across the centuries in progressing change for women, the environment, housing, nuclear disarmament, preserving heritage, abolition of the slave trade, and immigration, among many other causes.

The 2025 LGBT+ Historical Figures are: Octavia Hill, Ivor Cummings, Annie Kenney, Charlie Kiss, and Olaudah Equiano. Thank you to our guest speakers Cynthia Fortage, Jason Jones, Nathaniel Coleman, Jane Traies and Laila El-Metoui.

For this theme launch we were able to fully integrate our branding.



The official 2025 UK LGBT+ History Month badge was designed by Emily, a 12-year-old pupil from St Anthony's Girls' Catholic Academy in Sunderland who was the winner of our Schools badge competition, and it is proving to be our most successful badge yet.

Festival of Education



The Festival of Education is dedicated to inspiring and empowering educators from all sectors. Our mission is to provide an inclusive platform for sharing innovative ideas, fostering meaningful discussions, and promoting professional growth in a vibrant, relaxed atmosphere.

It aims to cultivate a community where diverse perspectives are valued, and challenging debates are conducted with respect and professionalism. By bringing together passionate individuals dedicated to enhancing education, it strives to shape the future of learning and teaching.

Over 4000 educators attend. Schools OUT was delighted to be invited to give a keynote session at the event, Professor Emeritus Sue Sanders gave the keynote being interviewed by David Braniff-Herbert, LGBT+ Educators' National Organiser, NEU.

David Church and Sarah Cosgriff ran sessions on the Pride in Education stage and we shared a stall with the NEU. It was a wonderful opportunity to speak to so many educators.



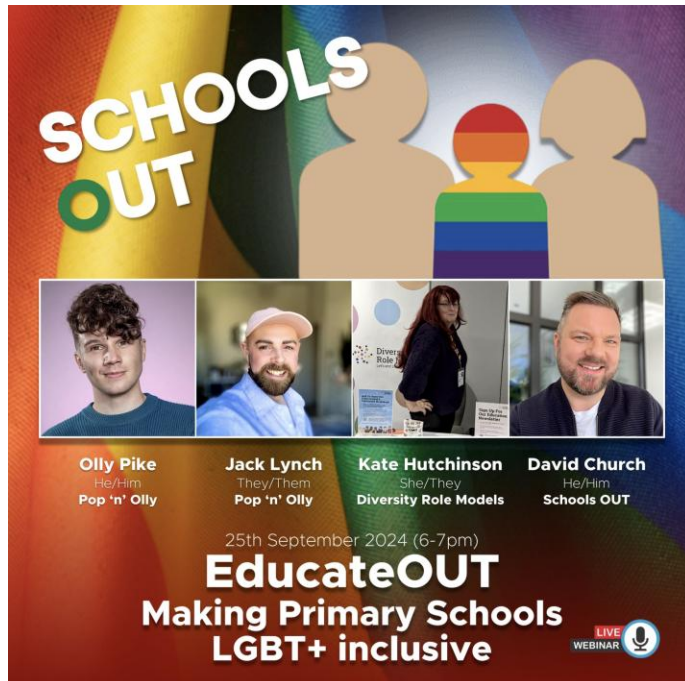
NEU LGBT+ Educators conference

We ran a workshop at the conference which took place in UK LGBT+ History Month, ran a stall and took part in the Pride in Progress Podcast. At the conference Professor Emeritus Sue Sanders, our CEO, was awarded the lifetime achievement award.



2024 EducateOUT Webinars

We ran a dedicated session looking at inclusion in Primary School settings.



We were joined by Kate from Diversity Role Models who talked about the programmes they offer to primary schools. Olly and Jack joined us from Pop'n'Oilly to talk about their inclusive book range; including reading from their new book 'Have you ever seen a Normal' and finally Lynne Nicholls, our Chair, talked about other inclusive books for primary school settings.

OUTreach



We have continued to help build the International Committee on LGBTQ+ History Months with several more countries starting a LGBTQ+ History Month. 2024 saw the launch of Trans History Week and we fully supported their work.

We attended the following prides: Disability Pride, Student Pride, Margate Pride, London Pride, Trans Pride London, UK Black Pride and Bi Pride UK.

2024 OUTreach Webinars

For East and South East Asian Heritage Month we held an online webinar celebrating the work of LGBT+ East and South East Asian (ESEA) people who are in medicine and healthcare.

Our incredible speakers talked about their work in medicine and healthcare, sharing their experiences and discussed how to actively include LGBT+ ESEA people working in medicine and healthcare environments.

The event celebrated East and South East Asian Heritage Month and is in line with the theme for UK LGBT+ History Month, “#UnderTheScope”, which highlights LGBT+ people who have worked or currently work within medicine and healthcare. And it is part of Schools OUT 2024-2025 OUTreach series to 'visibilise' LGBT+ people in all our diversity and share LGBT+ History.

Our guest speakers were:

- **Bernard Ho** - an NHS consultant in dermatology and lymphoedema. He is also Chair of the Skin Diversity Subcommittee of the British Association of Dermatologists and the Co-Chair of the LGBTQ+ Staff Network at St George's Hospital, London.
- **Bianca Ysabelle** holds a senior leadership position in healthcare. She graduated with a Masters in Leadership and Service Improvement at London South Bank University and aims to publish a systematic review on Authentic and Transformational Leadership.
- **Hsien Chew** - a medical doctor from London. Moving to the UK from Singapore, he completed his undergraduate studies at Oxford and surgical training in London. He specialized in plastic surgery with an eventual focus on oncology, before moving into medical leadership where he became head of medical services for a private health care company



Awards



Kate Hutchinson, Trustee of Schools OUT won the Trans In The City Awards 2024: Trans Community Champion – Wales



We are delighted to say that Professor Emeritus Sue Sanders won a British LGBT+ Award for her outstanding contribution to LGBT+ life in the UK. She attended the awards with her partner Jeanne Nadeau, who has been a longstanding volunteer at Schools OUT.

5. FUNDRAISING AND SUPPORT

The Trustees are grateful to the individuals and private corporations who have shown their support via booking workshops, donating, and buying badges and lanyards over the past year. Their generous and ongoing support has been tremendously helpful in enabling SOUK to achieve its Objects of promoting equality and diversity for the benefit of the public.

Finally, all work considered by the Management Committee, undertaken and presented to the general public is performed by volunteers. The Trustees are truly grateful to them for their unending enthusiasm, continuing to selflessly donate their time and talent, in addition to their unwavering commitment to the objectives of SOUK.

Challenges for the future include:

- measuring the effectiveness of SOUK's activities against its Objects;
- succession planning;
- further extending the range of diversities and skills of both the Management Committee and Trustees by seeking out new members;
- ensuring stability and growth within the Management Committee;
- continuing to ensure a constant stream of income from fundraising activities, grants and sponsorship so that its Objects can be fulfilled;
- continuing to ensure that the Classroom resources are updated to cater for changes to the curriculum and developments in technology;
- increasing our reach with educators;
- increasing the reach of UK LGBT+ History Month in schools, colleges, universities, other educational institutions and settings and in the wider community.

6. ACCOUNTS

A copy of the accounts is included in this Annual Report. Accounts were prepared for the period 1st January 2024 to 31st December 2024, the end of the financial year. Please see Appendix CC16a for further details.

In 2024 our income was £20,652.10, which came roughly half from merchandise sales and the rest from our fundraising efforts. We also received a donation from the partner of Roise Adams Clark, following Rosie's passing. We had worked with Roise as part of our work highlighting LGBT+ people working behind the lens. We are so grateful for this generous donation.

In 2024 our expenditure was £21,905.32 a decrease from 2023 reflecting the decision to streamline costs and be more considered in our approach.

7. RISKS

The Charity Commission recommends that DBS (formerly CRB) checks should be obtained for trustees of charities which work with children or vulnerable adults. It is possible, although unlikely, that the work of the Trustees and/or the Management Committee could bring them into contact with children or vulnerable adults. However, the position of trustee of a children's or vulnerable adults' charity is not a regulated activity in itself. It is only if trustees have close and unsupervised contact with beneficiaries that they would fall within the scope of regulated activity and be eligible to obtain an enhanced DBS (CRB) check and barred list check.

SOUK is not a children's or vulnerable adults' charity and the Trustees, in their capacities as trustees of SOUK, and the Management Committee, in their capacities as members of the management committee of SOUK, do not have close and unsupervised contact with children or vulnerable adults. However, we have continued to roll out enhanced DBS (CRB) and barred list checks of the Trustees and the Management Committee.

Lynne Nicholls
Chair of Trustees
October 2025

Receipts and payments accounts

CC16a

For the period
fromPeriod start date
01/01/2024

To

Period end date
31/12/2024

Section A Receipts and payments

	Unrestricted funds	Restricted funds	Endowment funds	Total funds	Last year
	to the nearest £	to the nearest £	to the nearest £	to the nearest £	to the nearest £
A1 Receipts					
Donations	3,000	-	-	3,000	678
Merchandise (Badge Sales)	10,965	-	-	10,965	4,794
Conferences	-	-	-	-	-
Fees from Charitable work (Workshops)	3,301	-	-	3,301	6,014
Fundraising	3,296	-	-	3,296	7,467
Other Charitable activities	-	-	-	-	-
Interest	£89.14	-	-	89	75
	-	-	-	-	-
Sub total (Gross income for AR)	20,652	-	-	20,652	19,027
A2 Asset and investment sales, (see table).					
	-	-	-	-	-
	-	-	-	-	-
Sub total	-	-	-	-	-
Total receipts	20,652	-	-	20,652	19,027
A3 Payments					
Events	5,345	-	-	5,345	1,877
Insurance	255	-	-	255	359
Subscriptions & Licences	2,267	-	-	2,267	2,957
Postage	755	-	-	755	174
Fundraising	-	-	-	-	-
Other charitable activities	8,247	-	-	8,247	9,182
Merchandise	2,695	-	-	2,695	7,102
IT Support	1,133	-	-	1,133	916
Printing	-	-	-	-	29
Training/Transport	1,209	-	-	1,209	534
	-	-	-	-	-
Sub total	21,905	-	-	21,905	23,130
A4 Asset and investment purchases, (see table)					
	-	-	-	-	-
	-	-	-	-	-
Sub total	-	-	-	-	-
Total payments	21,905	-	-	21,905	23,130
Net of receipts/(payments)	- 1,253	-	-	- 1,253	- 4,103
A5 Transfers between funds	-	-	-	-	-
A6 Cash funds last year end	11,777	-	-	11,777	24,379
Cash funds this year end	10,524	-	-	10,524	20,276

