

THE PROUD TRUST LTD

England & Wales · Charity number 1161102

Details

| | |
|----------------|--|
| Other names | LGBT YOUTH NORTH WEST LTD, SIDNEY STREET CAFE, JOYCE LAYLAND LGBT CENTRE |
| Status | Registered |
| Legal form | Charitable company |
| Company number | 05585290 |
| Registered | 2015-03-27 |
| Register | View on the Charity Commission register |

Contact

Address The Proud Place
49-51 Sidney Street
Manchester
M1 7HB

Phone 01616603347

Email info@theproudtrust.org

Website theproudtrust.org

Activities

Objects: THE FOLLOWING OBJECTS ARE FOR THE BENEFIT OF LESBIAN, GAY, BISEXUAL AND TRANSGENDER (LGBT) CHILDREN AND YOUNG PEOPLE IN ENGLAND: (1) TO PRESERVE AND PROTECT THE PHYSICAL AND MENTAL HEALTH OF SUCH PEOPLE, IN PARTICULAR BUT NOT EXCLUSIVELY THROUGH THE PROVISION OF INFORMATION, GUIDANCE, EMOTIONAL SUPPORT AND SOCIAL MEETING SPACES. (2) THE PROMOTION OF EQUALITY AND DIVERSITY FOR THE PUBLIC BENEFIT BY (A) THE ELIMINATION OF DISCRIMINATION ON THE GROUNDS OF SEXUAL ORIENTATION AND GENDER IDENTITY. (B) ADVANCING EDUCATION AND RAISING AWARENESS IN EQUALITY AND DIVERSITY.

Activities: Services Provided by the organisation are in the North of England and are detailed below:1. Youth work delivery 2. LGBT awareness training3. Peer support and youth volunteering4. Community Cafe project5. Provision of an LGBT Centre6. Infrastructure support to LGBT youth worker networks and groups.7. Events and conferences 8. Research

Classification

- **How:** Provides Buildings/facilities/open Space, Provides Services, Provides Advocacy/advice/information
- **What:** Education/training, Human Rights/religious Or Racial Harmony/equality Or Diversity
- **Who:** Children/young People

Geography

- **Area of benefit:** LOCAL
- Throughout England

Finances

| Period end | Income | Expenditure | Assets | Employees |
|------------|------------|-------------|------------|-----------|
| 2025-03-31 | £943,795 | £1,410,798 | £2,137,994 | 39 |
| 2024-03-31 | £906,825 | £1,330,320 | £2,603,454 | 42 |
| 2023-03-31 | £906,824 | £1,330,321 | £3,328,979 | 45 |
| 2022-03-31 | £1,069,588 | £806,370 | £3,752,477 | 35 |
| 2021-03-31 | £994,001 | £718,208 | £3,489,258 | 33 |

Trustees

| Name | Role | Appointed |
|-----------------------------|-------|------------|
| Jack Liepa | Chair | 2025-02-28 |
| Christopher Michael Peake | | 2021-08-05 |
| Dean Frederick Thomas-Lowde | | 2026-01-26 |
| Dr Fiona Isobel McNair | | 2026-01-26 |
| Jak Matthews | | 2025-02-28 |
| Jodi Fox | | 2025-02-28 |
| Nick Palamaras | | 2026-01-26 |
| Robin Eric Thomas | | 2026-01-26 |
| Sam Palmer | | 2026-01-26 |

THE PROUD TRUST LTD

England & Wales - Charity number 1161102

Accounts

AMENDED

These accounts replace the original accounts.
They are now the statutory accounts.
They are prepared as they were at the date of the original account.



The Proud Trust Annual Report

(A company limited by guarantee)

April 2024 - March 2025

Annual Report and Financial Statements for the Year Ended 31st March 2025

Company registration number: 05585290

Charity registration number: 1161102

Reference and Administrative Details

| | |
|---------------------------|---|
| Co-Chairs: | Melissa Surgey (resigned 7 July 2025) and Emma Hawley |
| Deputy Chair: | Jak Matthews |
| Treasurer: | Matt Smith (resigned 17 December 2024) |
| Secretary: | Chris Murphy (resigned 14 June 2025) |
| Trustees: | Chris Peake Jack Liepa Jodi Fox Amy Lynch Matthew Waites (resigned 15 July 2025) Geoffrey Thomas (resigned 28 February 2025) Sharmila Kar (resigned 28 February 2025) |
| Chief Executive: | Susie Cuthill until 3 March 2025, then (interim) Rachel Williams |
| Principal Office: | The Proud Place 49-51 Sidney Street Manchester M1 7HB |
| Company Registration No.: | 05585290 |
| Charity Registration No.: | 1161102 |
| Solicitors: | Anthony Collins Solicitors LLP 134 Edmund Street Birmingham B3 2ES |

The charity is incorporated in England.

Independent examiner: DJH Business Advisers Limited

Trustees' Report

1. The Proud Trust Ltd

1.1 Our Objects

The Proud Trust has the following objectives as its charitable purpose for the benefit of Lesbian, Gay, Bisexual, and Transgender (LGBTQ+) children and young people in England:

- To protect and preserve the physical, mental, and spiritual good health of such people, in particular but not exclusively through the provision of information, guidance, emotional support and social meeting spaces
- To advance the education and elimination of discrimination of such people through project work and interagency work
- To promote equality of opportunity for such people and enable them to participate fully in the social, economic, and civic life of their communities
- To establish or secure the establishment of LGBTQ+ centre(s) and to maintain or manage or cooperate with any statutory authority in the maintenance and management of such a centre for activities promoted by the charity in the furtherance of the above Objects

1.2 Our Strategic Framework 2018-2025

Our Mission:

The Proud Trust's top priority is improving the lives of LGBTQ+ young people. Through our regional youth work and national support services, we empower LGBTQ+ young people and the adults in their lives to create positive change for the future. Our work is building a safer environment for LGBTQ+ young people to thrive and achieve their full potential in all the spaces they exist. We do this because we believe all LGBTQ+ young people deserve to live happy, fulfilling lives. We won't stop until true equality is a reality for all LGBTQ+ young people.

Our Vision:

A more inclusive world where all LGBTQ+ young people are able to thrive and be proud of who they are.

Our Strategic Themes:

Our vision is underpinned by the following strategic themes, on which we have based our Five-Year Strategy for 2025-2029:

1. Influencing

- Youth Sector: we will support youth organisations to be LGBTQ+ inclusive in their practice, and we will be the leading national LGBTQ+ education and training provider
- LGBTQ+ Sector: we will lead the sector response on issues relating to LGBTQ+ young people's lives and convene leaders to take collective action. We will create an accessible space for the whole community and deliver a varied programme of events in The Proud Place that responds to the needs and desires of the community.

2. Developing our Talent

- Empowered Staff and Volunteers: we will enable and promote cross-team learning and collaboration, and build policies and culture that centres staff wellbeing and models best practice for pay, benefits, support, and workforce development. We will be accountable and on a journey of continuous improvement to creating a more diverse and inclusive organisation, enabling staff and volunteers to be heard and effect change.
- Growing our Volunteer Offer: we will assess the need and effectiveness of volunteering across the organisation and the role that volunteers play in reaching and supporting more LGBTQ+ young people. We will strive to deliver the best volunteer experience, resulting in highly skilled and engaged volunteers and improving their visibility across The Proud Trust.

3. Storytelling

- Measuring Impact: we will develop systems that better capture data, enabling us to analyse and report the impact we are having. We will build a new impact measurement framework and produce data-informed business plans. We will share a more compelling and evidence-based narrative with funders. Knowing our impact will

lead to more prudent budget allocation, ensuring appropriate spend and financial health of The Proud Trust.

- *Engagement*: we will cultivate a team of staff and volunteers who have the confidence, pride, and knowledge to represent all of The Proud Trust's work, who are tenacious in engaging and growing our stakeholders. We will increase our reach across all areas of delivery and showcase the best of The Proud Trust.

Our Values:

- **Participation**: young people are involved in every aspect of their journey at The Proud Trust. We make decisions together and keep their voices at the heart of what we do.
- **Positive Representation**: modelling positive possibilities for LGBTQ+ young people's lives.
- **Empowerment**: we empower and support others so that they are able to thrive.
- **Transparency**: we are open and honest about the work we do with young people, funders, stakeholders, and the wider community.
- **Inclusion**: we value diversity and prioritise inclusion across all areas of our work.

2. Chair and Chief Executive's Report

2.1 A note from our Chair Emma Hawley

This report provides an overview of the past year at The Proud Trust, highlighting our continued mission to improve the lives of LGBTQ+ young people.

Over the past year, we, like many organisations in the voluntary and LGBTQ+ sectors, have encountered significant challenges. Increasing funding pressures have coincided with a growing number of young people reaching out for support. In response, the Board and staff at The Proud Trust have been working collaboratively to navigate and address these issues.

Despite these ongoing challenges, thanks to the dedication of our staff, volunteers, and wider community, we have continued to achieve remarkable progress—working alongside and supporting LGBTQ+ young people.

Some of the year's key highlights include:

- Strengthened collaboration with LGBTQ+ sector partners, including in Scotland and Ireland, resulting in a successful initiative that brought together groups from across the UK and Ireland to amplify LGBTQ+ young people's voices and build stronger, more connected communities.
- The implementation of a new model for The Rainbow Flag Award, which places greater emphasis on youth voice in assessing an educational establishment's eligibility for the award.

We extend our heartfelt thanks to our staff and volunteers for their unwavering passion and commitment. Their grace and resilience continue to shine through as we navigate an increasingly complex landscape for LGBTQ+ rights.

A note from our Interim Chief Executive Rachel Williams

The year here denoted was a difficult year for The Proud Trust. After a significant period of growth in previous years, we have had to undertake necessary changes and reductions to enable us to keep delivering our life changing work. This has been caused by multiple factors; the fundraising landscape for all charities has become much more competitive, and for us specifically, this is combined with the rise of anti-LGBTQ+, and in particular, anti-trans sentiment, which has impacted our ability to not only our ability to fundraise and form meaningful partnerships, but also to gather income through traded services.

Upon my assuming this interim role in March 2025, it was clear that the immediate and long-term road ahead would be challenging, both external and internal to the organisation. While it is difficult to predict the external future, we have recognised internal shortcomings and implemented a much more robust set of financial mechanisms and checking processes which means that as we head into 2025-26, we have much greater confidence in our ability to recognise and pivot to ever changing circumstances before we get to crisis point.

Despite these difficulties, I am proud of and grateful for the resolve and resilience shown by our staff and volunteer team, determined to continue to improve the lives of LGBTQ+ young

people, who in turn never end being our source of motivation, determination and inspiration. Our work is needed more than ever as we continue to ensure LGBTQ+ young people are connected to their community, feel like they belong in all the spaces they exist, are well, are hopeful about their futures and live in a world where they can be proud of who they are.

We gain further strength from the solidarity demonstrated across the LGBTQ+ sector through collaboration and shared projects, thinking and actions. I have no doubt at all that in the end good will out. Until then, there is work to do.

A message for those wanting to support our work

If you'd like to join us, there are several ways to become involved, including:

- Register for our free newsletter, providing up-to-date news, views, and events [by clicking here](#).
- For our events, photos, and information, follow us on [Instagram](#) or [LinkedIn](#).
- [Volunteer](#) your time to support our work.

For more information on any of these opportunities, please get in touch at info@theproudtrust.org or visit our website at www.theproudtrust.org

**“The Proud Trust resources are fantastic, they can just be downloaded and used straight away, they are actually built for young people unlike others that exist. Your work is incredible, it really is life changing what you are all doing”
~ School supported by The Proud Trust.**

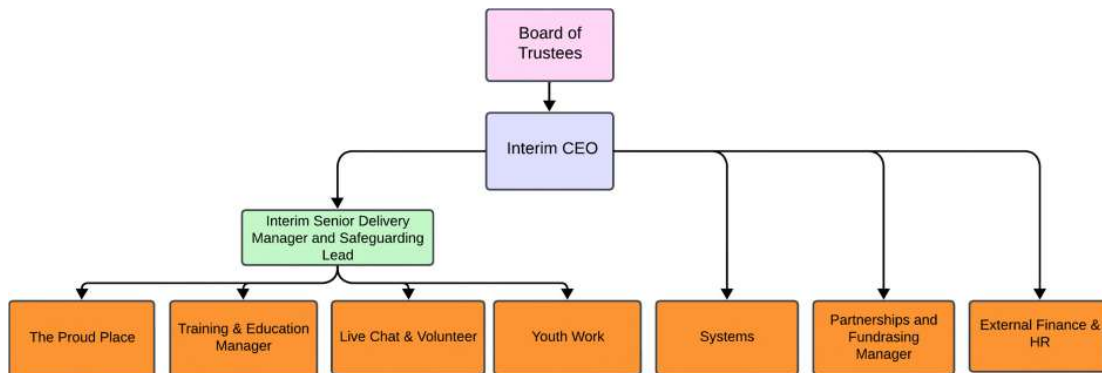
3. Report of the Board of Trustees - year ending 31st March 2025

The Board of Trustees are pleased to present their annual report and the audited financial statements of The Proud Trust, for the year ending 31 March 2025. The financial statements comply with the Charities Act 2011, the Companies Act 2006, the Memorandum and Articles of Association, and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1st January 2015). The charity was incorporated by guarantee on 6 October 2005. It has no share capital and is a registered charity. The guarantee of each member is limited to £1. The governing document is the Memorandum and Articles of Association of the company and members of the Board of Trustees are the Directors of the company.

3.1 Structure, Governance, and Management

The Proud Trust is governed by our Board of Trustees. These volunteers come from various backgrounds and bring a wide range of expertise. Board meetings are informed by robust organisational reports, including safeguarding, finance, and detailed information on impact and reach of our provision. Our Board Chair and Chairs of our sub-committees are responsible for ensuring there is appropriate challenge, scrutiny, and discussion on each area of the organisation.

3.1.1 The Proud Trust’s Leadership Model



Remuneration of staff is reviewed annually by the Board of Trustees. The Proud Trust benchmarks against comparable organisations in the sector with regards to pay and pay rises (where applicable).

The Proud Trust continues to work in partnership with other LGBTQ+ and youth work organisations both locally and nationally. This enables the sharing of best practice, benchmarking, and a collaborative response to policy decisions and other issues pertinent to the objectives of the organisation.

4. Objectives and Principal Achievements for 2024-25

4.1 Objectives and Activities

The Proud Trust's objective is the promotion of equality and diversity for the public benefit by the elimination of discrimination on the grounds of sexual orientation and gender identity, and by advancing education and raising awareness in equality and diversity.

All our principal activities support our objects and vision. Our services include a wide range of community, education, training, and support interventions, based on demand and evidence of need. The charity furthers its charitable purposes for the public benefit through the following principal activities:

1. Youth work, including youth groups and 1-2-1 support
2. Digital support services, including:
 - a. Live Chat
 - b. Mentorship
3. LGBTQ+ community centre, including:
 - a. Events
 - b. Community work
4. Training and Education, including:
 - a. Rainbow Flag Award LGBTQ+ inclusion programme for schools
 - b. Production of resources for schools and organisations

- c. Training for professionals
5. Special projects, including:
 - a. Trans systems change work
 - b. Interagency work
 - c. Research
 - d. Advocacy

These goals are incorporated into our Five-Year Strategy, which informs our goals and progress on all levels of the charity. The Board of Trustees reviews the aims, objectives, and activities of The Proud Trust each year. The Board reports on the success of each key activity and the benefits which the charity has brought to those groups of people it is designed to help. This review also helps the Board ensure The Proud Trust's aims, objectives, and activities remain focused on its stated purposes.

We have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing our aim and objectives and in planning our future activities. In particular, the trustees consider how planned activities will contribute to the aims and objectives they have set.

Principal Achievements

The Proud Trust is a life-changing charity supporting LGBTQ+ young people aged 8-12, 13-19 and 18-25, and the adults who support them. This year we have:

Organisation Wide:

- Held our second LGBTQ+ Youth Summit event in Manchester, welcoming 125 LGBTQ+ young people to explore and understand their barriers to physical activity.
- Supported young people to petition Parliament and meet with MP's to advocate for positive trans inclusion and healthcare
- Won the Bolton Together's 'Youth Empowerment Award' and Manchester's Champion Children's Rights Buzz Award for our work amplifying LGBTQ+ young people's voices
- Launched our Trans Inclusion Toolkit for Schools

Youth Work:

- Supported and welcomed 402 unique young people into youth groups

- Delivered 431 youth work sessions, with a total 3320 attendances

Support Services:

- Fielded 906 chats through our Live Chat service
- Delivered 364 mentoring sessions
- Delivered 95 1-2-1 sessions
- Delivered two Parents and Carers online peer support groups

The Proud Place:

- Hosted 12 community groups who use the building consistently and delivered 203 sessions from our space
- Held 42 events that sold 1118 tickets (combination of free and paid for)
- Hosted 736 room bookings between community groups, youth groups and individual, corporate or other organisations

Training and Education:

- Trained 1544 professionals in LGBTQ+ awareness
- Launched our *Safeguarding LGBTQ+ Young People* course in response to need
- 32 schools, colleges and youth services subscribed to the LGBTQ+ Groups in Schools Alliance service
- Refreshed the Rainbow Flag Award and started 48 new schools and colleges on the programme, with a further 30 schools and colleges renewing their award
- Over 62,000 young people have been impacted by their school or college engaging with the Rainbow Flag Award this year

Wider impact

- 180,416 resource downloads, including our Trans Inclusion Toolkit for Schools and LGBTQ+ History Month lesson pack
- 160,000 unique people visited our website
- Connected with 1827 new users on social media

5. Delivering Services

5.1 Youth Work

We delivered 431 LGBTQ+ youth groups over the last year, which were attended 3320 times by 402 unique young people. 310 new referrals have been received for our youth groups during this period.

Our youth groups blend responding to the emerging needs of the individual young people that attend with the National Youth Agency's Curriculum for youth work. This ensures that our provisions are well rounded and help support the young people who attend in a balanced and holistic way.

Impact

- 100% of young people said The Proud Trust improved their confidence
- 85% of young people said The Proud Trust positively impacted their sense of pride in their identity
- 75% of our young people say The Proud Trust helped them feel connected to the LGBTQ+ community.
- 77% of young people said The Proud Trust positively impacted how hopeful they felt about their future

Narrative

It has been a year of innovation and meaningful impact, led by the voices of the LGBTQ+ young people we serve. We have developed new provisions in response to identified needs, as well as strengthened existing programmes. Through active listening, we have ensured that our work reflects the needs and aspirations of LGBTQ+ youth across our communities.

