



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 Janje Lowndres-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	