Section B Statement of assets and liabilities at the end of the period

Categories	Details	Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
B1 Cash funds		-	-	-

	-	-	-
	-	-	-
Total cash funds	-	-	-

(agree balances with receipts and payments account(s))

Agreement Error	OK	OK
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Unrestricted funds to nearest £

Restricted funds to nearest £

Endowment funds to nearest £

B2 Other monetary assets

Details			
	-	-	-
	-	-	-
	-	-	-
	-	-	-
	-	-	-
	-	-	-

B3 Investment assets

Details	Fund to which asset belongs	Cost (optional)	Current value (optional)
		-	-
		-	-
		-	-
		-	-
		-	-

B4 Assets retained for the charity's own use

Details	Fund to which asset belongs	Cost (optional)	Current value (optional)
		-	-
		-	-
		-	-
		-	-
		-	-
		-	-
		-	-
		-	-

B5 Liabilities

Details	Fund to which liability relates	Amount due (optional)	When due (optional)
		-	
		-	
		-	
		-	
		-	

Signed by one or two trustees on behalf of all the trustees

Signature	Print Name	Date of approval
Max Hyde	Max Hyde	28th October 2025
Professor Ian Rivers	Professor Ian Rivers	28th October 2025

Accounts



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The Trustees are:

- Professor Ian Rivers
- Margaret (Max) Hyde
- Sophie Lowndes-Toole until May
- Kate Louise Hutchinson from May
- Lynne Michelle Nicholls (Chair)

3. STRUCTURE, GOVERNANCE AND MANAGEMENT

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- (I) preparing the annual statement of accounts;
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In the Annual Report 2022 we identified certain areas of our work that would be our focus in 2023: We have made progress in all these areas:

- Strengthening links with educators and education organisations
- Updating our website
- Increasing our use of social media to 'Usualise' LGBT+ lives
- Producing media resources as part of our LGBT+ History Month free resources for educators.
- Strengthening links with the wider community businesses and organisations.
- Reviewing our branding/marketing

Operational matters

During 2023 Emperor Works continues to offer branding and design skills to SOUK in a project to review our branding, suggest improvements and work with us on brand guidelines. This has enabled us to rebrand which is needed to help us achieve our charitable aims. We now have branding assets, general brand and specific social media guidelines.



Logo

Our logo is a universal signature across all our communications and has been carefully crafted to be unique and distinguishable.

Our logo always appears in black with the graphic 'O' appearing in any one of the brand colours (not just the purple shown here). All the colour configurations of our logo are shown on p5.

The logo is rotated at an angle of 14° and should never be used at any other angle or orientation.

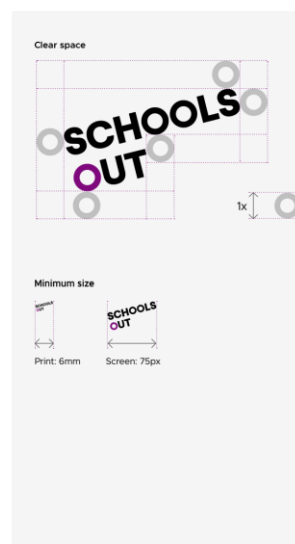
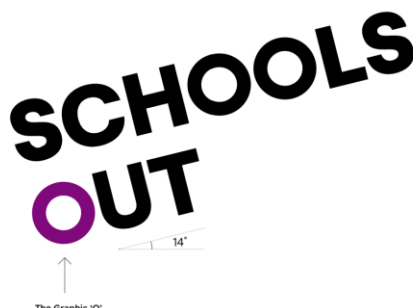
Clear space

Clear space is the area around the logo used to protect its legibility and avoid interference from other typographic and graphic elements. The clear space is defined by the size of the letter 'O' from the logo which is equal to 1x.

Minimum size

The minimum sizes for print and screen applications helps to ensure the logo is always legible at small sizes.

Always use the master artwork available and never try to recreate the logos.



Following the branding work we have started the process of consolidating our websites into one ahead of a large project to launch a new website in the future. Our IT consultant, Bethany Stanley, has worked on updating our old LGBT+ History Month website to be our consolidated website and incorporate the new branding.

To help facilitate the rebranding work we held two away days one online and one hybrid at Queer Britain at which we reviewed our charitable objectives to help us created a mission and vision statement as well as defining our aims to achieve this. This work will be developed further to help focus our work and create a medium- and long-term strategy.

We also agreed to move to keeping the LGBT+ History Month theme for the year spanning from the launch of the theme in November to the following October.



Schools OUT is the UK's LGBT+ education charity #educatingOUTprejudice and #Usualising LGBT+ lives since 1974.

Vision: Every LGBT+ person feels safe, seen and thrives in education and beyond.

Mission: Empowering people in all learning environments, so that all LGBT+ people feel safe, seen and supported; through education and advocacy.

Aims:

Visibility -To increase visibility of LGBT+ history and LGBT+ people in all our diversity

Growth - To grow our services to reach people in all learning environments.

Influence -To use our influence to advocate for LGBT+ inclusive education and culture



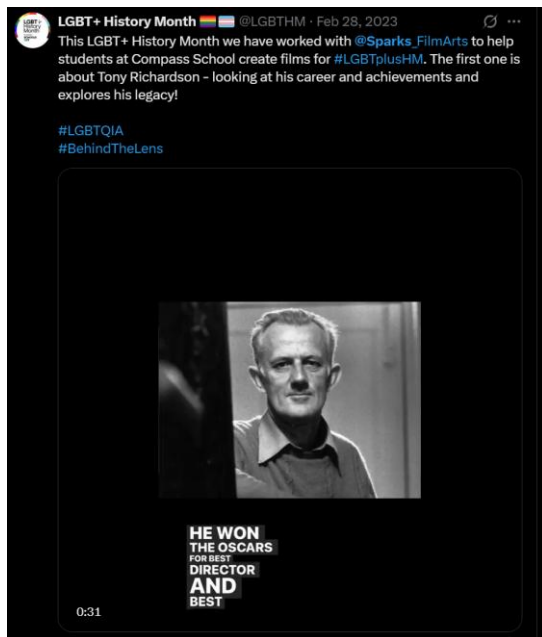
Education

We strengthened our links to educators and education organisations through meeting with the following organisations to share our work; Stonewall Education Section, Just Like Us, The Proud Trust, Diversity Role Models, Pop' n' Olly, Diverse Educators, Gires, Pride and Progress and Pride in Education.

For UK LGBT+ History Month and in Pride Month we continued to run online sessions for schools ranging from all schools' assemblies to schools' pride groups, reaching more than 2,500 students.

In 2022 we launched our TikTok Chanel providing short media clips on the five LGBT+ historical figures. For 2023 in addition to our LGBT+ Historical figures we featured other LGBT+ people who work/worked in the TV and film industry.

In 2023 we were able to offer two other opportunities to schools one in partnership with Sparks Film and Media Arts and one with the Harvey Milk Foundation. Sparks Film and Media Arts produced a resource to help students produce TikTok videos for LGBT+ History Month and ran sessions with students from Compass School exploring the 2023 theme to produce two short clips about the 2023 LGBT+ historical figures. Through working with the Harvey Milk Foundation, we were able to offer several schools the opportunity to have a workshop session with Stuart Milk.



We had increased number of schools and youth groups participate in the 2024 UK LGBT+ History Month badge design competition.



For UK Black Pride our education project worker, Sarah Cosgriff, built on last year's display of LGBT+ history from around the world creating a new display in keeping with the 2023 LGBT+ History Month theme 'Behind the Lens' featuring global majority LGBT+ people working in the film and TV industry. Andrew Dobbin created a series of posters about the history of Polari which we displayed.



Education Conferences

During the year we had stalls, spoke or ran workshops at the following conferences: TUC Conference, Diverse Educators, Pride and Progress, three NEU Regional Conferences, Unison national conference and University of Manchester teacher training conference.



At the TUC we facilitated a workshop session exploring how to provide an LGBT+ Inclusive Education in challenging times with representatives from across the teachers' unions regarding the importance of LGBT+ inclusive education.



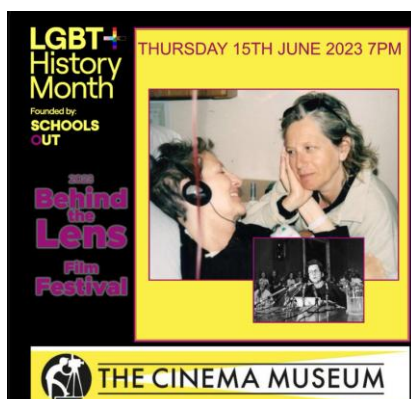
UK LGBT+ History Month 2023 - #BehindTheLens



Designed by a student at The Swan School as part of our annual national LGBT+ History Month badge competition.

During UK LGBT+ History Month February 2023, in addition to the schools' sessions we delivered over online and in person sessions throughout the month to universities, colleges, companies, institutions, and museums reaching over 9,000 people. We saw an increase in organisations celebrating LGBT+ History Month and the use of the LGBT+ History Month logo and badge by organisation.

In partnership with Rainer Schultz and the Cinema Museum we ran a LGBT+ film festival celebrating LGBT+ directors and film makers; each screening was followed by a screen talk with the director/film maker.