In response to a multitude of requests for support for LGBTQ+ young people aged 8–12, we piloted and launched our *Sprinkles* group. *Sprinkles* provides a safe, play-based environment for LGBTQ+ children and their families. Developed in consultation with both parents and

young people, the group offers opportunities for children to form friendships with other LGBTQ+ young people, while parents access peer support in a parallel space.

Feedback highlights the huge impact of the group, with one parent saying:

“Before coming here, we didn’t know anyone else like us. Now my child has friends they feel safe with, and I’ve made friends too. It’s changed everything.”

Although *Sprinkles* is still in its early stages, it will continue to develop in line with the needs of the families who attend. It has already become a trusted, inclusive space where young LGBTQ+ children can explore, build confidence and friendships, while parents connect and share their experiences through peer support mechanisms.

We also developed *Side Quest*, a transitional group for those aged 16–21. Following feedback from young people accessing our other provisions, Side Quest was created in direct response to young people expressing anxiety about transitioning out of youth provision at age 18. Many felt they were leaving behind their community and the friendships they had made. This transitional group offers a bridge between youth and adult spaces, combining social connection with skill development.

This year also offered some fantastic peer-to-peer learning opportunities. Young people from our groups welcomed visitors from Warrington LGBTQ+ youth group *TAGS* and took part in a cultural exchange with LGBTQ+ young people from Northern Ireland services. These exchanges were shaped by the young people themselves, giving them the chance to share their own experiences, learn from others, and build understanding across different communities.

The Northern Ireland visit included Manchester’s LGBTQ+ History Tour, creating space for open conversations about both the similarities and differences in LGBTQ+ experiences across the UK. These moments helped young people feel seen, heard, and connected to community on a much wider scale.

This year has shown just how powerful and important it is to keep youth voice at the heart of everything we do. Our core youth groups are thriving, with steady attendance and increased

diversity, thanks to targeted outreach and a strong commitment to equality, diversity, and inclusion. Looking ahead, we are excited to continue growing these spaces with young people leading the way, ensuring their voices shape the opportunities, support, and communities that matter most to them.

Outreach

Pride In Youth Work

This year we expanded our Pride in Youth Work events for Youth Work Week by holding two themed sessions, the first was *A Right to Inclusive Youth Work for All*, welcoming 19 professionals to the in-person event. The second was *Youth Work's Role in Education*, held digitally for nine professionals. The purpose of these sessions was to connect professionals, showcase good practice and encourage the professionals who engaged to embed these practices in their roles to better support LGBTQ+ young people.

“Thank you to The Proud Trust for hosting your Pride in Youth Work event! It fills me with joy and optimism knowing you are supporting young people so wholeheartedly, kindly and authentically - you are what progress looks like”
~ Youth Work Professional

Greater Manchester Pride

Across the 15 local pride events that we attended, we reached 8,482 people and engaged with 3206 (38%) of them in conversation about our offer as a service.

Wider Outreach

We promoted our services at 75 individual community events and multi-agency meetings, reaching 1744 professionals, 8958 other adults and 6,353 young people. Of those, 137 professionals, 464 other adults and 417 young people engaged in a meaningful way, leading to increased contact and referrals. Our goal has been to educate, empower, and create safer, more informed communities throughout Greater Manchester.

Our youth work outreach was equally strong, with 6,353 young people taking part in assemblies, school and college visits, and creative workshops such as zine making and Hate Crime Awareness sessions.

LGBTQ+ Youth Summit - Inclusive Movement

We welcomed 125 young people from 15 different schools and youth organisations to our second LGBTQ+ Youth Summit, this year themed around inclusion in movement and sports. Due to the barriers created by its structure, we know that LGBTQ+ young people are less likely to engage in physical activities and sports than their peers. We wanted to understand why and how we

could support young people to access these spaces. The smiles, energy and passion young people brought to the space was inspiring!



The day began with a panel of inspirational speakers Chloe (she/her) an ex professional women's footballer and Teddy (he/him) a trans man who is a west end theatre performer. Young people also took part in a zine workshop exploring inclusion in sport.

During the lunch break, young people took part in movement activities - dance, mini-golf and drama games. The day culminated with a protest activity demonstrating what young people wanted from sports and activity spaces. It was incredible to hear directly from young people that they want to do sports and activities but feel uncomfortable or unwelcomed in traditional sports spaces due to being unsure if their identities will be respected or if they should expect to face discrimination trying to access the spaces.



We will be using everything they have shared with us to embed sports/movement and movement activities into our youth work and the opportunities held at The Proud Place!

Youth Pride



In the lead up to Manchester Pride weekend we hosted three days of build up activities, which included placard making and a workshop exploring the event’s sponsorship issues. Over Pride weekend 236 people joined us for events at The Proud Place, LGBTQ+ young people, their families and friends were all welcomed into the building.



A huge choice of activities were available - skateboard customisation, panel discussions, walking in the Manchester Pride parade, clothing and shoe customisation, arts, crafts, zine making, live music from LGBTQ+ artists to name but a few! The incredible response

to the makeup station might have brought a tear to one or two eyes...



Here is some of the lovely feedback we received about the weekend:

“It was a wonderful day, thank you for making it possible.”

“Live singer was fab! Created great joyful atmosphere in The Proud Place”



Outdoor Activity Day Trip

Following the findings from the LGBTQ+ Youth Summit where young people told us they wanted more chances to meet others from different LGBTQ+ youth groups and try sports and physical activity, we ran a trip! The goal was to create a space where they could connect, make new friends, and share experiences while taking part in outdoor activities. Young people from our LGBTQ+ youth groups came together for a day trip to Petty Pool Activity Centre. The day was all about stepping outside of their comfort zones, trying new things, and having fun. For many, it was their first time doing physical activities like rock climbing, archery, high ropes, and the zip line—and for some, it was a chance to face personal challenges they didn't think they could overcome.



One young person shared:

“When I came this morning, I didn’t think I would do anything because I don’t have the confidence. But today has been so good. I think I’m going to look at joining a climbing club. I can’t believe how much I enjoyed it.”

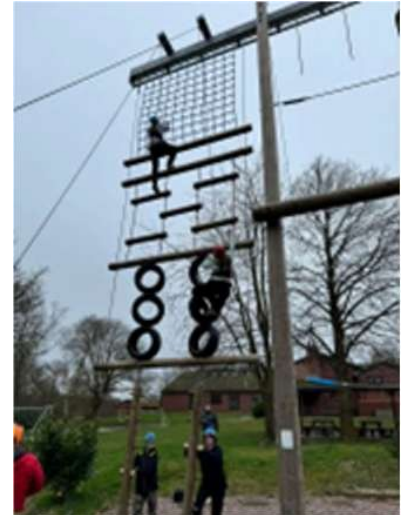
We facilitate activities like these because creating safe, inclusive environments allows young people to quickly grow their confidence - once they got involved, they realised they were capable of much more than they expected.

For some, it was about trying something new and finding out that physical activities can be fun and empowering. Things that once felt scary or out of reach became moments of joy.

Connecting with others helped them build friendships and feel more part of the wider LGBTQ+ community. For others, the trip gave them a safe space to face fears.

One young person shared:

“I honestly can’t believe I’ve done all the activities today. I didn’t think I’d be able to do it when I got here this morning. I have a fear of heights, and I was a bit worried because I didn’t know anyone. But it’s been so good, and everyone has been so supportive.”



For many LGBTQ+ young people - especially trans and non-binary young people, physical activities can feel intimidating. From worries about body dysphoria, fear of being judged, and a lack of inclusive spaces can make it hard to join in. But in this inclusive and understanding space, they felt safe and empowered to try new things. By meeting young people where they are and taking the time to truly understand their concerns we were able to create a supportive environment that made a big difference. By the end of the day, they had faced their fears, taken on new challenges, and felt proud of what they achieved.

A young person said:

“I get nervous really easily, especially around new people and doing new things. But today has been amazing. I’ve felt so supported by everyone. Being trans, stuff like this does scare me, because it’s like sport. But today, doing all these activities with young people like me (LGBTQ+), I have so much more confidence to do things I wouldn’t normally do.”

5.2 Support Services

“Proud Connections” is at the heart of our national digital support, offering a lifeline to LGBTQ+ young people and the people who support them. Through our bespoke services—Live Chat and Proud Mentors—we provide accessible, non-judgmental assistance wherever it’s needed.



Live Chat

Our Live Chat service, the UK’s first helpline dedicated to LGBTQ+ young people, was created during the pandemic to combat the isolation felt by so many young people. Recognising the gap in LGBTQ+-specific expertise within other helplines, we built Live Chat to be a welcoming, non-judgmental space where young people feel truly understood. Co-designed with the community, and operated by LGBTQ+ individuals or strong allies, this service allows users to connect with someone who gets them. It’s been a game-changer in offering immediate support and guidance, breaking down barriers, and empowering young people to feel less alone.

Statistics

- 906 chats taken (40% increase from 23/24), 80% of these were with young people, 20% with trusted adults
- Live Chat is a UK-wide service, 29% of chats (of those providing location) from users located in Greater Manchester

Feedback

Users of the Live Chat receive a simple star-rating prompt at the end of their interaction. In 24/25 the average rating was 4.4 out of 5 stars.

Of those young people who completed longer-form feedback following a chat:

- **75%** agreed or strongly agreed with the statement **“I feel more positive after my chat”**
- **67%** agreed or strongly agreed that **“I feel more hopeful about the future”**

- **75%** agreed or strongly agreed that **“I feel more knowledgeable about where to seek support”**.

For adults completing the longer-form feedback following a chat:

- **80%** agreed or strongly agreed with the statement **“I feel more able to support the LGBTQ+ young people I interact with”**
- **80%** agreed or strongly agreed with the statement **“I am feeling more knowledgeable about where to get help/support for the LGBTQ+ young people I interact with”**.

Some highlights from longform feedback included:

- **“It helped me realise that nobody gets to label my identity apart from me”** - Young person
- **“Pointed me to help and gave good advice”** - Adult
- **“Being able to talk to someone who I knew was listening and who cared helped me a lot”** - Young person

Narrative

This year saw a large (40%) increase in demand for support via the Live Chat service. The team carried out an outreach campaign focused on the Tameside area (identified as an area of low visibility of The Proud Trust services) as well as a wider campaign of attendance at school events, careers fairs and a number of local Prides; awareness of and demand for the service appears to have increased accordingly.

In quarter two, the team set up a network specifically for managers of volunteer programmes; this now has a number of local and national organisations attending regularly and is led by the Volunteer & Live Chat Manager.

A consultation is ongoing with users of the Live Chat service around opening hours. Responses will be collated and used in to set up a pilot programme of extended hours in 2025-26, ensuring the service is accessible to as many young people and adults that support them as possible.

Mentoring (for ages 16-25)

The Proud Mentors programme emerged from a peer-to-peer mentorship trial in 2019. While young people naturally offer each other informal support through our youth groups, we found that those accessing our services needed more structured assistance. In response, we shifted focus to an adult mentorship model, where trained volunteers could offer the guidance and stability that young people were seeking. Since 2019 this programme has gone from strength to strength, this year we received the **'Investing in Volunteers'** award which is the UK quality standard for good practice in volunteer management. With this in place showing a firm foundation and infrastructure we will be expanding volunteering over the coming years.

Statistics

- 24 young people received a total of 369 one-to-one mentoring sessions
- 32 mentors provided over 1000 hours of volunteer support to the programme

Narrative

In the past year the mentor programme saw 24 active pairings, a third of which were within the Greater Manchester area. This proportion is decreasing year-on-year, suggesting that nationwide outreach work is beginning to take effect in increasing the programme's national profile.

A "Proud Mentors Morning" was held in November 2024 and used as an opportunity for mentors to both socialise and receive training outside of the usual monthly supervision cycle. This session focused on supporting neurodivergent young people, based on requests from mentors, and 100% of attendees agreed that the training was useful and informative. This model will likely be expanded upon, and include a peer training element, following mentor recruitment in 25/26.

In Q4 the team focused on preparing for a further recruitment of mentors, and a corresponding outreach programme for mentees, to take place in Q2 of 25/26. The hope is that this will ensure a managed increase in demand, alongside an increase in available support, and an increase in active pairings in 25/26.

5.3 Training & Education

Training and Workshops

We provide training by working with schools, youth-centred organisations, and a range of professionals to improve understanding of LGBTQ+ identities and the issues they may face. Our training team is staffed by experts in inclusion and education. As a team, their purpose is to empower people to develop their spaces so that LGBTQ+ young people feel included, safe, supported, and able to thrive in all the spaces they exist in. They work with a wide range of stakeholders and organisations to educate on LGBTQ+ topics and issues in an approachable manner, encouraging positive change.



Statistics

Over the year we delivered workshops to approximately 1230 young people, and training to 1760 professionals:

- Overall experience of our training: 9.31/10
- Average pre-training knowledge: 6.44/10 moving to 8.99/10 post-training
- Average pre-training confidence: 5.99/10 moving to 8.62/10 post-training

Following training:

- 88.6% of people responded positively to “I have a better knowledge of the most common language and terminology used by and about LGBT+/trans young people”
- 92.1% of people responded positively to “I have a better understanding of the experiences of LGBT+/trans young people”
- 99.1% of people “believe that others would benefit from The Proud Trust’s training”
- 97.4% of people shared “I will make changes to my practice that will positively impact the lives of LGBT+/trans young people

Narrative

Over the past year the training have worked hard to ensure that all of the training courses we offer are CPD certified, this process was part of wider work to expand our training offer and improve how attractive it is as training for professionals. We also designed a brand new *Safeguarding LGBTQ+ Young People* course, responding to the identified need for this given the frequency we have been contacted by professionals requesting safeguarding help about a young person coming out as trans .

In May we updated our entire training offer, restructuring our courses to try and better meet the needs of professionals. This involved bringing our in-person offer and online offer in line with each other, reviewing the courses offered and adding extra sessions and bundles.

Highlights from received feedback include:

“The training was excellent, an environment was created where answers could be asked without fear of getting things wrong which enabled the group to ask questions. The facilitator was excellent and the way the day was structured with energisers and moving around to speak with different people was really good.”

~ Feedback from a Youth Professional

“We are all aware that there is a long way to go, but feel that your training was a great foundation for us to build from.” ~ Teacher

LGBTQ+ Groups In School Alliance (GSA)

The GSA reaches LGBTQ+ groups in secondary schools or colleges and makes it as easy as possible to set up a group. For many LGBTQ+ young people, having access to their community in their school environment is a meaningful way to improve wellbeing and a sense of connectedness.

Easing the workload of school staff, we provide detailed guides to setting up a club, complementary training, and ongoing support when needed. We send a weekly activity for group members to explore, creating an energising, educational, and empowering

atmosphere. Further, we connect GSA leaders to other educators around the country, facilitating peer-to-peer support and creating a pool of shared knowledge that we all draw from.

**“Love your stuff! Has really made a difference in the lives of our students!”
~ Teacher**

Statistics

- 38 schools, colleges and youth organisations had a subscription in the year 24/25
- 40 individual sessions were planned and shared with subscribers, meaning approximately 760 hours of LGBTQ+ positive content was delivered across the year, reaching approximately 1200 young people each week

Narrative

Over the last year a variety of sessions were designed to support young people to celebrate LGBTQ+ key dates, explore LGBTQ+ history, and to highlight current events and improve the visibility of LGBTQ+ people. Sessions included celebrating the return of *Heartstopper* and exploring the different avenues for mental health support, marking Mother's Day and recognising the importance of chosen family, and the annual month-long Pride themed sessions designed to support settings in marking Pride for young people who may be unable to attend an event in their area.

Feedback:

- "Please keep the GSA going, we love what you offer!"
- "Great subscription !"
- "We have utilised the resources during tutor time with all students, all have been received well."

Rainbow Flag Award (RFA)

The RFA is our national LGBTQ+ inclusion quality assurance framework for schools and colleges. We know that the school environment can be challenging for LGBTQ+ young people. Lack of information, training, and appropriate accommodations can make it difficult for young people to feel comfortable being themselves which can lead to barriers to pupils fully participating in their school communities.

To remedy this, the RFA supports its members to take a whole-organisation approach to inclusivity, accessibility, and equality. We ask our schools and colleges to self-assess and improve the quality of their LGBTQ+ inclusion in regards to six areas:

| Schools | Colleges |
|---|---|
| Skilled Staff Supportive Governors and Parents Effective Policies Inclusive Curriculum Pastoral Support Student Voice | Skilled Staff Positive Outreach Effective Policies Inclusive Welcome Pastoral Support Student Voice |

Statistics

In the year 24/25, we ran two cohorts of Rainbow Flag Award, made up of:

- 14 primary schools beginning their award for the first time and nine renewing their award,
- 26 secondary schools beginning their award for the first time and 12 renewing their award,
- One college beginning their award for the first time and four renewing their award
- Nine SEND settings beginning their award for the first time and one renewing their award
- Three alternate provision settings beginning their award for the first time and two renewing their award

Narrative

This year schools and colleges worked towards their Rainbow Flag Award following our new refreshed model. The new model has centralised the starter training and administration, reducing the workload for our delivery partners and helping us to ensure a more consistent 'product' for our schools and colleges no matter where they are located. An updated website and feedback mechanism has resulted in more regular quality assurance of the feedback being given to schools and colleges by our delivery partners and supports schools and colleges to simplify the handover of the award during staffing changes. The new model will end with a visit, either online or in-person. During the visit we ask to meet with young people (ideally from their LGBTQ+ group if they have one) as we wanted Student Voice to have first-hand prominence unlike in the previous model where staff fed back on young people's behalf.

So far, verbal feedback to the new model has been overwhelmingly positive. We are currently building an evaluation process to better capture feedback from RFA lead staff in schools and colleges, their colleagues, and their young people.

“Being a parent and governor at school, I get to spend a lot of time in and around the school, so I get first hand experience of how the school runs its vision and ethos. It is very evident that inclusivity runs through every fibre of how the school is managed... LGBTQI+ inclusive education allows students to feel safe and happy in their identities. They know they are represented and welcomed at school.... As a result of these inclusive practices that are held so dear at school, children have developed a stronger sense of self, empathy and confidence... School has been outstanding for 12 consecutive years and its commitment to policies like inclusion, makes it such a wonderful community to be a part of.”

