

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