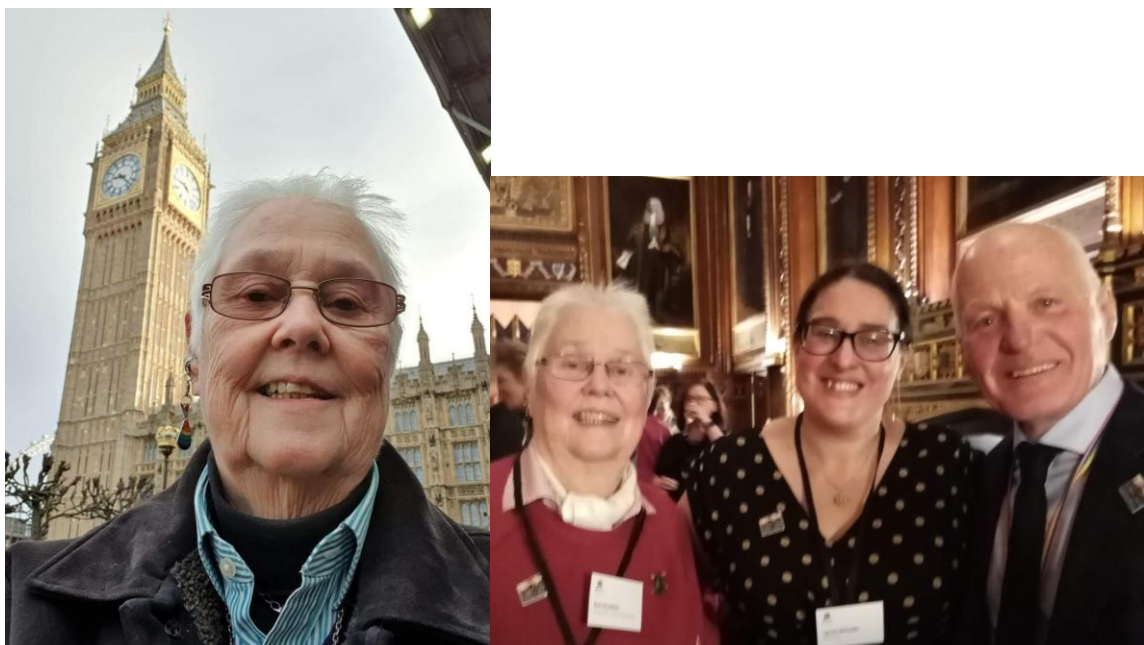


We had articles in various publications such as the Fyne times and several radio appearances for the BBC and other radio stations.

The media resources and factsheets of the five historical LGBT+ people we highlighted during the month were particularly successful. In addition to our five historical figures we featured each day a LGBT+ person who works/worked in film and tv across our social media channels.



LGBT+ History Month 2023 was also marked for the first time since the announcement of its creation 2023, on 2nd February 2023 in the House of Commons with a debate, which Professor Emeritus Sue Sanders watched from the viewing gallery. The debate fell on the anniversary of the Section 28 debate, where lesbian abseiled in the House of Lords. And at the end of LGBT+ History Month the Scottish parliament also held a debate. The speaker of the House also hosted his annual LGBT+ History Month reception, where we caught up with our patron, Lord Cashman.



UK LGBT+ History Month 2024 - #UnderTheScope

We launched the LGBT+ History Month 2024 theme online and had over 200 participants log on from across the country.

The theme celebrates LGBT+ peoples' contribution to the field of Medicine and Healthcare both historically and today.

We wanted to showcase the amazing work of LGBT+ staff across the NHS and in other healthcare settings, in providing healthcare, especially during the pandemic, whilst still shining a light on the history of the LGBT+ community's experience of receiving healthcare which has been extremely complicated leaving LGBT+ people still facing health inequalities even today.

The 2024 winning LGBT+ History Month badge design from our schools competition has been very well received.



“When I discovered that the theme was medicine, the first thing that came to mind was being protected no matter what and so I expressed this in my badge with the LGBTQ+ flag with a love heart under a stethoscope. This highlights what the LGBTQ+ community has experienced and contributed to throughout history. I am so pleased this design has won, I truly am over the moon” – **Alex Gould – Badge Design Competition Winner**

OUTreach



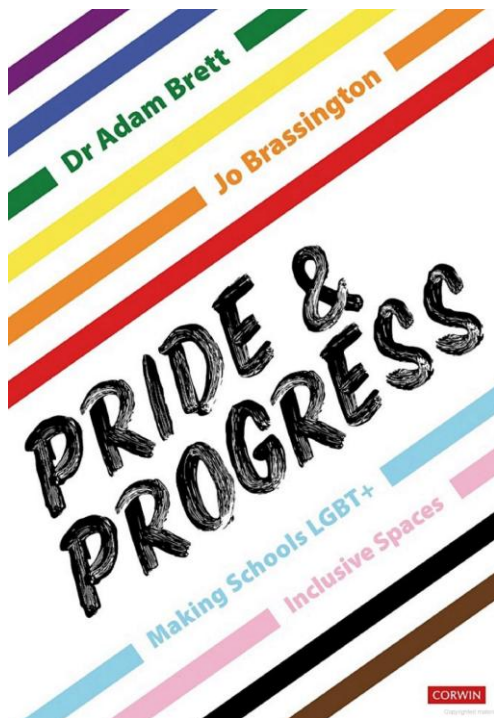
We have continued to help build the International Committee on LGBTQ+ History Months with several more countries starting a LGBTQ+ History Month.



Schools OUT was invited to Hungary to open the 11th LGBTQ+ History Month. Professor Emeritus Sue Sanders gave the keynote speech about the importance of LGBTQ+ inclusive education, knowing our LGBTQ+ histories and the impact Section 28 had UK.

Following this Sue was asked to deliver a lunch and learn session with staff at the British Embassy in Hungary which included staff from the British Embassy, and the American, Estonian and Belgian Embassies.

The team at Pride in Progress released, their book which features the work of Schools OUT and the impact of UK LGBTQ+ History Month.



For East and South East Asian Heritage Month we held an online webinar 'Behind the Lens – Tell Queer ESEA Stories' a event highlighting the lack of queer East and South East Asian (ESEA) stories in film and TV. Our guest speaker were:

- Rachel Leyco (she/her) an award-winning queer Filipina American filmmaker, writer, actress, and mental health advocate.
- Hongwei Bao (he/him) an Associate Professor in Media Studies at the University of Nottingham.
- Darius Shu (he/him) a cinematographer and director.



We attended the following prides: Disability Pride, Student Pride, Margate Pride, London Pride, Trans Pride London, UK Black Pride and Bi Pride UK.

We are delighted to say that Professor Emeritus Sue Sanders featured in the Pride Power List, Kate Hutchinson featured in the Welsh list of most influential LGBT+ people and Lynne Nicholls won a Women in Housing Award for her diversity and inclusion work in the housing and education sectors. Our poet Laurette Adam Lowe also released his book of poems.



5. FUNDRAISING AND SUPPORT

The Trustees are grateful to the individuals and private corporations who have shown their support via booking workshops, donating and buying badges and lanyards over the past year. Their generous and ongoing support has been tremendously helpful in enabling SOUK to achieve its Objects of promoting equality and diversity for the benefit of the public.

Finally, all work considered by the Management Committee, undertaken and presented to the general public is performed by volunteers. The Trustees are truly grateful to them for their unending enthusiasm, continuing to selflessly donate their time and talent, in addition to their unwavering commitment to the objectives of SOUK.

Challenges for the future include:

- measuring the effectiveness of SOUK's activities against its Objects;
- succession planning;
- further extending the range of diversities and skills of both the Management Committee and Trustees by seeking out new members;
- ensuring stability and growth within the Management Committee;
- continuing to ensure a constant stream of income from fundraising activities, grants and sponsorship so that its Objects can be fulfilled;

- continuing to ensure that the Classroom resources are updated to cater for changes to the curriculum and developments in technology;
- increasing our reach with educators;
- increasing the reach of UK LGBT+ History Month in schools, colleges, universities, other educational institutions and settings and in the wider community.

6. ACCOUNTS

A copy of the accounts is included in this Annual Report. Accounts were prepared for the period 1st January 2023 to 31st December 2023, the end of the financial year. Please see Appendix CC16a for further details.

In 2023 our income was £19,026.79, primarily from running workshops and fundraising efforts, as well as the normal merchandise sales from badges and lanyards.

We raised more money in 2023 from running workshops due to an increased demand and capacity to deliver them.

In 2023 our expenditure was £23,130.09; a decrease from 2022 reflecting the decision to streamline costs and hold more online workshops than in person events. We also chose to hold the 2024 LGBT+ theme launch online.

7. RISKS

The Charity Commission recommends that DBS (formerly CRB) checks should be obtained for trustees of charities which work with children or vulnerable adults. It is possible, although unlikely, that the work of the Trustees and/or the Management Committee could bring them into contact with children or vulnerable adults. However, the position of trustee of a children's or vulnerable adults' charity is not a regulated activity in itself. It is only if trustees have close and unsupervised contact with beneficiaries that they would fall within the scope of regulated activity and be eligible to obtain an enhanced DBS (CRB) check and barred list check.

SOUK is not a children's or vulnerable adults' charity and the Trustees, in their capacities as trustees of SOUK, and the Management Committee, in their capacities as members of the management committee of SOUK, do not have close and unsupervised contact with children or vulnerable adults. However, we have continued to roll out enhanced DBS (CRB) and barred list checks of the Trustees and the Management Committee.

Lynne Nicholls
Chair of Trustees

Schools OUT United Kingdom		1156352	CC16a
Receipts and payments accounts			
For the period from	Period start 01/01/2023	To Period end 31/12/2023	

Section A Receipts and payments

	Unrestricted funds to the nearest £	Restricted funds to the nearest £	Endowment funds to the nearest £	Total funds to the nearest £	Last year to the nearest £
A1 Receipts					
Donations	678	-	-	678	495
Merchandise (Badge Sales)	4,794	-	-	4,794	7,282
Conferences	-	-	-	-	382
(Workshops)	6,014	-	-	6,014	6,967
Fundraising	7,467	-	-	7,467	7,242
Other Charitable activities	-	-	-	-	1,000
Interest	75	-	-	75	10
	-	-	-	-	-
Sub total (Gross income for AR)	19,027	-	-	19,027	23,378
investment sales, (see table).					
	-	-	-	-	-
	-	-	-	-	-
Sub total	-	-	-	-	-
Total receipts	19,027	-	-	19,027	23,378

A3 Payments					
Events	1,877	-	-	1,877	9,058
Insurance	359	-	-	359	359
Subscriptions & Licences	2,957	-	-	2,957	3,491
Postage	174	-	-	174	691
Fundraising	-	-	-	-	-
Other charitable activities	9,182	-	-	9,182	10,144
Merchandise	7,102	-	-	7,102	4,283
IT Support	916	-	-	916	886
Printing	29	-	-	29	517
Training/Transport	534	-	-	534	2,446
Sub total	23,130	-	-	23,130	31,876

A4 Asset and investment

own use

		-	-
		-	-
		-	-
		-	-
		-	-
		-	-
		-	-

Fund to which
liability relates

Amount
due
(optional)

When due
(optional)

Details

B5 Liabilities

		-	
		-	
		-	
		-	
		-	

Signed by one or two
trustees on behalf of all

Signature	Print Name	Date of approval
Max Hyde	Max Hyde	13/07/2025
Professor Ian Rivers	Professor Ian Rivers	13/07/2025

Accounts



Annual Report 2022 - Schools OUT United Kingdom - 1156352

The Trustees of Schools OUT United Kingdom (hereinafter "SOUK"), present their annual report and accounts for the year ended 31 December 2022.