- Governor & Parent of a school awarded The Rainbow Flag Award

Educational Resources

The Proud Trust training and education team writes a simple, easy to use, education and resource pack for [LGBTQ+ History Month](#), which is celebrated each year in the UK in February. The lesson plans included are written with the National Curriculum in mind, with activities which can tie in to History, Relationships and Sex Education, Media Studies and English lessons.

This year's resource includes:

- A How-to teacher instruction guide
- An introductory assembly powerpoint
- A lesson plan and powerpoint for primary schools
- A lesson plan and powerpoint for secondary schools

In May we released our *Pride Pack for Schools*, which includes everything a school needs to help run a successful and positive Pride Month.

Following the success of the book, in September we launched our *Alien Nation* animation along with a new information booklet to support parents in having conversations about gender identity with primary aged young people, and an updated our accompanying *Trans Positive Education for Primary Schools* pack.

Responding to identified need (from young people and professionals), we will work extensively with specialist organisations and our young people to produce a resource that explores the intersection of being neurodivergent and LGBTQ+, which will be aimed at young people and contain information, support and signposting.

5.4 The Proud Place

We are the custodians of The Proud Place, Manchester's historic LGBTQ+ community centre. This was one of the first purpose-built LGBTQ+ community centres in Europe, and has been a beacon of support and community in Manchester since the 1980's. We host events and training, providing opportunities to meet like-minded people and build networks. The centre also hosts local community and LGBTQ+ organisations, who use the space at discounted rates to conduct in-person activities.



Community Groups

The Proud Place is a cornerstone of the LGBTQ+ community in Manchester. We are proud to be able to provide low-cost, accessible and sustainable spaces to local community groups and organisations. Without this provision, many would not be able to deliver their services in person, limiting their reach and impact.

In 2024-25, The Proud Place hosted the following organisations and community groups:

- Alcoholics Anonymous
- Narcotics Anonymous
- Forge
- Connect
- Mxer
- Akt
- Manchester Pride
- Manchester Youth Pride
- Rainbow Noir
- Lesbian Boy Band Choir
- Sparkle
- Queer Hive Co-working

Community groups are at the heart of The Proud Place, they show that it truly belongs to the city of Manchester. Community groups have always formed a special part of the building heritage and culture, this has become especially important as wider society has seen an increase in anti-LGBTQ+ rhetoric in recent years. Some groups have been using The Proud Place (formerly The Gay Centre) since the 1980s.

We are proud to provide a space for groups to continue their vital work. A representative from Connect said:

“We honestly wouldn't have the same attendance if we had to change venues. It's LGBTQIA+, it's wheelchair accessible, it's central. It has space for a quiet zone if needed. It's like our ideal meeting place drawn up and made real. I think we would be lost without it.”

Bookings

This year, The Proud Place has continued to be a venue for a wide range of groups and organisations to book to host their events. We have welcomed bookings ranging from events such as Ramadan Iftah for supporting Queer Muslims to Queer Art Markets, from team strategy days to CPD training around proving therapy inclusively of all types of LGBTQ+ identities.

Events

We are aware and acknowledge how vital having access to a sober space is for the LGBTQ+ community and how important the community events held by The Proud Place are especially during the challenging times faced by the community over the last year.

We hosted a variety of events at The Proud Place. Many of these ran on a 'pay what you can', free or solidarity basis. The LGBTQ+ community has been disproportionately impacted by the cost of living crisis with research showing a stark disparity between cis/heterosexual people being paid more than their LGBTQ+ counterparts. This paired with the increase in cost for essentials, means accessing truly inclusive and affordable events can be challenging.

Our most popular events held at The Proud Place this year were:

- Queermas Market with 213 tickets sold
- Queer Art Market with 99 tickets sold
- Clothes Swap with 86 tickets sold
- Trans Day of Remembrance indoor vigil with 76 tickets sold

Early work has been done to strengthen the communities engagement with the building and the events calendar, this work will culminate in a volunteer community advisory board whose role will be to ensure the building is responding efficiently to the evolving needs of the LGBTQ+ community.

Feedback

“Dim lighting, welcoming staff, quiet space, accessibility document. All made it super easy to attend as a disabled person”

“The amenities were great and the staff were very friendly and helpful. I was impressed by the sensory map online.”

“I always enjoy spending time at the Proud Place. It's always an enjoyable and atmospheric place to have open communication with people from all walks of life so I would not change anything.”

5.5 Organisational Wide - Noteworthy Achievements

Awards and Recognition

Won:

1. Manchester City Council Buzz Award
2. Bolton Together's Empowering Voices Award
3. Investing In Volunteers Award
4. All Equals Charter Bronze status



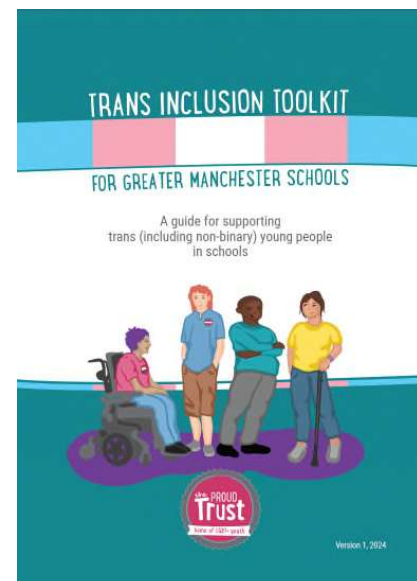
Nominations:

1. British Diversity Award - Community Project
2. Charity Comms - Inclusive Comms
3. Manchester Buzz Awards - Children's Rights Champion
4. Bolton Together - Youth Empowerment Award

Trans Inclusion Toolkit for Greater Manchester Schools

We officially launched our trans inclusion toolkit which is an in-depth and practical how-to guide for teachers and school staff, giving them all the information and tools they need to best support the trans and non-binary young people in their school.

Created through meaningful consultation with young people, parents and youth professionals, the recommendations in the toolkit have been checked by legal experts, so that schools can be confident that the advice given is reflective of the relevant legislation. The aim of this document is to provide schools with a clear, practical and easy-to-follow guide to creating a supportive environment in which all students can flourish.



Our Trans Inclusion Toolkit is now available to download for free [here](#).

Sector Collaborations

We are extremely proud to have strengthened our position as a strong voice in both the LGBTQ+ and youth sectors. Working with a wide range of partners and other organisations in the sector has meant we have been able to share young people's voices in spaces they solemnly heard. These stronger relationships have also allowed for exciting collaborations for the benefit of the LGBTQ+ community.

An example of this was an inclusive Carol Concert that welcomed over 800 members of the community into the event at Manchester Cathedral and was a coming together of Manchester charities The Proud Trust, akt, LGBT Foundation, The George House Trust, Sparkle, and Manchester Pride.



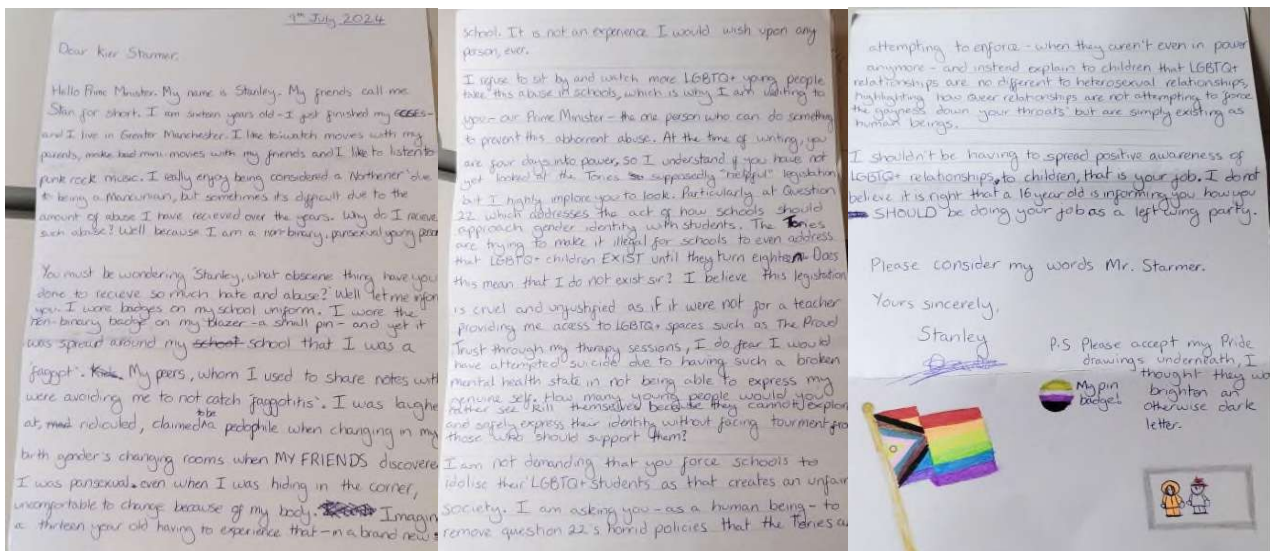
Youth Voice Campaign ~ Letters to Downing Street

On 18 July 2024, we took a passionate group of LGBTQ+ young people down to visit 10 Downing Street. The group went to welcome the new Prime Minister and his government into their new roles, while encouraging them to listen to LGBTQ+ young people through the delivery of hand-written letters.



Our young people were empowered to share their concerns, hopes and challenges for the incoming government. We saw our young people express their worries about the current state of LGBTQ+ rights, especially the rights of trans people. Letters from the young people from Greater Manchester addressed issues such as discrimination, mental health challenges and the need for comprehensive legal protections.

The below letter was written by a Proud Trust young person.



Future Plans

Development of Digital Youth Work

Our delivery teams have been reflecting on our services and identified a gap with young people for support that bridges between our digital and Live Chat support and our in person youth groups. While we do offer digital youth work in different ways, we lack a consistent offer for young people. With this inconsistency identified the team began a scoping exercise of digital youth work happening in the LGBTQ+ sector and analysed what this a permanent youth group would look like.

Bespoke Strategy for The Proud Place

The need for a bespoke strategy for The Proud Place has been identified and the work to create this will be undertaken during 2025/2026, ensuring all work is sustainable and builds on the success of the building's use this year.

Broadening Volunteering Opportunities

During the restructure of the organisation, it was highlighted that we had a significant need for support beyond paid staff capacity. The organisation held a staff day where the team outlined what the different opportunities for volunteering were in the different strands of our work. Taking learning from our successful mentor programme, we will be expanding volunteering throughout the whole organisation including youth work, education and The Proud Place.

Continued Collaborations with the LGBTQ+ Sector

We deepened our relationships with LGBTQ+ organisations that do similar work across the UK and beyond, this deeper relationship has led to some exciting collaborations and discussions for sharing experiences and good practice.

The two standout pieces of collaboration are:

1. Joint bid to the National Lottery for expansion of our digital youth work in partnership with LGBT Youth Scotland
2. Empowering Voices - A digitally delivered youth group exploring and amplifying LGBTQ+ young people's voices and stories from across the UK and Ireland. This project is delivered in collaboration with Belong To, LGBT Youth Scotland, Viva LGBT, and LGBTQ+ youth groups in the Education Authority in Northern Ireland.

Financial Standards, Review and Results for the Year

The funding landscape has been challenging and the political and economic uncertainty has impacted our ability to secure funds. In response to this we have been working to diversify our income streams, reducing the risk of instability in our funding and dependency on public sector income. Unfortunately, even with our work diversifying income streams, the challenging political, social and funding landscape has meant a reduction in our secured funding, we did undertake an organisational restructure to make the organisation more efficient reducing our running costs while ensuring we are able to deliver our mission of quality support to improve the lives of LGBTQ+ young people.

Funders

We would like to thank our funders for their generous financial support during 2024-25.

We are so grateful to all of our supporters, volunteers, donors, partners, advocates, and allies for their help during the year.

Reserves Policy

The aim of the reserves policy is to ensure that The Proud Trust's ongoing and future activities are reasonably protected from unexpected fluctuations in its income and expenditure. The Board reviewed the reserves policy and agreed that a minimum level of unrestricted general funds, also known as free reserves, of £300,000 is appropriate, given the risks faced by the charity and the sustainability of its different income streams.

The total reserves as of 31st March 2025 was **£2,138k** (2024: **£2,605k**), of which **£370k** (2024: **£346k**) are held in restricted reserves. The balance held in unrestricted reserves at 31st March 2025 was **£1,768k** (2024: **£2,259k**), of which **£(219k)** (2024: **£302k**) are free reserves, after allowing for funds tied up in tangible fixed assets and designated funds.

Risk Management

The trustees have conducted a review of the major risks to which the charity is exposed. Systems have been established to mitigate those risks. The risk register for The Proud Trust outlines and rates risks in relation to:

- Governance
- Management
- Operations
- Human resources
- Funding and resource procurement
- Finance
- Reputation and relationships
- Health & Safety and compliance

The risk register is being actively worked on but will probably need a fresh perspective/blank slate approach as much of it is a mix of different periods of time.

Statement of Trustees' Responsibilities

The Trustees, who are also directors of The Proud Trust for the purposes of company law, are responsible for preparing the Trustees' annual report and the financial statements in accordance with applicable law and the United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the Trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable group. and of the incoming resources and application of resources, including the income and expenditure of the charitable group for that period. In preparing these financial statements, the Trustees are required to:

- Select suitable accounting policies and apply these consistently
- Observe the methods and principles in the Charities SORP
- Make judgments and estimates that are reasonable and prudent
- State whether applicable UK Accounting Standards and statements of recommended practice have been followed, subject to any material departures disclosed and explained in the financial statements
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation

The Trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charitable group and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

This report has been prepared in accordance with the provisions applicable to companies subject to the small companies' regime of the Companies Act 2006.

The Trustees' annual report has been approved by the Trustees on and signed on their behalf by:

Jack Liepa

.....
Jack Liepa
Chair

Statement of Trustees' Responsibilities - 38

The Proud Trust Limited

Independent examiner's report

TO THE TRUSTEES OF THE PROUD TRUST LTD

I report to the trustees on my examination of the financial statements of The Proud Trust Ltd (the charity) for the year ended 31 March 2025.

Responsibilities and basis of report

As the trustees of the charity you are responsible for the preparation of the financial statements in accordance with the requirements of the Charities Act 2011.

I report in respect of my examination of the charity's financial statements carried out under section 145 of the Charities Act 2011. In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5)(b) of the Charities Act 2011.

Independent examiner's statement

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

- 1 accounting records were not kept in respect of the charity as required by section 130 of the Charities Act 2011.
- 2 the financial statements do not accord with those records; or
- 3 the financial statements do not comply with the applicable requirements concerning the form and content of financial statements set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the financial statements give a true and fair view, which is not a matter considered as part of an independent examination.

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the financial statements to be reached.

Colette Lennon

Colette Lennon FCCA
DJH Business Advisers Limited
Bridge House
Ashley Road
Hale
Altrincham
WA14 2UT

Dated: *30.01.2026.*

The Proud Trust
Statement of Financial Activities
(including Income and Expenditure Account)
for the year ended 31 March 2025

| | Note | Unrestricted Funds £ | Restricted Funds £ | Total Funds 2025 £ | Unrestricted Funds £ | Restricted Funds £ | Total Funds 2024 £ |
|--|------|----------------------------|--------------------------|--------------------------|----------------------------|--------------------------|--------------------------|
| Income From | | | | | | | |
| Donations & Legacies | 3 | 137,994 | - | 137,994 | 77,384 | - | 77,384 |
| Charitable Activities | 4 | 257,011 | 500,991 | 758,002 | 92,064 | 460,771 | 552,835 |
| Other Trading Activities | 5 | 34,908 | - | 34,908 | 103,602 | - | 103,602 |
| Investments | 6 | 12,891 | - | 12,891 | 17,847 | - | 17,847 |
| Total Income | | 442,805 | 500,991 | 943,795 | 290,897 | 460,771 | 751,668 |
| Expenditure On: | | | | | | | |
| Raising Funds | 7 | 2,072 | - | 2,072 | 5,601 | - | 5,601 |
| Charitable Activities | 8 | 931,406 | 477,319 | 1,408,725 | 1,053,437 | 416,615 | 1,470,052 |
| Total Expenditure | | 933,478 | 477,319 | 1,410,798 | 1,059,038 | 416,615 | 1,475,653 |
| Net income/(expenditure) for the year | 10 | - 490,674 | 23,671 - | 467,002 | - 768,141 | 44,156 - | 723,985 |
| Transfer between funds | | - | - | | | | - |
| Net Movement in funds for the year | | - 490,674 | 23,671 - | 467,002 | - 768,141 | 44,156 - | 723,985 |
| Reconciliation of funds | | | | | | | |
| <i>Total funds brought forward</i> | | 2,259,103 | 345,893 | 2,604,996 | 3,027,244 | 301,737 | 3,328,981 |
| Total funds carried forward | | 1,768,429 | 369,565 | 2,137,994 | 2,259,103 | 345,893 | 2,604,996 |

The statement of financial activities includes all gains and losses recognised in the year.
All income and expenditure derive from continuing activities

The Proud Trust
 Company number 5885290
 Balance Sheet
 as at 31 March 2025

| | Note | 2025 | | 2024 | |
|--|------|----------------|------------------|----------------|------------------|
| | | £ | £ | £ | £ |
| Fixed Assets | | | | | |
| Tangible Assets | 15 | | 1,941,683 | | 1,988,071 |
| Current Assets | | | | | |
| Debtors | 16 | 28,138 | | 65,685 | |
| Cash at bank and in hand | | 216,693 | | 619,236 | |
| Total Current Assets | | 244,831 | | 684,921 | |
| Liabilities | | | | | |
| Creditors: amounts falling due in less than one year | 17 | (48,520) | | (69,538) | |
| Net Current Assets | | | 196,311 | | 615,383 |
| Net Assets | | | 2,137,994 | | 2,604,997 |
| The funds of the charity | | | | | |
| Restricted income funds | 19 | | 369,565 | | 345,893 |
| Unrestricted income funds | 20 | | 1,768,429 | | 2,259,104 |
| Total charity funds | | | 2,137,994 | | 2,604,997 |

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 August 2024.

The member have not required the company to obtain an audit of its financial statements for the year ended 31 August 2024 in accordance with Section 476 of the Companies Act 2006.

The trustees acknowledge their responsibilities for

- (a) ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and
- (b) preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial year and of its surplus or deficit for each financial year in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the charitable company.

