



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

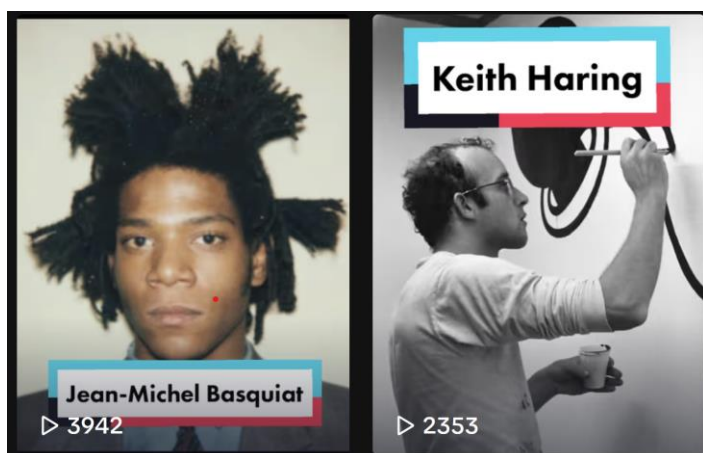
Education

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.

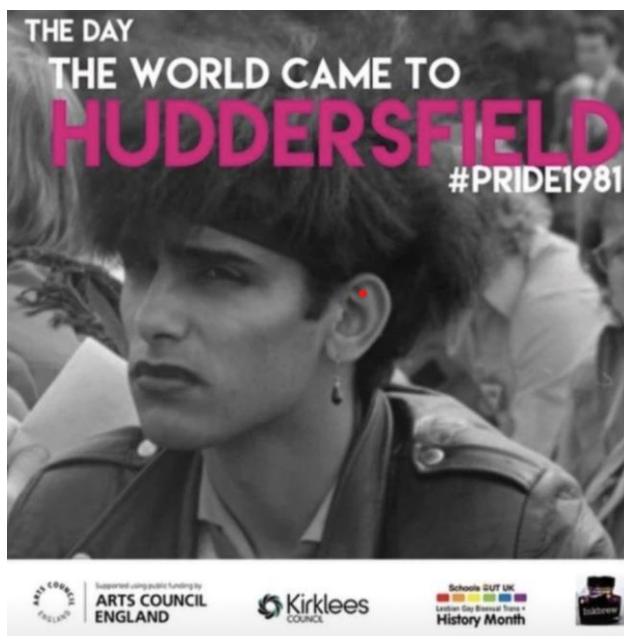
2022 marked 50 years since the first pride march by the GLF and we took part in the recreation of this march, and then spoke at Pride in London with Stewart Milk



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	