1. AIMS

Schools OUT UK (SOUK) operates under a constitution dated 18 September 2013 (the "Constitution"). The objects of SOUK are to promote equality and diversity for the benefit of the public by:

(A) increasing the visibility of lesbian, gay, bisexual and transgender ("LGBT+") people, their history, lives and their experiences in the curriculum and culture of educational and other institutions, and the wider community;

(B) raising awareness and advancing education on matters affecting the LGBT+ community;

(C) working to make educational and other institutions safe spaces for all LGBT+ communities;

and

(D) promoting the welfare of LGBT+ people, by ensuring that the education system recognises and enables LGBT+ people to achieve their full potential, so they contribute fully to society and lead fulfilled lives, thus benefiting society as a whole.

SOUK aims to achieve these objects by organising an annual Lesbian, Gay, Bisexual and Trans + (or "LGBT+") History Month each February, to be celebrated in schools, other educational establishments, workplaces, and other organisations in the United Kingdom.

Each UK LGBT+ History Month is launched at a formal event in the November preceding it. Linked to UK LGBT+ History Month, SOUK aims to coordinate and share knowledge of events planned throughout the country in connection with LGBT+ History Month and provide resources to augment the theme of LGBT+ History Month.

More broadly, to raise awareness of LGBT+ issues and to increase the visibility of LGBT+ people in the classroom, SOUK aims to provide a number of inclusive teaching resources for use in classrooms around the country, via a website.

2. ADMINISTRATIVE INFORMATION

Schools OUT United Kingdom is a Charitable Incorporated Organisation (registration no.1156352). The principal address of SOUK is BM Schools OUT, London, WC1N 3XX

SOUK receives pro bono legal assistance from Allen & Overy LLP, One Bishops Square, London, E1 6AD for which the Trustees and Management Committee are truly thankful. None of the Trustees is a body corporate.

The Trustees are:

- Professor Ian Rivers
- Margaret (Max) Hyde
- Sophie Lowndes-Toole
- Lynne Michelle Nicholls (Chair)

3. STRUCTURE, GOVERNANCE AND MANAGEMENT

SOUK became a registered Charitable Incorporated Organisation on 25 March 2014. It covers the period 1st January 2022 to 31st December 2022. The Trustees (who are also the Members under the Constitution) were appointed under the terms of the Constitution, which is based on the Foundation Model Constitution published by the Charities Commission.

The Trustees are responsible for the management of the affairs of SOUK and for that purpose exercise all the powers of SOUK. The Management Committee of members was appointed by the Trustees to exercise the day-to-day management tasks of SOUK. In particular, under the supervision of the Trustees, the Management Committee has been delegated the tasks of:

- (A) managing the day-to-day business of SOUK;
- (B) meeting at least quarterly to discuss the business of the Management Committee and SOUK;
- (C) preparing meeting minutes for all meetings of the Management Committee;
- (D) organising a themed UK LGBT+ History Month to take place in schools, educational establishments or other organisations in February of each year;
- (E) organising a launch event in advance of each UK LGBT+ History Month;
- (F) managing the budget of SOUK;
- (G) embarking on fundraising initiatives to benefit SOUK;

- (H) managing the SOUK websites content.
- (I) preparing the annual statement of accounts;
- (J) preparing an annual report to the Trustees:
- (K) maintaining and managing our profile on social media;
- (L) preparing and filing reports required by the Charity Commission (such reports being approved by the Trustees before filing);
- (M) entering into contracts for the purpose of carrying out the tasks and functions delegated to the Management Committee; and
- (N) delegating any of its powers, as it deems appropriate, subject to these terms and conditions.

The Management Committee

Comprises [8] volunteers who provide their time, support, skills and energy to SOUK. None of the Management Committee are paid for their time.

For 2022, the Management Committee members were:

- Professor Emeritus Sue Sanders
- Abtin Sadeghi
- Adam Lowe
- Andrew Dobbin
- Kate Hutchinson
- Maisie Williams
- Seth Atkin
- Lynne Nicholls*

* Lynne Nicholls is the Trustees' representative on the Management Committee.

In addition, as required, Education consultant, IT support consultant and Media consultants may attend the Management Committee meetings.

4. REPORT ON THE YEAR 2022

In 2022 SOUK has achieved its Objects via its activities with the UK LGBT+ History Month 2022, the Outing the Past Festival, the launch of the UK LGBT+ History Month theme 2023 and work on our educational resources.

In conducting these activities, the Trustees, and indeed the Management Committee, have had regard to the Charity Commission guidance on public benefit. The Trustees strongly believe that raising awareness and educating the public on both the LGBT+ community and the matters that affect LGBT+ people will not only increase visibility and promote the welfare of LGBT+ people, but also benefit the wider community by promoting inclusivity, diversity and acceptance.

There are other specific groups of non-LGBT+ people who directly benefit from the activities of SOUK. They include many non-LGBT+ people who are the children of LGBT+ parents or who have family members who are LGBT+, and who are either bullied for this reason or are afraid to discuss their family situation. There are other non-LGBT+ people who are friends with LGBT+ people and are also bullied. The work of SOUK therefore directly affects those who know and live with the LGBT+ people, and those who know and live with these people. The work of SOUK in education institutions, therefore, goes much further than solely benefiting the LGBT+ people, and is not limited to those with a protected characteristic.

Operational matters

During 2022 Emperor Works offered their branding and design skills to SOUK in a project to review our branding, suggest improvements and work with us on brand guidelines. This has enabled us to start the process of rebranding which is needed to help us achieve our charitable aims. We had the first part of the branding ready for the launch of the 2023 LGBT+ History Month theme in November 2022.



As part of this we reviewed all our websites, social media presences and logos. Thank you to all the team who worked on these. To help facilitate this work we held two hybrid away days to review our aims and start the rebranding process, one at the Bishopsgate Institute and one at Queer Britain.



In the Annual Report 2021 we identified certain areas of our work that would be our focus in 2022, We have made progress in all these areas:

- Strengthening links with educators and education organisations
- Updating our website
- Increasing our use of social media to 'Usualise' LGBT+ lives
- Producing media resources as part of our LGBT+ History Month free resources for educators.
- Strengthening links with the wider community businesses and organisations.
- Reviewing our branding/marketing

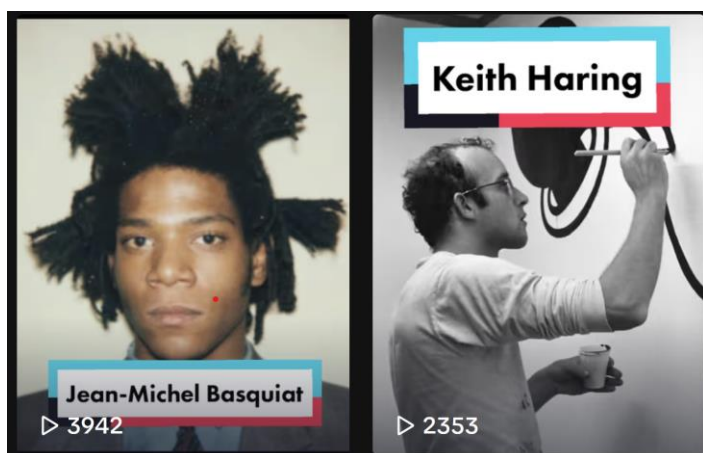
Education

Working in partnership with the Ogden Trust, we created additional free education resources: the Phizzi professions pdf's featuring LGBT+ people in physics.



We strengthened our links to educators and education organisations through meeting with the following organisations to share our work; Stonewall Education Section, Just Like Us, The Proud Trust, Diversity Role Models, Youth Scotland, Diverse Educators, Gires, and Pride and Progress and Pride in Education.

For UK LGBT+ History Month and in Pride Month we ran fifteen sessions in schools ranging from all year/all schools assemblies to LGBT+ schools pride groups, reaching more than 1,500 people.



In 2022 we launched our TikTok Chanel providing short media clips on the five LGBT+ historical figures highlighted for UK LGBT+ History Month 2022, Politics in Art.

We were invited to take part in the Pride and Progress podcast series which amplifies the voices of LGBT+ educators sharing sorties of pride, progress and celebrating the power of diversity in education.



We expanded our schools and youth groups badge competition to design the 2023 UK LGBT+ History Month badge and increased numbers of schools and youth groups took part.

For UK Black Pride our education project worker, Sarah, created a display of LGBT+ history from around the world, which was particularly well received.



Education Conferences

During the year we spoke or ran workshops at the following conferences: Pride in Education Conference, American Embassy Educators Conference, TUC Conference, Diverse Educators Round Table, NEU LGBT+ Educators Conference and London Metropolitan Archives Conference.



At the TUC we facilitated a panel with representatives from across the teachers' unions regarding the importance of LGBT+ inclusive education and at the NEU educators conference we spoke to over 300 LGBT+ educators.



UK LGBT+ History Month 2022 - Politics In Art: 'The Arc Is Long'



2022 badge as designed by Finn Collett

During UK LGBT+ History Month February 2022, in addition to the schools' sessions we personally delivered over 25 online sessions throughout the month to universities, colleges, companies, institutions, and museums reaching over 7,500 people. We hosted an event with Charles Upchurch in Manchester. Our CEO, Professor Emeritus Sue Sanders, was also invited to speak at the Bishopsgate exhibition at the Barbican, which she did to a packed crowd.