30/01/2026

The financial statements were approved by the Board of Trustees and authorised for issue on and were signed on its behalf by:

Jack Liepa

.....
 Jack Liepa
 Director

The Proud Trust
Statement of Cash Flow
for the year ending 31 March 2025

| | Note | 2025 £ | 2024 £ |
|--|------|------------------|------------------|
| Cash provided by/(used in) operating activities | 24 | (413,137) | (553,105) |
| <i>Cash flows from investing activities:</i> | | | |
| Dividends, interest, and rents from investments | | 12,891 | 17,847 |
| Purchase of tangible fixed assets | | (2,297) | (11,490) |
| Cash provided by/(used in) investing activities | | 10,594 | 6,357 |
| Increase/(decrease) in cash and cash equivalents in the year | | (402,543) | (662,433) |
| Cash and cash equivalents at the beginning of the year | | 619,236 | 1,281,669 |
| Cash and cash equivalents at the end of the year | | 216,693 | 619,236 |

The Proud Trust

Notes to the accounts for the year ended 31 March 2025

The Proud Trust Ltd is a private company limited by guarantee incorporated in England and Wales. The registered office is The Proud Place, 49-51 Sydney Street, Manchester, M1 7HB.

1 Accounting Policies

The principal accounting policies adopted, judgments and key sources of estimation uncertainty in the preparation of the financial statements are as follows:

a Basis of Preparation

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) issued in October 2019 - (Charities SORP (FRS 102), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

The Proud Trust Ltd meets the definition of a public benefit entity under FRS102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note

The financial statements are presented in sterling which is the functional currency of the charity and rounded to the nearest £ sterling.

b Judgements and Estimates

The trustees have made no key judgments which have a significant effect on the accounts. The trustees do not consider that there are any sources of estimation uncertainty at the reporting date that have a significant risk of causing a material adjustment to the carrying amount of assets and liabilities within the next reporting period.

c Preparation of the accounts on a going concern basis

The trustees consider that there are no material uncertainties about the charitable company's ability to continue as a going concern.

d Income

Income is recognised when the charity has entitlement to the funds, any performance conditions attached to the item(s) of income have been met, it is probable that the income will be received and the amount can be measured reliably.

Income from government and other grants, whether 'capital' grants or 'revenue' grants, is recognised when the charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably and is not deferred.

Income received in advance of a provision of a specified service is deferred until the criteria for income recognition are met.

e Interest Receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the charity; this is normally upon notification of the interest paid or payable by the Bank.

f Fund Accounting

Unrestricted funds are available to spend on activities that further any of the purposes of charity.

Designated funds are unrestricted funds of the charity which the trustees have decided at their discretion to set aside to use for a specific purpose.

Restricted funds are donations which the donor has specified are to be solely used for particular areas of the charity's work or for specific projects being undertaken by the charity.

g Expenditure and Irrecoverable Vat

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably. Expenditure is classified under the following activity headings:

- Costs of raising funds comprise the costs of commercial trading including merchandise
- Expenditure on charitable activities includes the costs of the four activities identified in the notes, undertaken to further the purposes of the charity, and their associated support costs

Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

h Allocation of Support Costs

Support costs are those functions that assist the work of the charity but do not directly undertake charitable activities. Support costs include back office costs, finance, personnel, payroll and governance costs which support the charity's programmes and activities. These costs have been allocated between cost of raising funds and expenditure on charitable activities. The bases on which support costs have been allocated are set out in note 9

i Operating Leases

Operating leases are leases in which the title to the assets, and the risks and rewards of ownership, remain with the lessor. Rental charges are charged on a straight line basis over the term of the lease.

j Tangible Fixed Assets

Individual fixed assets costing £500 or more are capitalised at cost and are depreciated over their estimated useful economic lives on a straight line basis as follows:

| | |
|--------------------------------|-----|
| LGBT+ Centre | 2% |
| Furniture and office equipment | 33% |

k Debtors

Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

l Cash at Bank and in Hand

Cash at bank and cash in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

m Creditors and Provisions

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

n Financial Instruments

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

o Pensions

Employees of the charity are entitled to join a defined contribution 'money purchase' scheme. The charity's contribution is restricted to the contributions disclosed in note 11. There were no outstanding contributions at the year end. The costs of the defined contribution scheme are included within support and governance costs and allocated to the funds of the charity using the methodology set out in note 9.

2 Legal Status of the Charity

The charity is a company limited by guarantee registered in England and Wales and has no share capital. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the charity. The registered office address is disclosed on page 1

The Proud Trust

Notes to the accounts for the year ended 31 March 2025 (continued)

3 Income from donations and legacies

| | Unrestricted | Restricted | Total 2025 | <i>Unrestricted</i> | <i>Restricted</i> | <i>Total 2024</i> |
|-------------------------------|----------------|------------|----------------|---------------------|-------------------|-------------------|
| | £ | £ | £ | £ | £ | £ |
| Donations | 137,994 | | 137,994 | 77,384 | | 77,384 |
| Donations for capital project | - | - | - | - | - | - |
| | 137,994 | - | 137,994 | 77,384 | - | 77,384 |

4 Income from Charitable Activities

| | Unrestricted | Restricted | Total 2025 | <i>Unrestricted</i> | <i>Restricted</i> | <i>Total 2024</i> |
|--|----------------|----------------|----------------|---------------------|-------------------|-------------------|
| Young peoples services | 110,832 | 475,182 | 586,014 | 34,885 | 395,577 | 430,462 |
| Training resources and research | 48,650 | 25,809 | 74,459 | 37,657 | 45,194 | 82,851 |
| LGBT+ centre | 82,363 | | 82,363 | 5,151 | 20,000 | 25,151 |
| Infrastructure support for LGBT+ youth support | 15,166 | | 15,166 | 14,371 | | 14,371 |
| Total | 257,011 | 500,991 | 758,002 | 92,064 | 460,771 | 552,835 |

The Proud Trust

Notes to the accounts for the year ended 31 March 2025 (continued)

5 Income from Other Trading Activities

| | Unrestricted £ | Restricted £ | Total 2025 £ | <i>Unrestricted</i> £ | <i>Restricted</i> £ | <i>Total 2024</i> £ |
|--------------|-------------------|-----------------|-----------------|--------------------------|------------------------|------------------------|
| Merchandise | 13,939 | - | 13,939 | 25,445 | - | 25,445 |
| Sponsorship | 12,927 | - | 12,927 | 67,667 | - | 67,667 |
| Other Income | 8,042 | - | 8,042 | 10,490 | - | 10,490 |
| Total | 34,908 | - | 34,908 | 103,602 | - | 103,602 |

6 Investment Income

| | Unrestricted £ | Restricted £ | Total 2025 £ | <i>Unrestricted</i> £ | <i>Restricted</i> £ | <i>Total 2024</i> £ |
|---------------------------|-------------------|-----------------|-----------------|--------------------------|------------------------|------------------------|
| Income from Bank Deposits | 12,891 | - | 12,891 | 17,847 | - | 17,847 |
| Total | 12,891 | - | 12,891 | 17,847 | - | 17,847 |

7 Cost of Raising Funds

| | Unrestricted £ | Restricted £ | Total 2025 £ | <i>Unrestricted</i> £ | <i>Restricted</i> £ | <i>Total 2024</i> £ |
|-------------------|-------------------|-----------------|-----------------|--------------------------|------------------------|------------------------|
| Merchandise Costs | 2,072 | - | 2,072 | 5,601 | - | 5,601 |
| Total | 2,072 | - | 2,072 | 5,601 | - | 5,601 |

The Proud Trust

Notes to the accounts for the year ended 31 March 2025 (continued)

8 Analysis of Expenditure on Charitable Activities

Current Year

| | Young peoples services | Training, resources and research | LGBT+ centre | Infrastructure support for LGBT+ youth support | Total 2025 |
|--|---------------------------|--|----------------|---|------------------|
| | £ | £ | £ | £ | £ |
| Direct Costs | 540,131 | 130,528 | 165,983 | 51,029 | 887,671 |
| Support and governance costs (see note 9) | 340,011 | 70,002 | 40,001 | 51,029 | 501,043 |
| | <u>880,143</u> | <u>200,530</u> | <u>205,984</u> | <u>102,058</u> | <u>1,388,715</u> |
| Restricted expenditure | 445,606 | 31,713 | - | | 477,319 |
| Unrestricted expenditure | | 99,010 | 165,983 | 666,412 | 931,406 |
| | <u>445,606</u> | <u>130,724</u> | <u>165,983</u> | <u>666,412</u> | <u>1,408,725</u> |

The Proud Trust

Notes to the accounts for the year ended 31 March 2025 (continued)

Comparative Year

| | <i>Young peoples services</i> | <i>Training, resources and research</i> | <i>LGBT+ centre</i> | <i>Infrastructure support for LGBT+ youth support</i> | <i>Total 2024</i> |
|--|-----------------------------------|---|---------------------|---|-------------------|
| | £ | £ | £ | £ | £ |
| <i>Direct Costs</i> | 231,695 | 98,967 | 126,610 | 683,003 | 1,140,275 |
| <i>Support and governance costs (see note 9)</i> | 223,789 | 46,074 | 26,328 | 33,585 | 329,777 |
| | <u>455,484</u> | <u>145,041</u> | <u>152,938</u> | <u>716,588</u> | <u>1,470,052</u> |
| <i>Restricted expenditure</i> | 362,898 | 50,560 | 3,157 | - | 416,615 |
| <i>Unrestricted expenditure</i> | - | 114,387 | 222,462 | 716,588 | 1,053,437 |
| | <u>362,898</u> | <u>164,947</u> | <u>225,619</u> | <u>716,588</u> | <u>1,470,052</u> |

The Proud Trust

Notes to the accounts for the year ended 31 March 2025 (continued)

9 Analysis of governance and support costs

| | Support | Governance | Total 2025 | Support | Governance | Total 2024 |
|--|----------------|------------|----------------|----------------|------------|----------------|
| | £ | £ | £ | £ | £ | £ |
| Staff Costs | 369,574 | | 369,574 | 155,640 | | 155,640 |
| Consultancy | | | - | - | | - |
| Unreclaimable VAT | | | - | - | | - |
| Accountancy | 13,012 | | 13,012 | - | 675 | 675 |
| Admin Costs | 118,457 | | 118,457 | 173,462 | | 173,462 |
| | 501,043 | - | 501,043 | 329,102 | 675 | 329,777 |
| Allocated as follows | | | | | | |
| Young peoples services | | | 340,011 | | | 223,789 |
| Training resources and research | | | 70,002 | | | 46,074 |
| LGBT+ centre | | | 40,001 | | | 26,328 |
| Infrastructure support for LGBT+ youth support | | | 51,029 | 32,910 | 675 | 33,585 |
| | | | 501,043 | | | 329,777 |

The cost of staff involved in managing and supporting the charity as a whole have been included in support costs in 2024 and allocated to charitable activities on the basis of time spent.

The Proud Trust

Notes to the accounts for the year ended 31 March 2025 (continued)

10 Net income/(expenditure) for the year

| This is stated after charging/(crediting): | 2025 | 2024 |
|--|---------------|---------------|
| | £ | £ |
| Depreciation | 56,201 | 56,732 |
| Auditor's remuneration - audit fees | 4,200 | 4,200 |
| Auditor's remuneration - accountancy fees | - | - |
| Total | <u>60,401</u> | <u>60,932</u> |

The Proud Trust

Notes to the accounts for the year ended 31 March 2025 (continued)

11 Staff Costs

Staff costs during the year were as follows

| | 2025 | 2024 |
|-----------------------|------------------|------------------|
| | £ | £ |
| Wages and salaries | 966,408 | 936,916 |
| Social security costs | 85,791 | 86,711 |
| Pension costs | 36,797 | 46,465 |
| | <u>1,088,997</u> | <u>1,070,093</u> |

Allocated as follows

| | | |
|-----------------------|------------------|------------------|
| Charitable Activities | 719,423 | 1,070,093 |
| Support Costs | 369,574 | 155,640 |
| | <u>1,088,997</u> | <u>1,225,733</u> |

No employees have employee benefits in excess of £60,000 (2024: Nil).

The average number of staff employed during the period was 39 (2024: 42)

The average full time equivalent number of staff employed during the period was 29.29 (2024: 31.44)

The key management personnel of the charity comprise the trustees, CEO and Deputy CEO. The total employee benefits of the key management personnel of the charity were £106,371 (2024: £109,258).

The Proud Trust

Notes to the accounts for the year ended 31 March 2025 (continued)

12 Trustee remuneration and expenses, and related party transactions

Neither Trustees nor any persons connected with them received any remuneration in year but expenses of (2024: £144.80).

Aggregate donations from related parties were nil (2024: £Nil).

There are no donations from related parties which are outside the normal course of business and no restricted donations from related parties.

No trustee or other person related to the charity had any personal interest in any contract or transaction entered into by the charity, including guarantees, during the year (2024: £Nil)

13 Government grants

The government grants recognised in the accounts were as follows:

| | 2025 |
|--|-----------|
| | £ |
| Manchester Health and Care Commissioning | 10,000 |
| Manchester City Council | 85,955 |
| BCRC Rochdale | 26,150 |
| Stockport Council | 21,604 |
| Trafford MBC | 24,928 |
| NHS Heywood, Middleton and Rochdale CCG | 30,402 |
| Greater Manchester Combined Authority | 60,000 |
| Bolton Partnership | 8,666 |
| Early Break Oldham & Bury | 32,555 |
| Other Grants | |
| BeeWell (UOM) | 35,984.10 |
| GM Moving | 22,000 |
| Global Make Some Noise | 30,000 |
| Children In Need | 25,000 |
| National Lottery | 101,937 |
| | 515,182 |

14 Corporation tax

The charity is exempt from tax on income and gains falling within Chapter 3 of Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992 to the extent that these are applied to its charitable objects. No tax charges have arisen in the charity.

The Proud Trust
Notes to the accounts for the year ended 31 March 2025 (continued)

15 Fixed assets: tangible assets

| | IT Equipment | LGBT+ Centre | Furniture and office equipment | Total |
|-----------------------|------------------|------------------|--------------------------------|------------------|
| Cost | | | | |
| At 1 April 2024 | 35,297 | 2,029,742 | 72,705 | 2,137,744 |
| Additions | 2,297 | - | - | 2,297 |
| Transfers | - | - | - | - |
| Disposals | - | - | - | - |
| At 31 March 2025 | <u>37,593.55</u> | <u>2,029,742</u> | <u>72,705</u> | <u>2,140,041</u> |
| Depreciation | | | | |
| At 1 April 2024 | 31,346 | 72,778 | 45,549 | 149,673 |
| Charge for the year | 2,082 | 30,446 | 16,157 | 48,685 |
| Disposals | - | - | - | - |
| Loss on disposal | - | - | - | - |
| At 31 March 2025 | <u>33,428</u> | <u>103,224</u> | <u>61,706</u> | <u>198,358</u> |
| Net Book Value | | | | |
| At 31 March 2025 | <u>4,165</u> | <u>1,926,518</u> | <u>11,000</u> | <u>1,941,683</u> |
| At 31 March 2024 | <u>3,950</u> | <u>1,956,964</u> | <u>27,157</u> | <u>1,988,071</u> |

| | |
|---|-------------|
| The net book value of the LGBT+ Centre comprises | 2025 |
| | £ |
| Long Leaseholds (over 50 years) | 1,926,518 |

| 16 Debtors | 2025 | 2024 |
|--------------------|---------------|---------------|
| | £ | £ |
| Trade Debtors | 31,518 | 28,140 |
| Bad debt provision | - 7,648 | - 7,648.25 |
| Other Debtors | - | - |
| Accrued Income | - | 40,000 |
| Prepayments | 4,268 | - |
| VAT debtor | - | 5,193 |
| Total | <u>28,138</u> | <u>65,685</u> |

| 17 Creditors | 2025 | 2024 |
|------------------------------------|---------------|---------------|
| | £ | £ |
| Trade Creditors | 16,628 | 14,112 |
| Accruals and other creditors | 4,200 | 4,200 |
| Deferred Income | - | - |
| Taxation and social security costs | 21,862 | 51,226 |
| VAT | 5,829 | - |
| Total | <u>48,520</u> | <u>69,538</u> |

The Proud Trust

Notes to the accounts for the year ended 31 March 2025 (continued)

18 Analysis of movements in restricted funds

| Funder and project name | Description of nature and purposes | Balance at | Income | Expenditure | Balance at |
|---|--|-----------------|-----------|-------------|------------------|
| | | 1 April 2024 | | | 31 March 2025 |
| | | £ | £ | £ | £ |
| Young peoples services | | | | | |
| Cheshire West & Chester Borough Council - CWAC YP | Package of LGBT+ support, outreach and training in Cheshire | 59,303 | | (59,303) | - |
| BBC children In Need - Youth Futures | Employability programme programme LGBT+ young people whos mental health was affected by Covid-19 | 1,500 | | (1,500) | - |
| Early Break Oldham | Package of LGBT+ support for young people in Oldham. | 1,489 | | (1,489) | |
| Blagrove Trust | Youth Voice work, ensuring that the voices of young people are centred in the work we do | 14,321 | | (14,321) | |
| Salford City Council | Providing Support to Young People In Salford | 2,145 | | (2,145) | |
| Children in Need - Trans | | 13,861 | | (13,861) | |
| NHS West Cheshire CCG | | 2,540 | | (2,540) | |
| Young Manchester | Programme of Creative Projects for young people across Manchester | 5,131 | - | (5,131) | |
| Cheshire Clinical Commissioning Group | LGBT+ Outreach support in West Cheshire & Safer Person Project | 5,192 | - | (5,192) | |
| Gaddum (Rochdale) | Package of LGBT+ group work and one to one support in Rochdale | 902 | 30,402.48 | (9,181) | 22,124 |
| Stockport | Package of LGBT+ support, outreach and training in Stockport | 1,534 | 21,604.11 | (20,878) | 2,260 |
| Trafford | Package of LGBT+ support, outreach and training in Trafford | 5,203 | 24,927.65 | (26,266) | 3,864 |
| CCG Rochdale | Package of LGBT+ support, outreach and training in Rochdale | 20,974 | 26,150.00 | (103) | 47,022 |
| BBC Children in Need - A Million & Me | Help Services LGBT+ national support through online contact & content | 19,252 | 25,000.00 | (43,097) | 1,155 |
| Bolton Partnerships, Thrive | Fund youth groups in bolton | 1,151 | 8,666.44 | (10,727) | (909) |

| | | | | | |
|---|--|---------|-----------|-----------|----------|
| Manchester City Council | | 9,799 | 85,955.26 | (94,552) | 1,202 |
| University of Manchester | Funding youth groups and wider support for LGBT+ young people in City of Manchester | 6,726 | 35,984.10 | (6,726) | 35,984 |
| Bury | Beewell | 4,814 | 32,555.00 | (20,513) | 16,856 |
| Global Make Some Noise | Frogs youth group | 15,000 | 30,000.00 | (39,269) | 5,731 |
| GM Moving | Youth Work | - | 22,000.00 | - | 22000 |
| MHCC | Trans inclusion within Sport | - | 10,000.00 | (10,884) | (884) |
| National Lottery | Youth work | - | 61,937.00 | (33,342) | 28,595 |
| GMCA | Proud Connections | - | 60,000.00 | (102,052) | (42,052) |
| | Youth Work | 190,838 | 475,182 | (427,913) | 142,947 |
| Training, resources and research | | | | | |
| Durex Training | Sex and relationships education programme | 16,499 | - | (16,499) | - |
| Co-op Foundation | Fund to develop Trans inclusion Kit | 480 | - | (480) | - |
| Rainbow Flag Award | Fund to develop the RFA scope in schools | 105,648 | 25,809 | - | 131,457 |
| | | 122,627 | 25,809 | (16,979) | 131,457 |
| LGBT+ centre | | | | | |
| Our Manchester MCC | Equalities Programme for LGBT+ communities through the LGBT+ Centre and community café | 31,451 | - | (31,451) | - |
| | | 31,451 | - | (31,451) | - |
| Infrastructure support for LGBT+ youth support | | | | | |
| Paul Hamlyn Foundation | Towards core salaries of senior staff | 626 | - | (626) | - |
| MCC Covid | LGBT+ Covid Reponse | 350 | - | (350) | - |
| | | 976 | - | (976) | - |
| Total | | 345,893 | 500,991 | (477,319) | 369,565 |