We had articles in various publications such as the Fyne times and several radio appearances for the BBC and other radio stations.

The media resources of the five historical LGBT+ people we highlighted during the month were particularly successful both on TikTok and You Tube. We produced Facebook and Instagram covers that individuals and organisations could use to show their support for the month which were widely used.

We worked in partnership with 'Outing the Past' to co-deliver the UK LGBT+ History Festival where museums and libraries from across the country held a host of virtual and in-person LGBT+ History events throughout February and in early March.

UK LGBT+ History Month 2023 - Behind the Lens

We launched the LGBT+ History Month 2023 theme [#BehindTheLens](#) from the Cinema Museum. The theme celebrates LGBT+ peoples' contribution to cinema and film from behind the lens: directors, cinematographers, screen writers, producers, animators, costume designers, special effects, make-up artists, lighting directors, musicians, choreographers and beyond.



Designed by a student at The Swan School as part of our annual national LGBT+ History Month badge competition.

The official badge design was chosen from the designs submitted from the Schools Badge competition.

OUTreach



The idea for an International Committee on LGBTQ+ History Months evolved in Autumn 2021 out of conversations Lynne Nichols from Schools OUT was having with other LGBT+ History Months in Europe and between the team preparing to launch the first-ever LGBT+ History Month Italia and the founder of LGBTQ+ History Month USA. In January 2022 the first meeting was held and the International Committee on LGBTQ+ History Months was founded, whose mission is to share knowledge; to support existing LGBTQ+ History Month projects; and to encourage new LGBTQ+ History Months around the world.



We attended the following prides: Margate Pride, London Pride, Kirklees Pride, Leeds Pride, Trans Pride London, UK Black Pride and, for the first time, BI Pride UK.

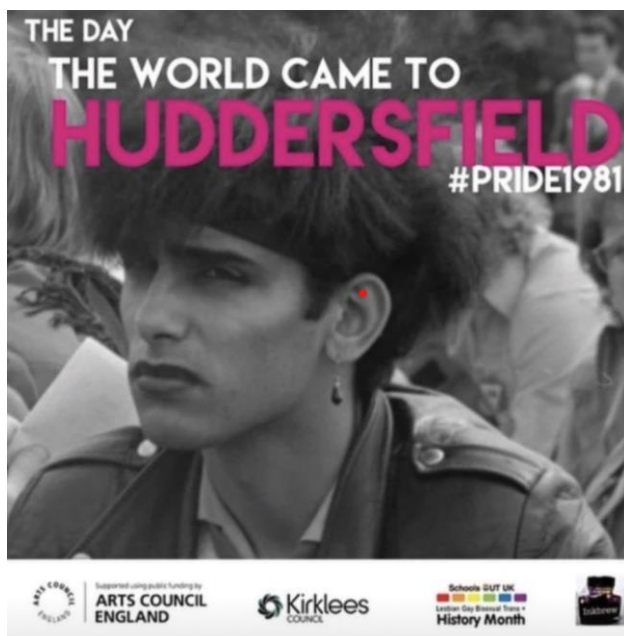
2022 marked 50 years since the first pride march by the GLF and we took part in the recreation of this march, and then spoke at Pride in London with Stewart Milk



2022 saw the launch of Queer Britain, the first LGBT+ museum in the UK showcasing LGBT+ History. Professor Emeritus Sue Sanders and SOUK were featured in their campaign.



SOUK supported Stephen Hornby our playwright in residence with the “The Day the World Came to Huddersfield” project celebrating the UK’s first ever national Pride march that took place in Huddersfield on 4th July 1981. To celebrate this milestone in the LGBTQ+ history of the UK, a series of arts and archive events took place to mark the fortieth anniversary. A disused shop on the route of the original march was converted into a pop-up gallery showing a four-minute film using recovered archive pictures, some new portraits of local LGBTQ+ people taken by internationally renowned artists Ajamu X and some specially commissioned animations. The other parts of the project were an open-air play and theatre version of the play.



We are delighted to say that Professor Emeritus Sue Sanders was awarded the Golden Tuplik Award in Sweden, for all her work for Schools OUT and UK LGBTQ+ History Month.



5. FUNDRAISING AND SUPPORT

In 2022 we received money from Southeast Trains towards the launch of the 2023 UK LGBT+ History Month theme at the Cinema Museum.

The Trustees are grateful to the individuals and private corporations who have shown their support via booking workshops, donating and buying badges and lanyards over the past year. Their generous and ongoing support has been tremendously helpful in enabling SOUK to achieve its Objects of promoting equality and diversity for the benefit of the public.

Finally, all work considered by the Management Committee, undertaken and presented to the general public is performed by volunteers. The Trustees are truly grateful to them for their unending enthusiasm, continuing to selflessly donate their time and talent, in addition to their unwavering commitment to the objectives of SOUK.

Challenges for the future include:

- measuring the effectiveness of SOUK's activities against its Objects;
- succession planning;
- further extending the range of diversities and skills of both the Management Committee and Trustees by seeking out new members;
- ensuring stability and growth within the Management Committee;
- continuing to ensure a constant stream of income from fundraising activities, grants and sponsorship so that its Objects can be fulfilled;
- continuing to ensure that the Classroom resources are updated to cater for changes to the curriculum and developments in technology;

- increasing the reach of UK LGBT+ History Month in schools, colleges, universities, other educational institutions and settings and in the wider community.

6. ACCOUNTS

A copy of the accounts is included in this Annual Report. Accounts were prepared for the period 1st January 2022 to 31st December 2022, the end of the financial year. Please see Appendix CC16a for further details.

In 2022 our income was £23,718, a small decrease from 2021. The income received was primarily from running workshops and fundraising efforts, as well as the normal merchandise sales from badges and lanyards.

Merchandise sales were higher in 2022 reflecting the transition from online events to in-person events post pandemic.

In 2021 our expenditure was £31,876, an increase from 2021 reflecting the increase in-person events and the decision to continue the education project creating resources and running online activities to increase our reach in educational settings and the wider community.

7. RISKS

The Charity Commission recommends that DBS (formerly CRB) checks should be obtained for trustees of charities which work with children or vulnerable adults. It is possible, although unlikely, that the work of the Trustees and/or the Management Committee could bring them into contact with children or vulnerable adults. However, the position of trustee of a children's or vulnerable adults' charity is not a regulated activity in itself. It is only if trustees have close and unsupervised contact with beneficiaries that they would fall within the scope of regulated activity and be eligible to obtain an enhanced DBS (CRB) check and barred list check.

SOUK is not a children's or vulnerable adults' charity and the Trustees, in their capacities as trustees of SOUK, and the Management Committee, in their capacities as members of the management committee of SOUK, do not have close and unsupervised contact with children or vulnerable adults. However, we have started to roll out enhanced DBS (CRB) and barred list checks of the Trustees and the Management Committee.

Lynne Nicholls

Chair – October 2024

Receipts and payments accounts

For the period from	Period start date 01/01/2022	To	Period end date 31/12/2022
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Section A Receipts and payments

	Unrestricted funds to the nearest £	Restricted funds to the nearest £	Endowment funds to the nearest £	Total funds to the nearest £	Last year to the nearest £
A1 Receipts					
Donations	495	-	-	495	341
Merchandise (Badge Sales)	7,282	-	-	7,282	5,315
Conferences	382	-	-	382	-
Fees from Charitable work (Workshops)	6,967	-	-	6,967	4,700
Fundraising	7,242	-	-	7,242	14,013
Other Charitable activities	1,000	-	-	1,000	150
Interest	10	-	-	10	-
	-	-	-	-	-
Sub total (Gross income for AR)	23,378	-	-	23,378	24,518
A2 Asset and investment sales, (see table).					
	-	-	-	-	-
	-	-	-	-	-
Sub total	-	-	-	-	-
Total receipts	23,378	-	-	23,378	24,518
A3 Payments					
Events	9058.39	-	-	9,058	206
Insurance	359	-	-	359	386
Subscriptions & Licences	3,491	-	-	3,491	2,166
Postage	691	-	-	691	590
Fundraising	-	-	-	-	250
Other charitable activities	10,144	-	-	10,144	9,824
Merchandise	4,283	-	-	4,283	2,725
IT Support	886	-	-	886	262
Printing	517	-	-	517	353
Training/Transport	2,446	-	-	2,446	500
	-	-	-	-	-
Sub total	31,876	-	-	31,876	17,262
A4 Asset and investment purchases, (see table)					
	-	-	-	-	-
	-	-	-	-	-
Sub total	-	-	-	-	-
Total payments	31,876	-	-	31,876	17,262
Net of receipts/(payments)	- 8,499	-	-	- 8,499	7,256
A5 Transfers between funds	-	-	-	-	-
A6 Cash funds last year end	24,379	-	-	24,379	17,123
Cash funds this year end	15,880	-	-	15,880	24,379

Section B Statement of assets and liabilities at the end of the period

Categories	Details	Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
B1 Cash funds		-	-	-
		-	-	-
		-	-	-
	Total cash funds	-	-	-
	(agree balances with receipts and payments account(s))	Agreement Error	OK	OK
		Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
B2 Other monetary assets	Details			
		-	-	-
		-	-	-
		-	-	-
		-	-	-
		-	-	-
		-	-	-
B3 Investment assets	Details	Fund to which asset belongs	Cost (optional)	Current value (optional)
			-	-
			-	-
			-	-
			-	-
			-	-
B4 Assets retained for the charity's own use	Details	Fund to which asset belongs	Cost (optional)	Current value (optional)
			-	-
			-	-
			-	-
			-	-
			-	-
			-	-
			-	-
			-	-
			-	-
B5 Liabilities	Details	Fund to which liability relates	Amount due (optional)	When due (optional)
			-	
			-	
			-	
			-	
			-	
Signed by one or two trustees on behalf of all the trustees	Signature	Print Name	Date of approval	
	Max Hyde	Max Hyde	15th October 2024	
	Professor Ian Rivers	Professor Ian Rivers	15th October 2024	

Accounts

Annual Report 2021 - Schools OUT United Kingdom - 1156352

The Trustees of Schools OUT United Kingdom (hereinafter “SOUK”), present their annual report and accounts for the year ended 31 December 2021 and confirm they comply with the requirements of the Charities Act 1993, as amended by the Charities Act 2006, the Constitution and the Charities SORP 2005.

1.AIMS

SOUK operates under a constitution dated 18 September 2013 (the “Constitution”). The objects of SOUK are to promote equality and diversity for the benefit of the public by:

(A) **increasing the visibility** of lesbian, gay, bisexual and transgender (“LGBT+”) people, their history, lives and their experiences in the curriculum and culture of educational and other institutions, and the wider community;

(B) **raising awareness** and advancing education on matters affecting the LGBT+ community;

(C) working to make educational and other institutions safe spaces for all LGBT+ communities; and

(D) **promoting the welfare of LGBT+ people**, by ensuring that the education system recognises and enables LGBT+ people to achieve their full potential, so they contribute fully to society and lead fulfilled lives, thus benefiting society as a whole.

SOUK aims to achieve these objects by organising an annual Lesbian, Gay, Bisexual and Trans + (or “LGBT+”) History Month each February, to be celebrated in schools, other educational establishments, workplaces, and other organisations in the United Kingdom.

Each LGBT+ history month is launched at a formal event in the November preceding it. Linked to LGBT+ History Month, SOUK aims to coordinate and share knowledge of events planned throughout the country in connection with LGBT+ History Month, and provide resources to augment the theme of LGBT+ History Month.

More broadly, to raise awareness of LGBT+ issues and to increase the visibility of LGBT+ people in the classroom, SOUK aims to provide a number of inclusive teaching resources for use in classrooms around the country, via a website.

2.ADMINISTRATIVE INFORMATION

Schools OUT United Kingdom, is a Charitable Incorporated Organisation (registration no. 1156352). The principal address of SOUK is BM Schools OUT, London, WC1N 3XX SOUK receive pro bono legal assistance from Allen & Overy LLP, One Bishops Square, London, E1 6AD for which the Trustees and Management Committee are truly thankful.

None of the Trustees is a body corporate. The Trustees are:

- Professor Ian Rivers;
- Margaret (Max) Hyde.
- Sophie Jayne Lowndes-Toole
- Lynne Michelle Nicholls (Chair)

3.STRUCTURE, GOVERNANCE AND MANAGEMENT

SOUK became a registered Charitable Incorporated Organisation on 25 March 2014. This is the eighth Trustees' Annual Report prepared for SOUK. It covers the period 1st January 2021 to 31st December 2021. The Trustees (who are also the Members under the Constitution) were appointed under the terms of the Constitution, which is based on the Foundation Model Constitution published by the Charities Commission.

The Trustees are responsible for the management of the affairs of SOUK and for that purpose exercise all the powers of SOUK.

The Management committee of members was appointed by the Trustees to exercise the day-to-day management tasks of SOUK. In particular, under the supervision of the Trustees, the Management Committee has been delegated the tasks of:

- (A) managing the day to day business of SOUK;
- (B) meeting at least quarterly to discuss the business of the Management Committee and SOUK;
- (C) preparing meeting minutes for all meetings of the Management Committee
- (D) organising a themed LGBT+ history month to take place in schools, educational establishments or other organisations in February of each year;
- (E) organising a launch event in advance of each LGBT+ history month;
- (F) managing the budget of SOUK;
- (G) embarking on fundraising initiatives to benefit SOUK;
- (H) managing the SOUK websites content.
- (I) preparing the annual statement of accounts;
- (J) preparing an annual report to the Trustees:
- (K) Maintaining and managing our profile on social media
- (L) preparing and filing reports required by the Charity Commission (such reports being approved by the Trustees before filing);
- (M) entering into contracts for the purpose of carrying out the tasks and functions delegated to the Management Committee; and
- (N) delegating any of its powers, as it deems appropriate, subject to these terms and conditions.

The Management Committee

Comprises [9] volunteers who provide their time, support, skills and energy to SOUK. None of the Management Committee are paid for their time.

For 2021, the Management Committee members were:

- Professor Emeritus Sue Sanders
- Abtin Sadeghi
- Adam Lowe

- Andrew Dobbin
- Nik Noone
- Kate Hutchinson
- Maisie Williams
- Seth Atkin
- Lynne Nicholls*

* Lynne Nicholls is the Trustees' representative on the Management Committee.

In addition, as required, Education consultant, IT support consultant and Media consultants may attend the Management Committee meetings.

4.REPORT ON THE YEAR 2021

In 2021 despite the challenges presented by the ongoing pandemic SOUK has achieved its Objects via its activities with the LGBT+ History Month 2021, the Outing the Past Festival, the launch of the LGBT+ History Month theme 2022, and enabling them to be online. Thank you to everyone on the committee and the Trustees and our volunteers who helped this transition to online working and delivery. It has been a steep learning curve, but we are seeing the advantages to aiding in delivering our Objects and will continue to develop this when the pandemic is over.

In conducting these activities the Trustees, and indeed the Management Committee, have had regard to the Charity Commission guidance on public benefit. The Trustees strongly believe that raising awareness and educating the public on both the LGBT+ community and the matters that affect LGBT+ people will not only increase visibility and promote the welfare of LGBT+ people, but also benefit the wider community by promoting inclusivity, diversity and acceptance.

There are other specific groups of non-LGBT+ people who directly benefit from the activities of SOUK. They include many non-LGBT+ people who are the children of LGBT+ parents or who have family members who are LGBT+, and who are either bullied for this reason or are afraid to discuss their family situation. There are other non-LGBT+ people who are friends with LGBT+ people and are also bullied. The work of SOUK therefore directly affects those who know and live with the LGBT+ people, and those who know and live with these people. The work of SOUK in education institutions, therefore, goes much further than solely benefiting the LGBT+ people, and is not limited to those with a protected characteristic.

Operational matters

During 2021 we did a complete review of our financial regulations and manual and agreed the updated arrangement. Thank you to all the team who worked on these.

We continued to invest in learning software packages to aid us in delivering our Objects online such as Kahoot and Survey Monkey.

We were able to hold one in-person meet at the Bishopsgate Institute together as a management committee and trustees and review our objectives and how we planned to deliver them in a pandemic and post-pandemic world.

We agreed on the following key areas to focus on over the next few years to aid in delivering our Objects:

- Strengthening links with educators and education organisations
- Updating our website
- Increasing our use of social media to 'Usualise' LGBT+ lives
- Producing media resources as part of our LGBT+ History Month free resources for educators.
- Strengthen links with the wider community businesses and organisations.
- Review our branding/marketing

Education

We developed a selection of Science, Technology, Engineering and Mathematics (STEM) careers profiles that link what educators are teaching to a real-life context, raising awareness of different careers available to their students, whilst **usualising** LGBT+ people and providing role models for all students. The activities included can be used as a starter, homework activity or part of the main activity. They can be used when teaching or revising a topic and do not solely need to be used during LGBT+ History Month.

We started to strengthen our links with educators through:

- Speaking to several teachers' unions about LGBT+ History Month.
- Running session at Pride in Education conferences which bring together specialists in LGBT+ inclusive education.
- Speaking online at an international education conference held in Japan
- Delivering a TEDx talk

We hosted our first Webinar for STEM educators for LGBT+ STEM Day, which sold out, with educators from Secondary, College and University level attending. We also recorded this event to provide additional resources for educators.

The book 'Big Gay Adventure in Education' launched in 2021 with a chapter included from Professor Emeritus Sue Sanders.

We worked in partnership with Proud Trust and John Yates Harold to provide resources for youth groups and primary educators for LGBT+ History Month 2021.

We launched our schools and youth groups badge competition to design the 2022 LGBT+ History Month badge and were delighted by the number of schools and youth groups that took part. The winning design below was designed by Finn Collett.



LGBT+ History Month 2021 – Mind Body & Spirit

LGBT+ History Month 2021 Mind, Body and Spirit was the first LGBT+ History Month to be carried out online due to the pandemic. Although there were none in-person, events took place online in great numbers. We personally delivered over 30 online sessions throughout the month to universities, colleges, companies, institutions, and museums. During the pandemic we had a cover

in the Fyne Times and spoke on many radio programmes. TV stations ran many programmes during the month and BBC Sport specifically highlighted LGBT+ people in sport.

The media resources of the five historical LGBT+ people we highlighted during the month were particularly successful and received over 35,000 views. We produced Facebook and Instagram covers that individuals and organisations could use to show their support for the month for the first time.

We worked in partnership with 'Outing the Past' to co-deliver the LGBT+ History festival where over twenty museums and libraries from across the country held a host of virtual LGBT+ History events.

LGBT+ History Month 2022 – Theme Launch

As 2022 sees the 50th anniversary of the very first Pride March in the UK in 1972. A popular slogan of the early Gay Rights Movement (the idea of the 'LGBT' community was some way off) of the time was "the personal is political", and art is probably the most individual of pastimes. We therefore set the theme for LGBT+ History Month 2022 as 'Politics in Art: The Arc in Long'. We were therefore delighted to work with the National Portrait gallery and Dan Vo to launch the LGBT+ History Month theme for 2022 and the LGBT+ History Month 2022 official badge. The launch was held online and recorded to be used as resources during LGBT+ History month 2022.

5. FUNDRAISING AND SUPPORT

In 2021 the Manchester Bee project nominated SOUK as their chosen charity, and we are thankful for their fundraising efforts. We received a grant from Comic Relief which enabled us to produce online resources.

The Trustees are grateful to the individuals and private corporations who have shown their support via donating and buying badges and lanyards over the past year. Their generous and ongoing support has been tremendously helpful in enabling SOUK to achieve its Objects of promoting equality and diversity for the benefit of the public. Finally, all work considered by the Management Committee, undertaken and presented to the general public is performed by volunteers. The Trustees are truly grateful to them for their unending enthusiasm especially in challenging times due to world events, they continued to selflessly donate their time and talent, in addition to their unwavering commitment to the objectives of SOUK.