The Proud Trust

Notes to the accounts for the year ended 31 March 2025 (continued)

18 Analysis of movements in restricted funds

Comparative Period

| Funder and project name | Description of nature and purposes | Balance at 1 April 2023 | | Income | Expenditure | Transfers | Balance at 31 March 2024 | |
|--|--|-------------------------|--------|--------|-------------|-----------|--------------------------|-------|
| | | £ | £ | | | | £ | £ |
| Young peoples services | | | | | | | | |
| Young Manchester | LGBT+ youth support and services across Manchester Programme of creative projects for LGBT+ young people across Manchester | 5,131 | - | - | - | - | 5,131 | 5,192 |
| Young Manchester- YMCR Creative 2020-22 | Package of LGBT+ support, outreach and training in Cheshire | 6,708 | 64,424 | - | (11,829) | - | 59,303 | - |
| Cheshire West & Chester Borough Council - CWAC YP | Package of LGBT+ support, outreach and training in Cheshire | 6,708 | 64,424 | - | (11,829) | - | 59,303 | - |
| The Gaddum Centre - Getting Help Rochdale | Package of LGBT+ group work and one-to-one support in Rochdale | 902 | - | - | - | - | 902 | - |
| Stockport SMBC | Package of LGBT+ support, outreach and training in Stockport | 6,525 | 7,239 | - | (12,230) | - | 1,534 | - |
| Trafford MBC - 2020-22 | Package of LGBT+ support, outreach and training in Trafford | 10,367 | 7,500 | - | (12,664) | - | 5,203 | - |
| Heywood, Middleton & Rochdale Clinical Commissioning Group | Package of LGBT+ support, outreach and training in Rochdale | 4,221 | 35,622 | - | (18,869) | - | 20,974 | - |
| BBC Children in Need - Youth Futures | Employability programme for LGBT+ young people whose mental health has been affected by COVID-19 | 1,500 | - | - | - | - | 1,500 | - |
| BBC Children in Need - A Million & Me | Help Services LGBT+ national support through online contact & content | 10,288 | 50,000 | - | (41,036) | - | 19,252 | - |
| Bolton Partnerships, Thrive | Fund youth groups in Bolton | 5,875 | 2,750 | - | (7,474) | - | 1,151 | - |
| Early Break Oldham | Package of LGBT+ support for young people in Oldham. | 4,720 | 7,980 | - | (11,211) | - | 1,489 | - |
| Blgrave Trust | Youth Voice work ensuring that the voices of young people are centred in the work we do | 34,849 | 41,629 | - | (62,156) | - | 14,322 | - |
| Manchester City Council | Funding youth groups and wider support for LGBT+ young people in City of Manchester | (8,157) | 80,702 | - | (62,746) | - | 9,799 | - |
| University of Manchester | Beewell Project - partnership to provide mental health and wellbeing support to young people in Manchester | 50,000 | - | - | (43,274) | - | 6,726 | - |
| Early Break Bury | Frogs Youth Group | 17,894 | 32,555 | - | (45,635) | - | 4,814 | - |
| Salford City Council | Providing Support to young people in Salford | 2,145 | - | - | - | - | 2,145 | - |
| Global Make some noise | | - | 35,000 | - | (20,000) | - | 15,000 | - |
| Children in Need Trans | | - | 20,190 | - | (6,329) | - | 13,861 | - |

| | | | | |
|---|----------------|----------------|------------------|----------------|
| NHS West Cheshire CCG | | 9,986 | (7,446) | 2,540 |
| Training, resources and research | | | | |
| Durex Training Programme | 16,499 | - | - | 16,499 |
| Rainbow Flag Award | 87,909 | 42,194 | (24,456) | 105,647 |
| Co-Op Foundation | 23,584 | 3,000 | (25,104) | 480 |
| LGBT+ centre | | | | |
| Our Manchester, MCC | 14,608 | 20,000 | (3,156) | 31,452 |
| Infrastructure support for LGBT+ youth support | | | | |
| Paul Hamlyn Foundation | 626 | - | - | 626 |
| MCC Covid | 350 | - | - | 350 |
| Total | 301,736 | 460,771 | (416,615) | 345,892 |

The Proud Trust

Notes to the accounts for the year ended 31 March 2025 (continued)

20 Analysis of movement in unrestricted funds

| | Balance at 1 April 2024 £ | Income £ | Expenditure £ | Transfers £ | Balance at 31 March 2025 £ |
|---------------------------|---------------------------------|-------------|------------------|----------------|----------------------------------|
| Free reserves | 302,139 | 442,805 | (963,924) | - | (218,981) |
| Designated funds | | | | | |
| New fundraiser post | | | | | - |
| Designated property | 1,956,964 | | 30,446 | - | 1,987,410 |
| Total designated | 1,956,964 | - | 30,446 | - | 1,987,410 |
| Total unrestricted | 2,259,103 | 442,805 | (933,478) | - | 1,768,430 |

Comparative period

| | Balance at 1 April 2023 £ | Income £ | Expenditure £ | Transfers £ | Balance at 31 March 2024 £ |
|-----------------------------|---------------------------------|-------------|------------------|----------------|-------------------------------------|
| <i>General fund</i> | 1,029,685 | 290,897 | (1,018,443) | - | 302,139 |
| <i>LGBT+ centre rebuild</i> | - | - | - | - | - |
| <i>New fundraiser post</i> | - | - | - | - | - |
| <i>Designated property</i> | 1,997,559 | - | (40,595) | - | 1,956,964 |
| | 3,027,244 | 290,897 | (1,059,038) | - | 2,259,103 |

Name of

Description, nature and purposes of the fund

| | |
|---------------------------------|--|
| Free reserves | The unrestricted funds after allowing for all designated funds |
| LGBT+ centre rebuild | Funds set aside for the new building project |
| New fundraiser post | Funds set aside for the new fundraiser post |
| Designated property assets fund | The fixed assets are essential for the future operation of the charity and so are excluded from free reserves. |

The Proud Trust

Notes to the accounts for the year ended 31 March 2025 (continued)

21 Analysis of net assets between funds

| | General fund £ | Designated funds £ | Restricted funds £ | Total 2025 £ |
|----------------------------------|----------------------|--------------------------|--------------------------|------------------|
| Tangible fixed assets | (45,727) | 1,987,410 | - | 1,941,683 |
| Net current assets/(liabilities) | 196,311 | - | - | 196,311 |
| Total | 150,584 | 1,987,410 | - | 2,137,994 |
| Comparative period | | | | |
| | General fund £ | Designated funds £ | Restricted funds £ | Total 2024 £ |
| Tangible fixed assets | - | 1,956,964 | - | 1,956,964 |
| Net current assets/(liabilities) | 1,044,332 | 30,750 | 469,702 | 1,544,784 |
| Total | 1,044,332 | - | 469,702 | 3,501,748 |

22 Analysis of net debt

| | At 1 April 2023 £ | Cash flows £ | At 31 March 2024 £ |
|--------------------------|-------------------------|------------------|--------------------------|
| Cash at bank and in hand | 619,236 | (402,543) | 216,693 |
| Net debt | 619,236 | (402,543) | 216,693 |
| | At 1 April 2023 £ | Cash flows £ | At 31 March 2024 £ |
| Cash at bank and in hand | 1,281,668 | (662,432) | 619,236 |
| Net debt | 1,281,668 | (662,432) | 619,236 |

The Proud Trust

Notes to the accounts for the year ended 31 March 2025 (continued)

23 Commitments

The total amount contracted for but not provided in the financial statements was £Nil (2024: £nil).

24 Reconciliation of net movement in funds to net cash flow from operating activities

| | 2025 | 2024 |
|--|-------------|-------------|
| | £ | £ |
| Net income/(expenditure) for the year | (467,002) | (723,985) |
| Adjustments for: | | |
| Depreciation charge | 48,685 | 79,017 |
| Loss/(profit) on sale of fixed assets | - | - |
| Dividends, interest and rents from investments | (12,891) | (17,847) |
| Decrease/(increase) in debtors | 36,619 | 40,171 |
| Increase/(decrease) in cash creditors | (18,548) | 69,539 |
| | <hr/> | <hr/> |
| Net cash provided by/(used in) operating activities | (413,137) | (553,105) |
| | <hr/> <hr/> | <hr/> <hr/> |

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THE PROUD TRUST LTD

England & Wales - Charity number 1161102

Accounts



The Proud Trust

(A company limited by guarantee)

Annual Report and Financial Statements for the Year Ended 31st March 2024

Company registration number: 05585290

Charity registration number: 1161102

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THE PROUD TRUST Ltd.

Reference and Administrative Details

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| Chair: | Melissa Surgey and Emma Hawley |
| Deputy Chair: | Jak Matthews |
| Treasurer: | Matt Smith (resigned 17 th December 2024) |
| Trustees: | Melissa Surgey Emma Hawley Christopher Murphy Geoffrey Thomas Chris Peake Jak Matthews Matthew Waites Sharmila Kar Jodi Fox Jack Liepa Amy Lynch Luke Ives (resigned 2 nd December 2023) Matt Smith (resigned 17 th December 2024) Rachel Cook (resigned 10 th March 2024) Will Whelton (resigned 10 th March 2024) Manjinder Sidhu (resigned 10 th March 2024) Jordan Barry-Bayliss (resigned 10 th March 2024) |
| Chief Executive: | Lisa Harvey-Nebil (until 29 th March 2024) Susie Cuthill (Acting) |
| Company Secretary: | Christopher Murphy |
| Principal Office: | The Proud Place 49-51 Sidney Street Manchester M1 7HB |
| Company Registration Number: | 05585290 |
| Charity Registration Number: | 1161102 |
| Solicitors: | Anthony Collins Solicitors LLP 134 Edmund Street Birmingham B3 2ES |
| The charity is incorporated in England. | |
| External Auditor: | DJH Audit Limited |

Trustees' Report

1. The Proud Trust Ltd.

1.1 Our Objects

The Proud Trust has the following objectives as its charitable purpose for the benefit of Lesbian, Gay, Bisexual, and Transgender (LGBT+) children and young people in the England:

- To protect and preserve the physical, mental, and spiritual good health of such people, in particular but not exclusively through the provision of information, guidance, emotional support and social meeting spaces
- To advance the education and elimination of discrimination of such people through project work and interagency work
- To promote equality of opportunity for such people and enable them to participate fully in the social, economic, and civic life of their communities
- To establish or secure the establishment of LGBT+ centre(s) and to maintain or manage or cooperate with any statutory authority in the maintenance and management of such a centre for activities promoted by the charity in the furtherance of the above Objects

1.2 Our Strategic Framework 2018-2024

Our Mission

Our mission is to provide support and education to ensure that all young people know that being LGBT+ is something to be proud of.

Our Vision

A more inclusive world where all LGBT+ young people are able to thrive and be proud of who they are.

Our Strategic Themes

Our vision is underpinned by the following strategic themes, on which we have based our Five-Year Strategy for 2024-2029:

1. Influencing

Youth Sector: we will support youth organisations to be LGBT+ inclusive in their practice, and we will be the leading national LGBT+ education and training provider

LGBT+ Sector: we will lead the sector response on issues relating to LGBT+ young people's lives and convene leaders to take collective action. We will create an accessible space for the whole community and deliver a varied programme of events in The Proud Place that responds to the needs and desires of the community.

2. Developing our Talent

Empowered Staff and Volunteers: we will enable and promote cross-team learning and collaboration, and build policies and culture that centres staff wellbeing and models best practice for pay, benefits, support, and workforce development. We will be accountable and on a journey of continuous improvement to creating a more diverse and inclusive organisation, enabling staff and volunteers to be heard and effect change.

Growing our Volunteer Offer: we will assess the need and effectiveness of volunteering across the organisation and the role that volunteers play in our reaching and supporting more LGBT+ young people. We will strive to deliver the best volunteer experience, resulting in highly skilled and engaged volunteers and improving their visibility across The Proud Trust.

3. Storytelling

Measuring Impact: we will develop systems that better capture data, enabling us to analyse and report the impact we are having. We will build a new impact measurement framework and produce data-informed business plans. We will share a more compelling and evidence-based narrative with funders. Knowing our impact will lead to more prudent budget allocation, ensuring appropriate spend and financial health of The Proud Trust.

Engagement: we will cultivate a team of staff and volunteers who have the confidence, pride, and knowledge to represent all of The Proud Trust's work, who are tenacious in engaging and growing our stakeholders. We will increase our reach across all areas of delivery and showcase the best of The Proud Trust.

Our Values

1. **Participation:** young people are involved in every aspect of their journey at The Proud Trust. We make decisions together and keep their voices at the heart of what we do.
2. **Positive Representation:** modelling positive possibilities for LGBT+ young people's lives.
3. **Empowerment:** we empower and support others so that they are able to thrive.
4. **Transparency:** we are open and honest about the work we do with young people, funders, stakeholders, and the wider community.
5. **Inclusion:** we value diversity and prioritise inclusion across all areas of our work.

2. Chair and Chief Executive's Report

2.1 A note from our Chair

This report covers a year which has seen The Proud Trust continue to work towards our aim of creating services and spaces that enable LGBTQ+ young people to be proud, be themselves and achieve and thrive.

Looking back over the last year there is so much to celebrate from the big events like Youth Pride and the Youth Summit to the youth groups, online support, community events and training that form the building blocks of our provision. We have begun expanding our services to young people under 13 through our Sprinkles pilot which will enable us to reach even more young people and their families and carers. Every team in The Proud Trust has worked tenaciously in the face of adversity to lead the way in making young LGBT+ people feel more included. In a challenging environment for the LGBT+ community, we have supported young people to have their voices heard and take meaningful action, including engaging with policymakers and finding creative outlets for them to communicate their feelings and experiences. Our Proud Place team continue to work tirelessly on making The Proud Place an inclusive and social space for the whole community (including adults) with a diverse range of events including community suppers, film screenings, co-working and coffee mornings, and clothes swaps. Overall, we have collectively reached an astounding 357,239 individuals.

It is a privilege to be able to see the impact of the work of The Proud Trust and the difference that the services and support make for young people; none of the achievements of the last year would have been possible without the work of our staff team and the volunteers that support the service. We would like to thank everyone who contributes to running the organisation for their ongoing passion and commitment. As this report illustrates everyone involved can be extremely proud of all that has been collectively achieved. We hope our work this year has contributed to a safe, supportive, and fun space for LGBT+ young people, their families and carers, and the wider community to find connection, kindness, and compassion.

2.2 A note from our Chief Executive

As I reflect back on the year there is a lot to be proud of, against a backdrop of increased LGBT+ hate crimes, anti-trans rhetoric in media and political landscapes and challenge towards LGBT+ charities. I am extremely grateful to our staff and volunteers who have been unwavering in their determination to continue supporting LGBT+ young people and the adults in their lives.

We forged ahead with developments in our services and provision that not only ensure that we are meeting the needs of LGBT+ young people, but ensure that they are having a fantastic experience too. Staging our first ever LGBT+ youth summit, and doing the macarena with 450 young people and teachers, will forever be a highlight in my career. Achieving our Investing in Volunteers accreditation affirms that we have a truly special and quality mentoring service that will underpin our future strategic plans. Securing the required funding to pilot our Sprinkles and Proud Young Adults youth groups has allowed us to further tailor our provision to a broader age range of young people.

There is still so much work to be done to create a world where LGBT+ young people can thrive and be proud of their identity. And so we will continue to strive on with LGBT+ young people at the heart of everything we do until our vision is realised.

If you'd like to join us, there are several ways to become involved, including:

- Register for our free newsletter, providing up-to-date news, views, and events [link]
- For our events, photos, and information, follow us on [social media + handles]
- Join our monthly donor scheme, keeping our vital services running to support LGBT+ young people who need it most [link]

For more information on any of these opportunities, please get in touch at info@theproudtrust.org or visit our website at www.theproudtrust.org

"Thank you for funding a safe space for us!" - an LGBT+ young person at The Proud Trust

3. Report of the Board of Trustees - year ending 31 March 2024

The Board of Trustees are pleased to present their annual report and the audited financial statements of The Proud Trust, for the year ending 31 March 2024. The financial statements comply with the Charities Act 2011, the Companies Act 2006, the Memorandum and Articles of Association, and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1st January 2015). The charity was incorporated by guarantee on 6 October 2005. It has no share capital and is a registered charity. The guarantee of each member is limited to £1. The governing document is the Memorandum and Articles of Association of the company and members of the Board of Trustees are the Directors of the company.