The future Challenges for the future include:

- *measuring the effectiveness of SOUK's activities against its Objects*
- *succession planning*
- *further extending the range of diversities and skills of both the Management Committee and Trustees by seeking out new members*
- *ensuring stability and growth within the Management Committee;*
- *continuing to ensure a constant stream of income from fundraising activities, grants and sponsorship so that its objects can be fulfilled;*
- *continuing to ensure that the Classroom resource are updated to cater for changes to the curriculum and developments in technology;*
- *maintaining relevance in the United Kingdom as a result of perceived or actual utilisation of the LGBT+ community.*
- *increasing the reach of LGBT+ History in schools, colleges, universities, other educational institutions and settings and in the wider community.*
- *reviewing our branding and marketing with limited resources*

6. ACCOUNTS

A copy of the accounts is included in this Annual Report. Accounts were prepared for the period 1st January 2021 to 31st December 2021, the end of the financial year. Please see Appendix CC16a for further details.

In 2021 our income was £24,518, an increase from 2020. The income reflected our change to an online operating model. The income received was primarily from running online workshops, a grant from Comic Relief, as well as the normal merchandise sales from badges and lanyards. Merchandise sales were lower than in 2021 reflecting the lack of ability to meet at events in person due to the pandemic.

In 2021 our expenditure was £17,262, a decrease from 2020 primarily due to the pandemic as we held fewer in-person events thereby reducing our fundraising and events costs. The cost for subscriptions and licences was higher to reflect the additional software licences required to deliver our charities Objects online. The 'other charitable activities' costs were higher reflecting the project to create resources and run online activities to increase our reach in educational settings and the wider community.

7. RISKS

The Charity Commission recommends that DBS (formerly CRB) checks should be obtained for trustees of charities which work with children or vulnerable adults. It is possible, although unlikely, that the work of the Trustees and/or the Management Committee could bring them into contact with children or vulnerable adults. However, the position of Trustee of a children's or vulnerable adults charity is not a regulated activity in itself. It is only if trustees have close and unsupervised contact with beneficiaries that they would fall within the scope of regulated activity and be eligible to obtain an enhanced DBS (CRB) check and barred list check.

SOUK is not a children's or vulnerable adults' charity and the Trustees, in their capacities as trustees of SOUK, and the Management Committee, in their capacities as members of the Management Committee do not have close and unsupervised contact with children or vulnerable adults. At most of our events Parents, Guardians and/or DBS checked Teachers are present with the groups.

Currently, enhanced DBS (CRB) and barred list checks of the Trustees and the Management Committee are not conducted.

As part of our review of this policy the Trustees are looking to introduce DBS checks in 2023.

Lynne Nicholls

Chair – May 2023



CHARITY COMMISSION
FOR ENGLAND AND WALES

Schools OUT UK

1156352

Receipts and payments accounts

CC16a

For the period
from

Period start date
01/01/2021

To

Period end date
31/12/2021

Section A Receipts and payments

	Unrestricted funds to the nearest £	Restricted funds to the nearest £	Endowment funds to the nearest £	Total funds to the nearest £	Last year to the nearest £
A1 Receipts					
Donations	341	-	-	341	2,882
Merchandise (Badge Sales)	5,315	-	-	5,315	7,168
Conferences	-	-	-	-	1,517
Fees from Charitable work (Workshops)	4,700	-	-	4,700	5,467
Fundraising	14,013	-	-	14,013	4,670
Other Charitable activities	150	-	-	150	1,132
	-	-	-	-	-
	-	-	-	-	-
Sub total (Gross income for AR)	24,518	-	-	24,518	22,836
A2 Asset and investment sales, (see table).					
	-	-	-	-	-
	-	-	-	-	-
Sub total	-	-	-	-	-
Total receipts	24,518	-	-	24,518	22,836
A3 Payments					
Events	206	-	-	206	11,158
Insurance	386	-	-	386	539
Subscriptions & Licences	2,166	-	-	2,166	1,059
Postage	590	-	-	590	321
Fundraising	250	-	-	250	5,184
Other charitable activities	9,824	-	-	9,824	2,227
Merchandise	2,725	-	-	2,725	-
IT Support	262	-	-	262	-
Printing	353	-	-	353	-
Training	500	-	-	500	-
Sub total	17,262	-	-	17,262	20,488
A4 Asset and investment purchases. (see table)					
	-	-	-	-	-
	-	-	-	-	-
Sub total	-	-	-	-	-
Total payments	17,262	-	-	17,262	20,488
Net of receipts/(payments)	7,256	-	-	7,256	2,348
A5 Transfers between funds	-	-	-	-	-
A6 Cash funds last year end	17,123	-	-	17,123	14,775
Cash funds this year end	24,379	-	-	24,379	17,123

Section B Statement of assets and liabilities at the end of the period

Categories	Details	Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
B1 Cash funds		-	-	-
		-	-	-
		-	-	-
	Total cash funds	-	-	-
	(agree balances with receipts and payments account(s))	Agreement Error	OK	OK

	Details	Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
B2 Other monetary assets		-	-	-
		-	-	-
		-	-	-
		-	-	-
		-	-	-
		-	-	-

	Details	Fund to which asset belongs	Cost (optional)	Current value (optional)
B3 Investment assets			-	-
			-	-
			-	-
			-	-
			-	-

	Details	Fund to which asset belongs	Cost (optional)	Current value (optional)
B4 Assets retained for the charity's own use			-	-
			-	-
			-	-
			-	-
			-	-
			-	-
			-	-
			-	-
			-	-

	Details	Fund to which liability relates	Amount due (optional)	When due (optional)
B5 Liabilities			-	
			-	
			-	
			-	
			-	

Signed by one or two trustees on behalf of all the trustees

Signature	Print Name	Date of approval
Max Hyde	Max Hyde	11th May 2023
Professor Ian Rivers	Professor Ian Rivers	11th May 2023

Accounts



Schools OUT UK

The LGBT+ Education Charity

Charitable Incorporated Organisation No. 1156352



Annual Report 2020 - Schools OUT United Kingdom - 1156352

The Trustees of Schools OUT United Kingdom (hereinafter “SOUK”), present their annual report and accounts for the year ended 31 December 2020 and confirm they comply with the requirements of the Charities Act 1993, as amended by the Charities Act 2006, the Constitution and the Charities SORP 2005.

1.AIMS

SOUK operates under a constitution dated 18 September 2013 (the “Constitution”). The objects of SOUK are to promote equality and diversity for the benefit of the public by:

(A) **increasing the visibility** of lesbian, gay, bisexual and transgender (“LGBT+”) people, their history, lives and their experiences in the curriculum and culture of educational and other institutions, and the wider community;

(B) **raising awareness** and advancing education on matters affecting the LGBT+ community;

(C) working to make educational and other institutions safe spaces for all LGBT+ communities; and

(D) **promoting the welfare of LGBT+ people**, by ensuring that the education system recognises and enables LGBT+ people to achieve their full potential, so they contribute fully to society and lead fulfilled lives, thus benefiting society as a whole.

SOUK aims to achieve these objects by organising an annual Lesbian, Gay, Bisexual and Trans + (or “LGBT+”) History Month each February, to be celebrated in schools, other educational establishments, workplaces, and other organisations in the United Kingdom.

Each LGBT+ history month is launched at a formal event in the November preceding it. Linked to LGBT+ History Month, SOUK aims to coordinate and share knowledge of events planned throughout the country in connection with LGBT+ History Month, and provide resources to augment the theme of LGBT+ History Month.

More broadly, to raise awareness of LGBT+ issues and to increase the visibility of LGBT+ people in the classroom, SOUK aims to provide a number of inclusive teaching resources for use in classrooms around the country, via a dedicated website.

2.ADMINISTRATIVE INFORMATION

Schools OUT United Kingdom, is a Charitable Incorporated Organisation (registration no. 1156352). The principal address of SOUK is BM Schools OUT, London, WC1N 3XX SOUK continues to receive pro bono legal assistance from Simmons & Simmons LLP, Citypoint, 1 Ropemaker Street, London EC2Y 9SS, for which the Trustees and Management Committee are truly thankful.

None of the Trustees is a body corporate. The Trustees are:

- Professor Ian Rivers;
- Stephen Boyce (Chair) stepped down October 2020
- Margaret (Max) Hyde.
- Sophie Jayne Lowndes-Toole
- Lynne Michelle Nicholls (Chair) from October 2020

3.STRUCTURE, GOVERNANCE AND MANAGEMENT

SOUK became a registered Charitable Incorporated Organisation on 25 March 2014. This is the eighth Trustees' Annual Report prepared for SOUK. It covers the period 1st January 2020 to 31st December 2020. The Trustees (who are also the Members under the Constitution) were appointed under the terms of the Constitution, which is based on the Foundation Model Constitution published by the Charities Commission.

During 2020 there were several changes to the Trustees, we welcomed Lynne Michelle Nicholls & Sophie Jayne Lowndes-Toole as Trustees. Following the death of SOUK Co-Chair Tony Fenwick MBE Stephen Boyce stepped down as Chair. We thank him for his years of tireless service for SOUK and understand his decision. With the agreement of the trustees Lynne Michelle Nicholls took over as chair.

The Trustees are responsible for the management of the affairs of SOUK and for that purpose exercise all the powers of SOUK.

The Management committee of members was appointed by the Trustees to exercise the day-to-day management tasks of SOUK. In particular, under the supervision of the Trustees, the Management Committee has been delegated the tasks of:

- (A) managing the day to day business of SOUK;
- (B) meeting at least quarterly to discuss the business of the Management Committee and SOUK;
- (C) preparing meeting minutes for all meetings of the Management Committee (such minutes to be provided to the Trustees within seven days of such a meeting);
- (D) organising a themed LGBT+ history month to take place in schools, educational establishments or other organisations in February of each year;
- (E) organising a launch event in advance of each LGBT+ history month;
- (F) managing the budget of SOUK;
- (G) embarking on fundraising initiatives to benefit SOUK; 4
- (H) managing the website content at the following websites:
 - (1) www.schools-out.org.uk
 - (2) <http://lgbthistorymonth.org.uk/>
 - (3) <http://the-classroom.org.uk/>
- (I) preparing the annual statement of accounts;
- (J) preparing an annual report to the Trustees:
- (K) Maintaining and managing our profile on Social media

(L) preparing and filing any reports required by the Charity Commission (such reports being approved by the Trustees before filing);

(M) entering into contracts for the purpose of carrying out the tasks and functions delegated to the Management Committee; and

(N) delegating any of its powers, as it deems appropriate, subject to these terms and conditions.

The Management Committee

Comprises [10] volunteers who provide their time, support, skills and energy to SOUK. None of the Management Committee is paid for their time.

For 2020, the Management Committee members were:

- Sue Sanders
- Tony Fenwick (Died July 2020)
- Abtin Sadeghi
- Adam Lowe
- Andrew Dobbin
- Kate Hutchinson
- Nik Noone
- Maisie Williams
- Seth Atkin
- Steve Boyce* (Stepped down October 2020)
- Lynne Nicholls*

* Steve Boyce was replaced by Lynne Nicholls and is the Trustees' representative on the Management Committee.

4.REPORT ON THE YEAR 2020

2020 was a challenging year for SOUK not only due to the pandemic, but due to the death of SOUK Co-Chair Tony Fenwick MBE who died in July 2020. For Steve Boyce SOUK Chair of Trustees & Sue Sanders SOUK Co-Chair, losing Tony after working together for some many years was especially hard. Steve Boyce chooses to step down as Chair of Trustees in October 2020, a decision SOUK fully understood and supported.

Despite the challenges that SOUK achieved it's Objects via activities that have followed a historic and established pattern albeit in a different way. Most significantly, this year this has included LGBT+ History Month in February in 2020, the online launch of LGBT+ History Month 2021 theme in November 2020, maintaining and updating "LGBT+ friendly" teaching resources via the Classroom website, in partnership with the Proud Trust, Manchester, to whom we are in-debited; participation in The National Festival of LGBT History 'Outing the Past' and in co-running the first 'Pride in Education' conference.

In conducting these activities, the Trustees, and indeed the Management Committee have had regard to the Charity Commission guidance on public benefit. The Trustees strongly believe that raising awareness and educating the public on both the LGBT+ community and the matters that affect LGBT+ people will not only increase visibility and promote the welfare of LGBT+ people, but also benefit the wider community by promoting inclusivity, diversity and acceptance.

There are other specific groups of non-LGBT+ people who directly benefit from the activities of SOUK. They include many non-LGBT+ people who are the children of LGBT+ parents or who have family members who are LGBT+, and who are either bullied for this reason or are afraid to discuss their family situation. There are other non-LGBT+ people who are friends with LGBT+ people and are also bullied. The work of SOUK therefore directly affects those who know and live with the LGBT+ people, and those who know and live with these people. The work of SOUK in education institutions, therefore, goes much further than solely benefiting the LGBT+ people, and is not limited to those with a protected characteristic

Response to the pandemic

During 2020 the World experienced a pandemic, which affected and changed the way we operated.

We:

- Moved management meetings on-line
- Hosted webinars online
- Reviewed our social media and set up YouTube, LinkedIn and additional Facebook and Twitter feeds.
- In Autumn we hosted the LGBT+ History Month theme launch for 2021 launch online
- We trained hubs (libraries and museums) on how to host webinars in-order to prepare organisations to facilitate LGBT+ History Month 2021 moving online.
- We developed media content.
- Gifted webinar licences from Zoom to enable our work to move online.

The investment in social media resulted in increased followers across our social media channels, with our Facebook reaching 95.3K followers.

Education

Throughout 2020 we have worked in partnership with Laila El-Metouri and in June 2020 co-ran the first Pride In Education conference online. This conference brought together specialists in LGBT+ inclusive education. It was well attended by people across the UK and internationally. Following the success of this conference, Laila El-Metouri hosted a second online conference, which was held in October 2020 which we supported with various members of SOUK hosting sessions.

We have continued to work in partnership with the Proud Trust and gave them permission to use and update our current classroom resources. In this partnership we wanted to ensure our resources reached a wider audience. We also worked together on resources for youth groups for 2020 LGBT+ History Month.

LGBT+ History Month

LGBT+ History Month 2020 Poetry, Prose and Plays was a great success with more schools and museums taking part. We supported the OUTing the past festival, with events taking place in Libraries and Museums throughout February. During February SOUK spoke at events across the country including Stockport, Birmingham and London.

When reviewing LGBT+ History Month 2020, we agreed that we needed to strengthen our links with educators and intend to explore introducing a youth badge competition to design the 2022 badge. Also to increase the reach of LGBT+ History month with organisations we agreed to and set up a LinkedIn social media account.

Due to the pandemic we had to change the way we worked and in November 2020 held our first online Launch to 2021 theme for LGBT History Month from the British Library. The theme for 2021 was Mind, Body and Spirit. The event was well attended and added to our YouTube channel where it received a further 2.2K views. By going online it enabled people across the UK to attend. We also produce videos of the LGBT+ people we highlighted which will be used as resources during February 2021.

5. FUNDRAISING AND SUPPORT

The Trustees are grateful to the individuals who have shown their support via buying badges and the private corporations who have supported SOUK over the past year. Their generous and ongoing support has been tremendously helpful in enabling SOUK to achieve its Objects of promoting equality and diversity for the benefit of the public. Finally, all work considered by the Management Committee, undertaken and presented to the general public is performed by volunteers. The Trustees are truly grateful to them for their unending enthusiasm especially in challenging times due to world events, they continued to selflessly donate their time and talent, in addition to their unwavering commitment to the objectives of SOUK.

The future Challenges for the future include:

- *measuring the effectiveness of SOUK's activities against its Objects*
- *succession planning*
- *ensuring stability and growth within the Management Committee;*
- *continuing to ensure a constant stream of income from fundraising activities, grants and sponsorship so that its objects can be fulfilled;*
- *further extending the range of diversities and skills of both the Management Committee and Trustees by seeking out new members*
- *continuing to ensure that the Classroom resource are updated to cater for changes to the curriculum and developments in technology;*
- *maintaining relevance in the United Kingdom as a result of perceived or actual utilisation of the LGBT+ community.*
- *increasing the reach of LGBT+ History in schools, colleges, universities, other educational institutions and settings and in the wider community.*
- *operating during a pandemic*

6. ACCOUNTS

A copy of the accounts included in from CC16a and is an appendix to this report. Accounts were prepared for the period 1st January 2020 to December 31st 2020, the end of the financial year.

In 2020 our income £22,836 was inline with 2019, the income was primarily from donations, badge sales, speaking at conferences and speaking at events. We had a reduced income from badges sales, primarily due to the pandemic. But had an increased income in badge sales from speaking engagements online.

In 2020 our expenditure £20,488 was broadly in-line with 2019. The costs for events were reduced in reflection to the pandemic as we had less in-person events but fundraising costs increased as pivot to online working.

7. RISKS

The Charity Commission recommends that DBS (formerly CRB) checks should be obtained for trustees of charities which work with children or vulnerable adults. It is possible, although unlikely, that the work of the Trustees and/or the Management Committee could bring them into contact with children or vulnerable adults. However, the position of Trustee of a children's or vulnerable adults charity is not a regulated activity in itself. It is only if trustees have close and unsupervised contact with beneficiaries that they would fall within the scope of regulated activity and be eligible to obtain an enhanced DBS (CRB) check and barred list check.

SOUK is not a children's or vulnerable adults' charity and the Trustees, in their capacities as trustees of SOUK, and the Management Committee, in their capacities as members of the Management Committee do not have close and unsupervised contact with children or vulnerable adults. At the majority of our events Parents, Guardians and/or DBS checked Teachers are present with the groups. At this time, enhanced DBS (CRB) and barred list checks of the Trustees

and the Management Committee are not conducted. However, this policy is kept under review by the Trustees.

Lynne Nicholls

Chair - December 2021

Appendix CC16a



Receipts and payments accounts

CC16a

For the period from	Period start date 01/01/2020	To	Period end date 31/12/2020
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Section A Receipts and payments

	Unrestricted funds to the nearest £	Restricted funds to the nearest £	Endowment funds to the nearest £	Total funds to the nearest £	Last year to the nearest £
A1 Receipts					
Donations	2,882	-	-	2,882	4,879
Badge Sales	7,168	-	-	7,168	9,037
Conferences	1,517	-	-	1,517	-
Fees from Charitable work	5,467	-	-	5,467	-
Fundraising events	4,670	-	-	4,670	6,615
Other Charitable activities	1,132	-	-	1,132	2,300
	-	-	-	-	-
	-	-	-	-	-
Sub total (Gross income for AR)	22,836	-	-	22,836	22,831
A2 Asset and investment sales, (see table).					
	-	-	-	-	-
	-	-	-	-	-
Sub total	-	-	-	-	-
Total receipts	22,836	-	-	22,836	22,831
A3 Payments					
	11,158	-	-	11,158	14,100
	539	-	-	539	290
	1,059	-	-	1,059	2,000
	321	-	-	321	736
	5,184	-	-	5,184	1,604
	2,227	-	-	2,227	1,458
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
Sub total	20,488	-	-	20,488	20,188
A4 Asset and investment purchases. (see table)					
	-	-	-	-	-
	-	-	-	-	-
Sub total	-	-	-	-	-
Total payments	20,488	-	-	20,488	20,188
Net of receipts/(payments)	2,348	-	-	2,348	2,643
A5 Transfers between funds	-	-	-	-	-
A6 Cash funds last year end	14,755	-	-	14,755	-
Cash funds this year end	17,103	-	-	17,103	2,643

Section B Statement of assets and liabilities at the end of the period

Categories	Details	Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
B1 Cash funds		-	-	-
		-	-	-
		-	-	-
	Total cash funds	-	-	-
	(agree balances with receipts and payments account(s))	Agreement Error	OK	OK
		Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
B2 Other monetary assets		-	-	-
		-	-	-
		-	-	-
		-	-	-
		-	-	-
		-	-	-
B3 Investment assets		Fund to which asset belongs	Cost (optional)	Current value (optional)
			-	-
			-	-
			-	-
			-	-
B4 Assets retained for the charity's own use		Fund to which asset belongs	Cost (optional)	Current value (optional)
			-	-
			-	-
			-	-
			-	-
			-	-
			-	-
			-	-
			-	-
B5 Liabilities		Fund to which liability relates	Amount due (optional)	When due (optional)
			-	
			-	
			-	
			-	
Signed by one or two trustees on behalf of all the trustees	Signature	Print Name	Date of approval	
	Max Hyde	Max Hyde	13th November 2021	
	Lynne Nicholls	Lynne Nicholls	13th November 2021	