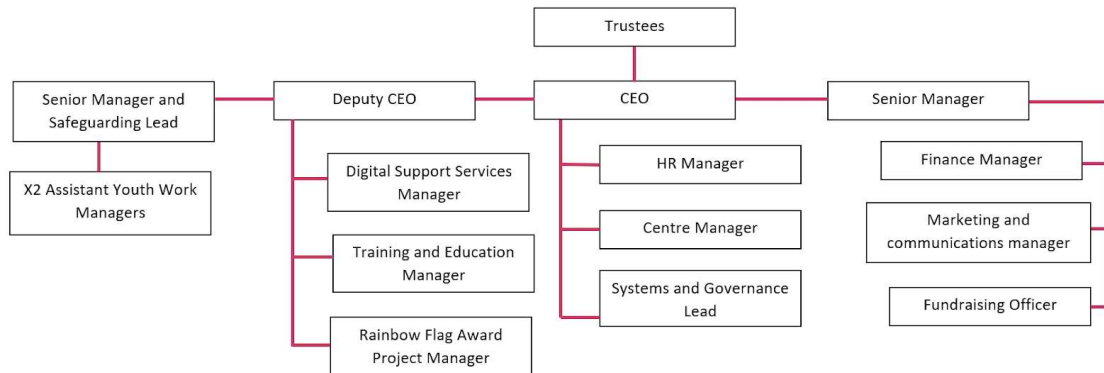
3.1 Structure, Governance, and Management

The Proud Trust is governed by our Board of Trustees. These volunteers come from various backgrounds and bring a wide range of expertise. The Board convenes sub-committees composed of Trustees, staff, key stakeholders, and industry experts. These sub-committees include: Finance, Quality Assurance, People, and Governance. Board meetings are informed by robust organisational reports, including safeguarding, finance, and detailed information on impact and reach of our provision. Our Board Chair and Chairs of our sub-committees are responsible for ensuring there is appropriate challenge, scrutiny, and discussion on each area of the organisation.

This year we recruited six trustees to fill vacancies on the Board of Trustees. An advert for this role was posted on The Proud Trust website and shared extensively through local and national networks. Expressions of interest were vetted by a recruitment panel consisting of the Board's Co-Chairs, a trustee, and the CEO, and shortlisted candidates invited for interview. Candidates were assessed based on a criteria including demonstration of the values of The Proud Trust, commitment to the Trust's work, and skills relevant to ensuring a diverse and appropriately skilled Board of Trustees to further The Proud Trust's objectives. Successful interview candidates were invited to The Proud Place to engage with young people using the Trust's services and feedback from these young people was considered in the appointment process.

New trustees received an induction pack with relevant policies and processes and a tour of The Proud Place at their first Board meeting. Training for all trustees is ongoing and has included LGBT+ awareness training, with a further session of finance training planned for early 2025. The Board seeks external support and facilitation if required to aid Board development and team-building.

3.1.1 The Proud Trust's Leadership Model



Remuneration of staff is reviewed annually by the Board's Finance Sub-committee with final pay scales presented to the Board of Trustees for approval. The Proud Trust benchmarks against comparable organisations in the sector with regards to pay and pay rises (where applicable).

The Proud Trust continues to work in partnership with other LGBT+ and youth work organisations both locally and nationally. This enables the sharing of best practice, benchmarking, and a collaborative response to policy decisions and other issues pertinent to the objectives of the organisation.

4. Objectives and Principal Achievements for 2023-24

4.1 Objectives and Activities

The Proud Trust's objective is the promotion of equality and diversity for the public benefit by the elimination of discrimination on the grounds of sexual orientation and gender identity, and by advancing education and raising awareness in equality and diversity.

All our principal activities support our objects and vision. Our services include a wide range of community, education, training, and support interventions, based on demand and evidence of need. The charity furthers its charitable purposes for the public benefit through the following principal activities:

1. Youth work, including youth groups
2. Digital support services, including:
 - Live Chat
 - One-to-one support and mentorship
 - Parents & Carers support groups
3. LGBT+ community centre, including:
 - Events
 - Community work
4. Training and resources, including:
 - Rainbow Flag Award scheme for schools
 - Production of resources for schools and organisations
5. Special projects, including:
 - Trans systems change work
 - Interagency work
 - Research

These goals are incorporated into our Five-Year Strategy, which informs our goals and progress on all levels of the charity. The Board of Trustees reviews the aims, objectives, and activities of The Proud Trust each year. The Board reports on the success of each key activity and the benefits which the charity has brought to those groups of people it is designed to help. This review also helps the Board ensure The Proud Trust's aims, objectives, and activities remain focused on its stated purposes.

We have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing our aim and objectives and in planning our future activities. In particular, the trustees consider how planned activities will contribute to the aims and objectives they have set.

4.2 Principal Achievements

The Proud Trust is a life-changing charity supporting LGBT+ young people aged 13-21 (up to 25 with additional needs), and the adults who support them. This year, we have directly reached over 357,239 people through our service delivery branches, resource downloads, outreach events, and community use of The Proud Place. This is broken down into the following:

- Youth Work

- Supported 319 unique young people through youth groups
- Delivered 361 youth work sessions, with 2,792 attendances
- Brought together 450 young people and educators for the UK's first LGBT+ Youth Summit
- Proud Connections
 - Delivered 293 mentoring sessions
 - Fielded 660 chats through Live Chat
 - Delivered 2 Parents & Carers cohorts
 - Delivered 85 one-to-one sessions
- The Proud Place
 - Welcomed 309 weekly users
 - Welcomed 506 people to events
 - Hosted 117 room bookings
- Training and Education
 - Trained 2,196 professionals
 - 92 new schools and colleges nationally started the Rainbow Flag Award
 - 20 schools and colleges renewed their Rainbow Flag Award
- Wider impact
 - Attended 71 outreach opportunities across Greater Manchester, engaging 1,304 young people, 945 adults, and 627 professionals
 - Sold 7,270 resources from our shop
 - Saw 180,416 free resource downloads
 - Saw 160,000 unique website users
 - Connected with 1,827 new users on social media
 - Received support from 252 different donors including funding grants, businesses, and individual giving

Like many organisations in the sector, financial stability is a risk for the future. Income generation has been lower than projected in 2023/24 and we are likely to need to continue to think innovatively about how to increase this. A cost savings plan will be presented to the Board in early 2025 following a staff restructure in late 2024. The Board also plans to increase the frequency of Board meetings in Q4 to provide additional support and oversight of the organisation's finances. Continuing to motivate staff and make them feel valued at a time of financial uncertainty will remain a priority for the Board of Trustees, with increased trustee visibility at staff events planned.

Our priority in 2024/25 is prioritising resources on the core objectives of The Proud Trust, to support and provide a voice for young LGBT+ people and their supporters. As new trustees are formally elected, we will also be exploring how to make the most of this talent and skillset to support management and staff.

5. Delivering Services

Many young people and adults accessing our support will engage with more than one service over their time with us. A young person may reach us through a youth group and be referred for more tailored support through our one-to-ones, or access a mentor through our Proud Mentors programme. A parent may ask a question through our Live Chat and be referred to our Parents & Carers support groups, before recommending that their workplace attend sessions from our Training & Education Team.

Every person's journey through our provision is different. The wraparound nature of our support means we are able to meet every person where they're at, at a pace that they are comfortable with. We are proud to develop our provision with our community at the heart of our services.

5.1 Youth Groups

The Proud Trust delivers 11 youth groups across Greater Manchester. Providing person-centred support, youth groups are directed by the needs and interests of the young people who attend. We take an asset-based approach, keeping young people's voices at the heart of our work. Through youth groups, young people learn coping skills, develop supportive networks, and grow into well-rounded individuals ready to enter the adult world.



To deliver our youth groups, we draw on the National Youth Work Curriculum and Skills for Life. We design programmes based on our attendees' needs and key themes that emerge over the course of their attendance at group.

This year, we have supported 319 unique young people through 361 youth work sessions. We are thrilled to say that of these young people, over 50% of young people attending reported a significant increase in confidence. One young person said, *"before coming to The Proud Trust, I wasn't proud. I didn't really feel involved in the community [...] it's nice to be involved like I am now."*

When asked what they would say to an LGBT+ young person considering joining a group for the first time, our young people said:

"Go for it! It's a great way of getting involved with your local queer community, of learning new things, and of making new friends."

"It's nerve-wracking, but the most rewarding thing you'll ever do."

When describing something that they're proud of achieving through their time with The Proud Trust, young people said:

"I'm really proud of being more comfortable in public than I have previously."

"Getting a legal name change!"

"I have made new friends for life. If I didn't go, I wouldn't have friends that stick by me through my hard times."

5.1.2 Youth Summit 2023

This year, our Youth Work Team organised and hosted the UK's first LGBT+ Youth Summit. This saw 450 young people from schools across the country come together in Manchester for a day of panel discussions, dancing, creative workshops, and a mock protest around the venue.



The theme of this year's summit was trans inclusion. We asked attendees to describe their LGBT+ utopias and what changes they would like to see in their schools to improve accessibility. Creating direct lines to systemic change, young people's responses contribute to our training and education work. This has informed the development of our Trans Inclusion Toolkit for schools, set for release in 2024.

Demonstrating the success of this event, the Youth Summit won a Manchester Buzz Award in the Children's Rights Champion category. This award recognises a group of people who work to embed these rights within their youth group, school, or community. We are proud to work towards ensuring that young people know their rights, and that the adults in their lives respect and uphold them.

We were delighted for Cllr Bev Craig to open the Youth Summit this year. She said: *"Events like today are massively important because growing up, LGBT+ young people have to know that there is hope and optimism in life, that they're not alone. [...] Too often, we talk about some of the negative challenges that we face without celebrating some of that queer joy that's available for people as they grow up. It's a great way for schools to support young people to find their voice."*

Another teacher said, *"our kids love meeting like-minded individuals. [...] It shows them that their community isn't just where they live, it's everywhere, and there to be embraced. When you feel accepted, you accept."*

Young people in attendance were thrilled to meet other LGBT+ young people and spend the day together, learning about and celebrating their community:

"The best thing is looking around and seeing so many people like you. In public, it's rare to see someone like you, but everyone here is LGBT+ or an ally, and that makes me feel welcome."

"These spaces mean a lot to me. To have strangers be so kind and accepting, it means a lot to me."

A teacher who attended the Summit said it best when describing her young people: *"there's young people here who haven't smiled all year, and they're smiling now."*

5.1.3 Proud Young Adults Pilot

This year, we successfully piloted and launched our Proud Young Adults youth group. This is a group for LGBT+ young people aged 18-25. We know that transitioning into adulthood can be challenging for LGBT+ young people. Many report anxieties around accessing adult provision and around building community, especially if moving to a new place for further education. To remedy this, we have designed a youth space to help our young people to move into independent adult life.



Proud Young Adults fosters close community relationships while teaching life skills. This boosts independence while building networks of support as young people enter adult life. Session topics have included:

- Rights and responsibilities for LGBT+ people in the workplace
- CV writing and mock interview workshops
- Financial planning and literacy
- Self-advocacy at work
- Cooking workshops
- Planning food shops on a budget

Taking a two-pronged approach, Proud Young Adults is delivered from The Proud Place and local community venues in Greater Manchester boroughs. We deliver from Bolton, Bury, Oldham, Rochdale, Stockport, and Trafford. We have delivered 22 sessions for 35 individual young people.

Demonstrating the success of Proud Young Adults, young people have said:

“I’ve become so much more confident [...] I feel more hopeful for the future.”

“This transitional space has created a space for me to speak freely. I enjoy coming every week so much and I like the sessions around planning for the future and adulthood.”

5.1.4 Sprinkles: Under 13s Provision

This year, we successfully launched a pilot for a youth group catering to LGBT+ young people under the age of 13. This is in response to consistent requests for a youth group for this age bracket.



This fortnightly youth group is designed to be attended by young people and their guardians. We're thrilled to create this intergenerational space where young people can meet others like them, and where their guardians can connect with other families like theirs. When over a third of LGBT+ young people do not feel comfortable being themselves in their home, spaces like Sprinkles are

essential to creating safe home environments for young people. We're delighted to report that 5 young people and their guardians have attended the pilot.

5.1.5 Brolly Squad: Trans Provision

We redesigned our trans and non-binary provision this year to align more closely with our young people's needs. Feedback showed that young people enjoyed a more unified trans space that catered to multiple gender identities, rather than specialised groups tailored to specific identities within the trans community.



This redesign has gone very well so far, with 9 regular young people over the past year.

A young person attending Brolly Squad said, *"It's helpful coming here, where there's people like me. It's nice to be with people who understand."*

5.1.6 Residential trip

In March this year, 14 of our young people embarked on an unforgettable adventure at the Pettypool Activity Centre in Northwich. This was the first residential trip that The Proud Trust has organised, and it was incredibly successful. The young people's weekend was packed with thrilling activities including a high ropes assault course, a late-night trek through Delamere Forest, a vertical tower challenge, and other movement-based activities.

Our determined young people rose to every challenge that they were presented with. Conquering physical obstacles as well as personal fears, they worked together and formed strong bonds with each other. The young people chose the activities they wanted to take part in over the weekend, which encouraged them to challenge their comfort zones and try new things.

We are especially pleased that so many young people engaged in movement-based activities. A recurring theme for many LGBT+ young people is reduced access to sports and physical activity due to LGBTphobia or lack of inclusive practice. We know that our young people want to move in a way that feels good for them, in environments where they are empowered to be who they are. Through this residential trip, we were able to bring the sense of safety and belonging that young people foster in their youth groups, and apply it to new experiences.

One parent shared their pride, saying, *"we are so proud of him. It's the longest we have been apart since he was born. He suffers from separation anxiety, so it's a huge thing for him and for us as parents."*

Demonstrating the success of the weekend, a young person told us, *"I loved how supportive all the adults were. The constant encouragement from [the Youth Workers] always helped me overcome my fears."*

When asked what they were most proud of achieving during their time at The Proud Trust, a young person cited the residential weekend and the climbing wall: *“halfway up, I started panicking, but I knew I was safe with everyone there. I calmed down, continued climbing, and got so much further than I ever expected I could.”*

Building on the success and lessons learned from this first residential experience, we are excited to organise and deliver another of its kind in 2024-25.

5.2 Proud Connections

Proud Connections is at the heart of our national digital support, offering a lifeline to LGBT+ young people and the adults who support them. Through a range of bespoke services—Live Chat, Proud Mentors, one-to-one support, and our Parents & Carers support groups—we provide accessible, non-judgmental assistance wherever it's needed.



Proud Connections ensures that young people, no matter where they are, can find the help they need, while also referring them to local community services when available. This umbrella of support has become an essential resource for young people on their journeys, giving them the tools to thrive and access their community. Whether it's through mentoring, peer groups, or direct digital assistance, Proud Connections bridges the gap between national and local services, ensuring that everyone has access to the support they need.

5.2.1 Live Chat

Our Live Chat service, the UK's first helpline dedicated to LGBT+ youth, was created during the pandemic to combat the isolation felt by so many young people. Recognising the gap in LGBT-specific expertise within other helplines, we built Live Chat to be a welcoming, non-judgmental space where young people feel truly understood. Co-designed with the community, and staffed by LGBT+ individuals or strong allies, this service allows users to connect with someone who gets them. It's been a game-changer in offering immediate support and guidance, breaking down barriers, and empowering young people to feel less alone.

Over the past year, our Live Chat has remained a beacon of support for the LGBT+ community and its allies. In 2023-24, we fielded an impressive 660 chats on Live Chat. Responding to increasing demand, we now operate five days a week and have seen a 38% increase in chats over the first two quarters of this year! Live Chat is a truly national service: we speak to users from across the UK. Users' self-reported locations are shown in Fig.1.



Fig. 1: Map showing self-reported location of all Live Chat users in the UK.

Live Chat doesn't just stop at providing advice—it acts as the first step in connecting young people and adults to our wider range of services, like peer support groups and youth programmes. By creating this space, we're not only helping individuals but also sparking positive change in schools, communities, and beyond.

Feedback from people who accessed Live Chat shows how supportive, reassuring, and helpful the service is:

"It was nice to feel believed, reassured and validated." - LGBT+ young person

"It gave me the chance to talk to someone about what's happening and how it makes me feel. It also gave me ways of talking to people that I trust in school if the situation got any worse, which helped me realise that there are people out there who can help." - LGBT+ young person

"I'm blown away by how much they did to help, and their obvious kindness." - Adult

5.2.2 Proud Mentors

The Proud Mentors programme emerged from a peer-to-peer mentorship trial in 2019. While young people naturally offer each other informal support through our youth groups, we found that those accessing our services needed more structured assistance. In response, we shifted focus to an adult mentorship model, where trained volunteers could offer the guidance and stability that young people were seeking. The programme's launch was influenced by the challenges of COVID-19 and the redevelopment of The Proud Place, leading to a fully online service, supported by strong governance and safeguarding measures.



Today, Proud Mentors connects young people with a cohort of 40 trained volunteer mentors, offering individualised support through weekly sessions – we were able to deliver 293 mentoring sessions for LGBT+ young people! Whether it's helping with practical goals like job applications or simply providing positive representation of an LGBT+ adult, the mentoring relationship is led entirely by the young person's needs. These relationships aren't just about mentorship—they offer young people the chance to envision their future with the support of an adult who understands their journey, fostering empowerment, independence, and ambition. With no set limit on the number of sessions, young people can continue receiving support for as long as they find it beneficial.

Our Mentors enrich The Proud Trust. As a small organisation, we couldn't reach the number of young people that we do without them. Volunteers bring their life experiences and a wider range of representation for our young people. Through their Mentors, young people can speak to adults from a range of professions and walks of life. Our volunteers feel this benefit, too, saying, *"I think this is one of the most valuable things I do."* For many, becoming a Proud Mentor means *"I can ensure that young people don't experience what I had been through earlier in life."*

We're proud to have achieved the Investing in Volunteers accreditation, recognising the exceptional quality of our volunteer programme. This accreditation highlights our

commitment to providing fulfilling experiences for both mentors and mentees, ensuring we deliver the best possible support to the young people we serve.

Demonstrating our excellent volunteering programme, our accreditation report states that “there is outstanding leadership and management of volunteering to support the organisation’s mission at all levels.” Our “thoughtful, caring, and diligent approach to safety and wellbeing helps ensure that volunteers feel safe, valued, and highly motivated to support [our] work. They act as powerful ambassadors.”

One young person said, *“it’s nice to chat about shared interests, and [my Mentor] has been helping me with job applications and managing workload for uni. I’m looking forward to that because it will help me feel less overwhelmed.”*

5.2.3 One-to-ones

In one-to-ones, we develop bespoke support programs based on the unique needs of each young person, ensuring they receive relevant and effective assistance. We empower them to navigate and overcome challenges in their daily lives. One-to-ones are intended to provide LGBT-specific support for young people that they would not otherwise access in their daily lives. This can mean helping a young person navigate changing their name by deed poll, practising coming out to their family, and creating action plans for dealing with a challenging school environment.



For isolated young people in Greater Manchester who are unable to access an in-person youth group, the flexible format of one-to-one support means that this may be their only access to vital LGBT-specific support.

This year, we supported 20 young people through 85 one-to-one sessions. Young people feel seen, heard, and understood by their support worker. Our one-to-one workers are experienced LGBT+ adults, meaning they have lived experience and can empathise with the young person they are working with. We know that LGBT+ young people, and particularly trans and non-binary young people, are navigating increasingly combative social environments. LGBTphobia and transphobia are on the rise, meaning it can be even more challenging for a young person to simply exist as themselves. With recent legal changes and upheaval in gender-affirming healthcare, trans young people need more support than ever. We have seen that 98% of young people accessing one-to-ones are trans and non-binary.

5.2.4 Parents & Carers Support

Parents & Carers has had a transformative effect on the lives of families with LGBT+ young people. This supportive space allows parents to connect, share their experiences, and build strong peer support networks that often last well beyond the programme itself. By offering both emotional support and expert advice on topics like school advocacy and



family dynamics, the programme equips parents with the tools and confidence to create more inclusive environments for their children.

Our facilitators—both of whom are parents—bring a unique blend of personal experience and professional expertise to each session. This creates a welcoming, non-judgmental atmosphere where parents feel comfortable opening up and seeking guidance. From practical solutions to resources like videos and expert talks, participants gain the knowledge they need to better support their LGBT+ young people and advocate for their needs.

Over the past year, we have continued to focus on supporting parents of trans and non-binary youth, helping them navigate the specific challenges they face. With quarterly cohorts and outreach efforts such as taster sessions, we aim to reach even more families in the coming year. We're also excited to expand our support with a new initiative aimed at engaging fathers, ensuring that all parents feel included and empowered to help their children thrive. This year, we successfully delivered 2 cohorts, supporting 9 parents and carers from 6 families.

Feedback for Parents & Carers is consistently positive. An incredible 100% of parents reported feeling more able to support the LGBT+ young people in their life.

A young person said, *"if you don't have role models or supportive people, you have to do a lot more yourself and that makes it harder. Any programmes that help people to be supportive, like Parents & Carers, are really good."*

David's* Story – A Father's Journey

David was the first dad to attend our Parents & Carers programme, initially joining alongside his wife after a referral from Social Services. His 19-year-old young person, assigned male at birth, was struggling with their identity, unsure if they identified as a trans woman or non-binary. David found it challenging to understand his young person's journey, and their relationship had broken down due to misunderstandings around names and pronouns.

At first, David was hesitant and stayed quiet during the sessions. But by the third week, he began asking questions, showing a willingness to engage and learn. His commitment grew, even attending a session from the sidelines of his young person's football match. By the end of the programme, David's relationship with his young person had begun to heal. He gained valuable insight into his young person's experience and left with the tools to offer better support and rebuild their connection.

**Names of all concerned have been changed*

5.2.5 Outreach

Through our outreach programme, we're reaching young people who are isolated or marginalised in areas with limited or no LGBT+ services. Our pilot in Norfolk focused on building connections with schools, local businesses, and libraries to raise awareness of Proud Connections in a rural region lacking a strong LGBT+ support network. We distributed over 100 Proud Connections Duty of Care Packs, offering posters, stickers, and leaflets to increase local visibility. By filling gaps in provision

with our digital support, we're ensuring that young people in hard-to-reach areas can access the help they need, no matter where they are.

In Greater Manchester alone, we delivered 71 outreach opportunities, engaging 1,304 young people, 945 adults, and 627 professionals—a testament to the impact we're making locally. With additional funding, we'll expand this success by launching an annual outreach programme nationwide, starting with Tameside, where a clear need for LGBT+ support has been identified. We're also focusing on Birmingham, targeting young people from the global majority who face additional barriers to accessing LGBT+ services. Our discreet digital chat services offer a safe, anonymous way for them to seek support. By continuing to build these connections, we're ensuring that LGBT+ young people everywhere can thrive.

5.3 The Proud Place

We are the custodians of The Proud Place, Manchester's historic LGBT+ Community Centre. This was one of the first purpose-built LGBT+ community centres in Europe, and has been a beacon of support and community in Manchester since the 1980s. We host events and training, providing opportunities to meet like-minded people and build networks. The centre also hosts local community and LGBT+ organisations, who use the space at discounted rates to conduct in-person activities.



5.3.1 Events

This year, we hosted 26 events at The Proud Place. Many of these were pilots of events that are now staples of our events calendar. We know it's important for the LGBT+ community to have access to a sober third space. To respond to this need, we opened our doors for our first monthly board games night. The unstructured, casual nature of this event means that visitors can simply *be* in The Proud Place and form bonds with LGBT+ peers.

We also had our first clothes swap in September 2023, which is now a rolling event and one of our most popular ones at that. For many young people, the clothes swap is an opportunity to try new things, get creative, and spend time with friends. For lower-income people, the clothes swap also provides a low-cost alternative to fast fashion. This was one of our first weekend events and has been very successful so far - the queue seems to grow every time!

In May 2023, we hosted our first Makers & Jumble Sale. This went very well, but we noticed that the most successful stalls were the makers' stalls. Leaning into this aspect, we developed our Festive Makers' Market for November 2023. This was a gorgeous celebration of the winter season, uplifting local artisans and empowering creativity. This has now become a rolling seasonal market. We're thrilled to host so many talented independent artists, designers, and craftspeople at The Proud Place. Many connections made at these events have spun off into creative workshops, crafting nights, and other social events!

A recurring piece of feedback that we receive from visitors is the desire for more open time at The Proud Place. Responding to this, we opened The Proud Place's

library in September 2023. In collaboration with Queer Lit, this library's shelves are stacked with LGBT+ books of every genre. It is a lending library open for a few hours every week, meaning that the public can come and spend time exchanging stories, sipping on a cup of tea, or simply enjoying the space.

Committing to upskilling our staff and communities, we hosted free training sessions at The Proud Place this year. These included first aid training for the public, and Neurodiversity and Intersectionality training delivered by Creased Puddle.

To ensure our events reflect the needs and interests of our community, we regularly consult with attendees. We do this by sending feedback forms after each event, and by collecting anecdotal feedback during events. This helps us actively respond to the people who visit us, and put on a programme that caters to a wide range of audiences.

Our visitors love coming to The Proud Place, saying, *"it's so brilliant to be in an LGBT+ space that felt unquestionably accepting. [Coming here] meant I was able to get through the rest of the day. THANK YOU!"*

"I wish I had had, or had known about, a space like this when I was younger."

5.3.2 Community groups

The Proud Place is a cornerstone of the LGBT+ community in Manchester. We are proud to be able to provide low-cost, reliable spaces to local community groups and organisations. Without this provision, many would not be able to deliver their services in person, limiting their reach and impact.

In 2023-24, The Proud Place hosted the following organisations and community groups:

- Queer Hive Co-working
- Alcoholics Anonymous
- Narcotics Anonymous
- LISG
- Forge
- Connect
- Mxer
- akt
- Manchester Pride
- Manchester Youth Pride

Community groups are at the heart of The Proud Place: they show that it truly belongs to the city of Manchester. Groups have been especially important since the rebuild of the building in 2022. Regular groups have their own locker in our multi-use space, meaning they have an increased sense of ownership and permanence in the building. Indeed, some groups have been using The Proud Place (formerly The Gay Centre) since the 1980s.

We are proud to provide a space for groups to continue their vital work. A representative from AA Manchester said: *"I cannot emphasise enough how grateful we are - you are helping many LGBT+ alcoholics and addicts get their lives back on track. By helping us out, you are literally saving lives."*

5.3.3 Bookings

This year, The Proud Place has continued to thrive as a popular venue for a wide range of groups and events. In the first quarter (January to March), we hosted key

bookings such as MSK, Children in Need (twice), an RHS away day, Galop's away day, and a training event for counsellors with Opening Up CPD. This was followed by even more exciting bookings in the second quarter (April to June), with groups like MCR Pride, Greater Manchester Systems Changers, and Stitched Up, which ran an eight-week project for trans and non-binary individuals. In total, we had 30 paid bookings for the second quarter, many at the highest tier, helping us meet our income goals.

Stitched Up's sewing project was a particular highlight. Funded by the Foundation, it created a safe and supportive space for trans and non-binary individuals to learn new skills. Though the Foundation cannot fund the next round, we're looking for ways to keep this meaningful project going. We've also seen many groups return for repeat bookings or plan future sessions, showing how much they value both the space and the supportive team at The Proud Place.

By the third quarter (July to September), we saw 104 external bookings, including sessions with Barnardos, Trans Pride MCR, and an away day with Young Epilepsy. Although this quarter was quieter due to holidays and Pride season, we used this time to secure bookings for the rest of the year—particularly in November, which is shaping up to be a busy and exciting month!

Feedback from visitors to The Proud Place is consistently positive: *"it was everything we needed: clean, light, warm, spacious, and wheelchair accessible."*

"The accessibility videos on your website were brilliant! Showing how to get to the building via a video is a stroke of genius - thank you for putting these together."

5.4 Training and Education

We provide training by working with schools, youth-centred organisations, and a range of professionals to improve understanding of LGBT+ identities and the issues they may face. Our Training & Education Team is staffed by experts in inclusion. As a team, their purpose is to empower people to create spaces in which LGBT+ young people are safe, supported, and able to thrive. They work with a wide range of stakeholders and organisations to educate and encourage people on LGBT+ issues in an approachable manner.



This year, we delivered training to 2,196 individuals. Demonstrating the success of our programmes, 95% of attendees said they had a better understanding of the experience of LGBT+ people, and 96% felt they knew what steps they could take to challenge LGBTphobia and to make their communities and workplaces more inclusive.

One organisation who undertook training with us said, *"thank you for the ideas and thoughts you have instilled in each and every spectator today. We are so very grateful!"*

5.4.1 GM Moving Pilot

In February 2024, we piloted our inclusive sport training with GM Moving. This came in response to numerous barriers that LGBT+ people face when engaging in sports. We have supported young people who, after coming out as trans, were asked to stop participating in a sport at school due to their gender identity. This leaves LGBT+ people feeling isolated and unable to participate in basic activities with their peers. Further, the Sport England Active Lives survey shows that the LGBT+ community is among the least active in the country, which contributes to major health inequalities that persist into adulthood.

We developed this pilot to combat these challenges, centre young people's voices, and equip movement-based organisations to create spaces that are inclusive and accessible to LGBT+ people. Our team created bespoke training modules to address particular gaps in knowledge, equipping attendees with the skills and confidence to respond to LGBT+ issues in sports.

Feedback from participants told us that *“everyone felt hugely inspired and energised, and I've seen a real commitment to start to do something and make changes with that extra confidence and knowledge.”*

5.4.2 Rainbow Flag Award (RFA)

The RFA is our national quality assurance framework for schools and youth-centred organisations. We know that the school environment can be challenging for LGBT+ young people. Lack of information, training, and appropriate accommodations can make it difficult for young people to feel comfortable being themselves. This can lead to barriers to pupils participating in their school communities.



To remedy this, the RFA supports its members to take an organisational approach to inclusivity, accessibility, and equality. We ask our RFA schools and organisations to self-assess the quality of their LGBT+ inclusion in regards to six areas:

1. Skilled Staff
2. Supportive Governors and Parents
3. Effective Policies
4. Inclusive Curriculum
5. Pastoral Support
6. Student Voice

Over the four terms of the RFA, schools and organisations are invited to share the steps they are taking towards the 6 sections listed above. This is an opportunity for schools around the country to showcase the fantastic work they are doing. We are proud to have worked with 781 schools nationally since 2017, using 7 regional providers.

In November 2023, the RFA delivery network convened at The Proud Place for the first time. 20 people from all 8 delivery organisations (including The Proud Trust) met to review our processes, understand the sustainability of the programme, and share learnings and areas of improvement. This convention has resulted in a complete restructure of the RFA's administrative processes, planned for early 2024-25. This

restructure will see the development of an e-learning platform for RFA members to undertake training. It will also see the creation of more standardised evaluation and a richer, more hands-on quality assurance process. This will enable us to perform in-person audits at RFA schools, which will ensure that young people's voices are at the forefront of the award.

In 2023-24, 92 new schools signed onto the RFA, and 20 renewed their accreditation. The overall rating for the programme was a shining 9.2/10!

Schools who have signed up to the RFA have said:

"I feel really proud to head an LGBT+ inclusive school. It adds to the personal development of our children. It makes for a place where children feel really safe to be able to talk about how they feel, no matter what it is. Hopefully, it creates children who go out there and have understanding when they grow up to support other children. [...] It means that when they leave here, they will be good members of society."

A student of an RFA school has said: *"Coming to school every day, I don't have to worry about what people think of me, because I know I've got the support of everyone around me and my community."*

"Students spend most of their childhood at school, so knowing you come to a safe place for most of the day is important."

5.4.3 Groups in Schools Alliance (GSA)

The GSA reaches LGBT+ groups in secondary schools or colleges and makes it as easy as possible to set up a group. For many LGBT+ young people, having access to their community in their school environment is a meaningful way to improve wellbeing and a sense of connectedness.



Easing the workload of school staff, we provide detailed guides to setting up a club, complementary training, and ongoing support when needed. We send a weekly activity for group members to explore, creating an energising, educational, and empowering atmosphere. Further, we connect GSA leaders to other educators around the country, facilitating peer-to-peer support and creating a pool of shared knowledge that we all draw from.

This year, 54 new schools signed up to the GSA around the UK. And we know that it works: creating schools where students feel safe and seen can improve their life chances. Students in schools with GSAs report lower levels of bullying, higher attendance, and better mental health outcomes.

Demonstrating our impact, a GSA teacher said: *"it takes the stress out of my week knowing that I can provide something that will engage students and get them excited about being a part of such an amazing and supportive community."*

A student from a school who subscribes to the GSA has said, *"since they started the LGBT+ club, teachers have become more open with the students, and the students have become more open with the teachers."*

5.4.4 Trans Inclusion Toolkit

This year, we began work on our Trans Inclusion Toolkit. This resource, intended for use by schools around Greater Manchester, aims to provide clear, easy-to-follow guidance for teachers and pupils regarding trans inclusion. The current backdrop of anti-trans media messaging, misinformation, ignorance, and hate driven by lobby groups has created a hostile climate to trans young people in the UK. This can also leave educators unsure about how best to support their trans pupils. We have noticed an increase in Live Chats from teachers asking for advice and guidance about supporting trans and non-binary students in school.

We have collaborated with Manchester Metropolitan University to understand the current climate in schools and hear what changes young people, parents, and professionals would like to see. We developed surveys with a mixture of open and closed questions tailored to each group. In total, 274 young people, 58 parents, and 270 school staff and youth professionals in Greater Manchester responded. Their responses indicated a strong need for a resource like the Toolkit. The responses also included invaluable suggestions for what young people, parents, and teachers would like to see in a Toolkit, which suggestions we have incorporated into the resource.

To ensure we are providing appropriate, relevant information for pupils and their communities, we are continuing to develop the Toolkit with our young people's voices at its heart. The first draft of the Toolkit was due to come out for consultation in April 2024. Both publication and consultation were delayed however, due to uncontrollable external factors including the Department for Education's 'Gender Questioning Children' guidance.

5.4.5 Alien Nation Animation

In 2017, The Proud Trust published *Alien Nation*, a book aimed at primary-aged children. It is an indispensable resource for parents and primary teachers: while many primary schools are doing incredible work around challenging gender stereotypes, what is often missing is a further set of conversations about the existence of trans and non-binary people. Therefore, *Alien Nation* explains the concepts of gender identity, trans identities, and gender roles, in fun, easy-to-understand language.

Building on the book's impact, this year we have worked with an external freelancer to develop an Alien Nation animation! Aimed at the same age groups, this animation will also include a lesson pack for schools. Our Trans-Positive Education for Primary Schools pack includes five fully-resourced lessons. These can be delivered as a half-term block as part of an RSE programme. The pack helps schools meet their statutory requirements to deliver LGBT+ inclusive RSE, and helps meet the needs of all students in the school community. The pack also includes an *Alien Nation* book and a Trans Pride flag!

5.4.6 LGBT+ inclusion resources

We continue to develop downloadable resources on LGBT+ inclusion in the UK. These include guidance on challenging LGBTphobia in faith spaces, schools, sports

spaces, healthcare, and events. We are pleased to collaborate with experts in these fields to create guidance that answers questions, challenges discrimination, and provides clear steps towards inclusion.

This year, we released our annual LGBT+ History Month Pack for February 2024. The theme of History Month this year was Science and Medicine. This highlights the fact that LGBT+ people have made a difference in medicine and healthcare - LGBT+ people are our doctors, nurses, care assistants, and scientists. This year's education pack also demonstrates the need to consider positively inclusive spaces in healthcare, with learnings that apply to all settings where people exist.

The History Month Pack contains four lesson plans to explore in schools. It will help young people to understand LGBT+ language and terminology, and to think critically about the kind of representation that we see in the fields of science and medicine. It's so important for young people to discover and celebrate some LGBT+ who work and have contributed to STEM subjects. Demonstrating the success of the LGBT+ History Month Pack, we saw X downloads in February 2024.

This year, we have also progressed with the redevelopment of our Dice Game. This is an activity created to facilitate important conversations with young people about safety and consent in future relationships. We want young people to receive the best information and advice in RSE, regardless of their gender or sexuality. Research shows that many LGBT+ adults say they did not receive relevant advice on how to protect themselves from STIs during their time at school, which may have put them at risk later in life.

It's vital that young people have the language they need to navigate relationships. This gives them the tools they need to ensure their safety, communicate their needs, and recognise potentially harmful behaviours. When LGBT+ inclusive RSE is not taught in schools, young people often turn to the internet for answers to their questions. While there's a lot of positive, helpful information online, young people also risk coming across harmful images, misleading information, or advice that is not age-appropriate. Further, it can be difficult for young people to ask questions when they're embarrassed. The Dice Game remedies these problems by changing the format: the dice ask the question, not the young person. This means that the teacher can lead the conversation, and the interactive nature of the activity makes it a more effective learning tool.

Financial Review and Results for the Year

The funding landscape has been challenging and the political and economic uncertainty has impacted our ability to secure funds. In response to this we have been working to increase our corporate and philanthropic funders to create a more diverse range of income streams, reducing the risk of instability in our funding and dependency on public sector income. Fortunately we were able to spend down some carried forward reserves, while still maintaining three months of reserves.

Funders

We would like to thank our funders for their generous financial support during 2023-24.

We are so grateful to all of our supporters, volunteers, donors, partners, advocates, and allies for their help during the year.

Reserves Policy

The aim of the reserves policy is to ensure that The Proud Trust's ongoing and future activities are reasonably protected from unexpected fluctuations in its income and expenditure. The Board reviewed the reserves policy and agreed that a minimum level of unrestricted general funds, also known as free reserves, of £300,000 is appropriate, given the risks faced by the charity and the sustainability of its different income streams.

The total reserves as of 31st March 2024 was £2,604,996 (2023: £3,328,981), of which £245,893 (2023: 301,737) are held in restricted reserves. The balance held in unrestricted reserves at 31st March 2024 was £2,259,103 (2023: 3,027,244), of which £302k (2023: 1,030k) are free reserves, after allowing for funds tied up in tangible fixed assets and designated funds.

Risk Management

The Trustees have conducted a review of the major risks to which the charity is exposed. Systems have been established to mitigate those risks. The risk register for The Proud Trust outlines and rates risks in relation to:

- Governance
- Management
- Operations
- Human resources
- Funding and resource procurement
- Finance
- Reputation and relationships
- Health & Safety and compliance

For each risk, there is a record of recent developments to mitigate the risk and future actions with a responsible person assigned to each and a date for completion or review. Our staff and Governance sub-committee review this on a bi-annual basis.

Statement of Trustees' Responsibilities

The Trustees, who are also directors of The Proud Trust for the purposes of company law, are responsible for preparing the Trustees' annual report and the financial statements in accordance with applicable law and the United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the Trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable group, and of the incoming resources and application of resources, including the income and expenditure of the charitable group for that period. In preparing these financial statements, the Trustees are required to:

- Select suitable accounting policies and apply these consistently
- Observe the methods and principles in the Charities SORP
- Make judgments and estimates that are reasonable and prudent
- State whether applicable UK Accounting Standards and statements of recommended practice have been followed, subject to any material departures disclosed and explained in the financial statements
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation

The Trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charitable group and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

This report has been prepared in accordance with the provisions applicable to companies subject to the small companies' regime of the Companies Act 2006.

The Trustees' annual report has been approved by the Trustees on and signed on their behalf by:



C Murphy
Company Secretary and Trustee

The Proud Trust Ltd

Independent auditor's report

For the year ended 31 March 2024

Opinion

We have audited the financial statements of the Proud Trust Ltd (the 'charity') for the year ended 31 March 2024 which comprise the statement of financial activities, the balance sheet, the statement of cash flows and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2023 and of its incoming resources and application of resources, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRCs Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charitable company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

The Proud Trust Ltd

Independent auditor's report

For the year ended 31 March 2024

Other information

The other information comprises the information included in the annual report other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the annual report. Our opinion on the financial statements does not cover the other information and we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Matters on which we are required to report by exception

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the trustees' report, for the financial year for which the financial statements are prepared is consistent with the financial statements and has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters in relation to which the Charities (Accounts and Reports) Regulations 2008 requires us to report to you if, in our opinion:

- the information given in the financial statements is inconsistent in any material respect with the Auditor report; or
- sufficient accounting records have not been kept; or
- the financial statements are not in agreement with the accounting records; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of trustees

As explained more fully in the statement of trustees' responsibilities statement, the trustees, who are also directors of the charity for the purpose of company law, are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

The Proud Trust Ltd

Independent auditor's report

For the year ended 31 March 2024

In preparing the financial statements, the trustees are responsible for assessing the charity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

We have been appointed as auditor under Section 144 of the Charities Act 2011 and report in accordance with the Act and relevant regulations made or having effect thereunder.

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

A further description of our responsibilities is available on the Financial Reporting Council's website at: <https://www.frc.org.uk/auditorsresponsibilities>. This description forms part of our auditor's report.

Use of our report

This report is made solely to the charity's trustees, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.



.....
Candice Beynon FCCA (Senior Statutory Auditor)
For and on behalf of DJH Audit Limited

Chartered Accountants

Statutory Auditor

Bridge House
157 Ashley Road
Hale
Altrincham
WA14 2UT

DJH Mitten Clarke Audit Limited is eligible for appointment as auditor of the charity by virtue of its eligibility for appointment as auditor of a company under section 1212 of the Companies Act 2006.

The Proud Trust
Statement of Financial Activities
(including Income and Expenditure Account)
for the year ended 31 March 2024

| | Note | Unrestricted Funds £ | Restricted Funds £ | Total Funds 2024 £ | Unrestricted Funds £ | Restricted Funds £ | Total Funds 2023 £ |
|--|------|----------------------------|--------------------------|--------------------------|----------------------------|--------------------------|--------------------------|
| Income From | | | | | | | |
| Donations & Legacies | 3 | 77,384 | - | 77,384 | 88,192 | - | 88,192 |
| Charitable Activities | 4 | 92,064 | 460,771 | 552,835 | 150,889 | 592,263 | 743,152 |
| Other Trading Activities | 5 | 103,602 | - | 103,602 | 65,618 | - | 65,618 |
| Investments | 6 | 17,847 | - | 17,847 | 9,863 | - | 9,863 |
| Total Income | | 290,897 | 460,771 | 751,668 | 314,562 | 592,263 | 906,825 |
| Expenditure On: | | | | | | | |
| Raising Funds | 7 | 5,601 | - | 5,601 | 5,533 | - | 5,533 |
| Charitable Activities | 8 | 1,053,437 | 416,615 | 1,470,052 | 570,119 | 754,668 | 1,324,787 |
| Total Expenditure | | 1,059,038 | 416,615 | 1,475,653 | 575,652 | 754,668 | 1,330,320 |
| Net income/(expenditure) for the year | 10 | 768,141 | 44,156 | 723,985 | 261,090 | 162,405 | 423,495 |
| Transfer between funds | | - | - | - | 5,560 | (5,560) | - |
| Net Movement in funds for the year | | 768,141 | 44,156 | 723,985 | 255,530 | 167,965 | 423,495 |
| Reconciliation of funds | | | | | | | |
| <i>Total funds brought forward</i> | | 3,027,244 | 301,737 | 3,328,981 | 3,282,774 | 469,702 | 3,752,476 |
| Total funds carried forward | | 2,259,103 | 345,893 | 2,604,996 | 3,027,244 | 301,737 | 3,328,981 |

The statement of financial activities includes all gains and losses recognised in the year.
All income and expenditure derive from continuing activities

The Proud Trust
 Company number 05585290
 Balance Sheet
 as at 31 March 2024

| | Note | 2024 | | 2023 | |
|--|------|----------------|------------------|------------------|------------------|
| | | £ | £ | £ | £ |
| Fixed Assets | | | | | |
| Tangible Assets | 15 | | 1,988,071 | | 2,126,254 |
| Current Assets | | | | | |
| Debtors | 16 | 65,685 | | 105,855 | |
| Cash at bank and in hand | | 619,236 | | 1,281,668 | |
| Total Current Assets | | 684,921 | | 1,387,523 | |
| Liabilities | | | | | |
| Creditors: amounts falling due in less than one year | 17 | (69,538) | | (118,279) | |
| Net Current Assets | | | 615,383 | | 1,269,244 |
| Net Assets | | | 2,603,453 | | 3,395,498 |
| The funds of the charity | | | | | |
| Restricted income funds | 19 | | 345,893 | | 301,737 |
| Unrestricted income funds | 20 | | 2,259,103 | | 3,027,244 |
| Total charity funds | | | 2,604,996 | | 3,328,981 |

The accounts were approved by the trustees and authorised for issue on 23 December 2024 and are signed on their behalf by:



C Murphy
 Company Secretary and Trustee

The Proud Trust
Statement of Cash Flow
for the year ending 31 March 2024

| | Note | 2024 £ | 2023 £ |
|--|------|------------------|------------------|
| Cash provided by/(used in) operating activities | 24 | (553,104) | (389,779) |
| <i>Cash flows from investing activities:</i> | | | |
| Dividends, interest, and rents from investments | | 17,847 | 9,863 |
| Purchase of tangible fixed assets | | (11,490) | (30,481) |
| Cash provided by/(used in) investing activities | | 6,357 | (20,618) |
| Increase/(decrease) in cash and cash equivalents in the year | | (662,433) | (410,397) |
| Cash and cash equivalents at the beginning of the year | | 1,281,669 | 1,692,065 |
| Cash and cash equivalents at the end of the year | | 619,236 | 1,281,669 |

The Proud Trust

Notes to the accounts for the year ended 31 March 2024

The Proud Trust Ltd is a private company limited by guarantee incorporated in England and Wales. The registered office is The Proud Place, 49-51 Sydney Street, Manchester, M1 7HB.

1 Accounting Policies

The principal accounting policies adopted, judgments and key sources of estimation uncertainty in the preparation of the financial statements are as follows:

a Basis of Preparation

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) issued in October 2019 - (Charities SORP (FRS 102), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

The Proud Trust Ltd meets the definition of a public benefit entity under FRS102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note

The financial statements are presented in sterling which is the functional currency of the charity and rounded to the nearest £ sterling.

b Judgements and Estimates

The trustees have made no key judgments which have a significant effect on the accounts. The trustees do not consider that there are any sources of estimation uncertainty at the reporting date that have a significant risk of causing a material adjustment to the carrying amount of assets and liabilities within the next reporting period.

c Preparation of the accounts on a going concern basis

The trustees consider that there are no material uncertainties about the charitable company's ability to continue as a going concern.

d Income

Income is recognised when the charity has entitlement to the funds, any performance conditions attached to the item(s) of income have been met, it is probable that the income will be received and the amount can be measured reliably.

Income from government and other grants, whether 'capital' grants or 'revenue' grants, is recognised when the charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably and is not deferred.

The Proud Trust

Notes to the accounts for the year ended 31 March 2024

Income received in advance of a provision of a specified service is deferred until the criteria for income recognition are met.

e Interest Receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the charity; this is normally upon notification of the interest paid or payable by the Bank.

f Fund Accounting

Unrestricted funds are available to spend on activities that further any of the purposes of charity.

Designated funds are unrestricted funds of the charity which the trustees have decided at their discretion to set aside to use for a specific purpose.

Restricted funds are donations which the donor has specified are to be solely used for particular areas of the charity's work or for specific projects being undertaken by the charity.

g Expenditure and Irrecoverable Vat

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably. Expenditure is classified under the following activity headings:

- Costs of raising funds comprise the costs of commercial trading including merchandise sales.
- Expenditure on charitable activities includes the costs of the four activities identified in the notes, undertaken to further the purposes of the charity, and their associated support costs

Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

h Allocation of Support Costs

Support costs are those functions that assist the work of the charity but do not directly undertake charitable activities. Support costs include back office costs, finance, personnel, payroll and governance costs which support the charity's programmes and activities. These costs have been allocated between cost of raising funds and expenditure on charitable activities. The bases on which support costs have been allocated are set out in note 9

The Proud Trust

Notes to the accounts for the year ended 31 March 2024

i Operating Leases

Operating leases are leases in which the title to the assets, and the risks and rewards of ownership, remain with the lessor. Rental charges are charged on a straight line basis over the term of the lease.

j Tangible Fixed Assets

Individual fixed assets costing £500 or more are capitalised at cost and are depreciated over their estimated useful economic lives on a straight line basis as follows:

| | |
|--------------------------------|-----|
| LGBT+ Centre | 2% |
| Furniture and office equipment | 33% |

k Debtors

Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

l Cash at Bank and in Hand

Cash at bank and cash in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

m Creditors and Provisions

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

n Financial Instruments

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

The Proud Trust

Notes to the accounts for the year ended 31 March 2024

o Pensions

Employees of the charity are entitled to join a defined contribution 'money purchase' scheme. The charity's contribution is restricted to the contributions disclosed in note 11. There were no outstanding contributions at the year end. The costs of the defined contribution scheme are included within support and governance costs and allocated to the funds of the charity using the methodology set out in note 9.

2 Legal Status of the Charity

The charity is a company limited by guarantee registered in England and Wales and has no share capital. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the charity. The registered office address is disclosed on page 1

The Proud Trust

Notes to the accounts for the year ended 31 March 2024 (continued)

3 Income from donations and legacies

| | Unrestricted | Restricted | Total 2024 | <i>Unrestricted</i> | <i>Restricted</i> | <i>Total 2023</i> |
|----------------------------------|---------------------|-------------------|-------------------|---------------------|-------------------|-------------------|
| | £ | £ | £ | £ | £ | £ |
| Donations | 77,384 | | 77,384 | 88,192 | - | 88,192 |
| Coronavirus Job Retention Scheme | - | - | - | | - | - |
| Donations for capital project | - | - | - | - | | - |
| | 77,384 | - | 77,384 | 88,192 | - | 88,192 |

4 Income from Charitable Activities

| | Unrestricted | Restricted | Total 2024 | <i>Unrestricted</i> | <i>Restricted</i> | <i>Total 2023</i> |
|--|---------------------|-------------------|-------------------|---------------------|-------------------|-------------------|
| | £ | £ | £ | £ | £ | £ |
| Young peoples services | 34,885 | 395,577 | 430,462 | | 408,356 | 408,356 |
| Training resources and research | 37,657 | 45,194 | 82,851 | 148,247 | 112,983 | 261,230 |
| LGBT+ centre | 5,151 | 20,000 | 25,151 | 201 | 36,000 | 36,201 |
| Infrastructure support for LGBT+ youth support | 14,371 | | 14,371 | 2,441 | 34,924 | 37,365 |
| Total | 92,064 | 460,771 | 552,835 | 150,889 | 592,263 | 743,152 |

The Proud Trust

Notes to the accounts for the year ended 31 March 2024 (continued)

5 Income from Other Trading Activities

| | Unrestricted | Restricted | Total 2024 | Unrestricted | Restricted | Total 2023 |
|--------------|---------------------|-------------------|-------------------|---------------------|-------------------|-------------------|
| | £ | £ | £ | £ | £ | £ |
| Merchandise | 25,445 | - | 25,445 | 28,152 | - | 28,152 |
| Sponsorship | 67,667 | - | 67,667 | 30,053 | - | 30,053 |
| Other Income | 10,490 | - | 10,490 | 7,413 | - | 7,413 |
| Total | 103,602 | - | 103,602 | 65,618 | - | 65,618 |

6 Investment Income

| | Unrestricted | Restricted | Total 2024 | Unrestricted | Restricted | Total 2023 |
|---------------------------|---------------------|-------------------|-------------------|---------------------|-------------------|-------------------|
| | £ | £ | £ | £ | £ | £ |
| Income from Bank Deposits | 17,847 | - | 17,847 | 9,863 | - | 9,863 |
| Total | 17,847 | - | 17,847 | 9,863 | - | 9,863 |

7 Cost of Raising Funds

| | Unrestricted | Restricted | Total 2024 | Unrestricted | Restricted | Total 2023 |
|-------------------|---------------------|-------------------|-------------------|---------------------|-------------------|-------------------|
| | £ | £ | £ | £ | £ | £ |
| Merchandise Costs | 5,601 | - | 5,601 | 5,533 | - | 5,533 |
| Total | 5,601 | - | 5,601 | 5,533 | - | 5,533 |

The Proud Trust

Notes to the accounts for the year ended 31 March 2024 (continued)

8 Analysis of Expenditure on Charitable Activities

Current Year

| | Young peoples services | Training, resources and research | LGBT+ centre | Infrastructure support for LGBT+ youth support | Total 2024 |
|--|---------------------------|--|--------------|---|------------|
| | £ | £ | £ | £ | £ |
| Direct Costs | 231,695 | 98,967 | 126,610 | 683,003 | 1,140,275 |
| Support and governance costs (see note 9) | 223,789 | 46,074 | 26,328 | 33,585 | 329,777 |
| | 455,484 | 145,041 | 152,938 | 716,588 | 1,470,052 |
| Restricted expenditure | 362,898 | 50,560 | 3,157 | - | 416,615 |
| Unrestricted expenditure | - | 114,387 | 222,462 | 716,588 | 1,053,437 |
| | 362,898 | 164,947 | 225,619 | 716,588 | 1,470,052 |

The Proud Trust

Notes to the accounts for the year ended 31 March 2024 (continued)

Comparative Year

| | <i>Young peoples services</i> | <i>Training, resources and research</i> | <i>LGBT+ centre</i> | <i>Infrastructure support for LGBT+ youth support</i> | <i>Total 2023</i> |
|--|-----------------------------------|---|---------------------|---|-------------------|
| | £ | £ | £ | £ | £ |
| <i>Direct Costs</i> | 563,979 | 104,216 | 164,334 | 88,527 | 921,056 |
| <i>Support and governance costs (see note 9)</i> | 273,554 | 56,373 | 30,997 | 42,807 | 403,731 |
| | <u>837,533</u> | <u>160,589</u> | <u>195,331</u> | <u>131,334</u> | <u>1,324,787</u> |
| <i>Restricted expenditure</i> | 585,776 | 22,454 | 58,916 | 87,522 | 754,668 |
| <i>Unrestricted expenditure</i> | 251,757 | 138,135 | 136,415 | 43,812 | 570,119 |
| | <u>837,533</u> | <u>160,589</u> | <u>195,331</u> | <u>131,334</u> | <u>1,324,787</u> |

The Proud Trust

Notes to the accounts for the year ended 31 March 2024 (continued)

9 Analysis of governance and support costs

| | Support | Governance | Total 2024 | Support | Governance | Total 2023 |
|--|----------------|------------|----------------|----------------|--------------|----------------|
| | £ | £ | £ | £ | £ | £ |
| Staff Costs | 155,640 | - | 155,640 | 187,689 | - | 187,689 |
| Consultancy | - | - | - | 23,582 | - | 23,582 |
| Unreclaimable VAT | - | - | - | - | - | - |
| Accountancy | - | 675 | 675 | - | 4,200 | 4,200 |
| Admin Costs | 173,462 | - | 173,462 | 188,261 | - | 188,261 |
| | 329,102 | 675 | 329,777 | 399,532 | 4,200 | 403,732 |
| Allocated as follows | | | | | | |
| Young peoples services | 223,789 | - | 223,789 | | | 273,554 |
| Training resources and research | 46,074 | - | 46,074 | | | 56,373 |
| LGBT+ centre | 26,328 | - | 26,328 | | | 30,997 |
| Infrastructure support for LGBT+ youth support | 32,910 | 675 | 33,585 | | | 42,807 |
| | | | 329,777 | | | 403,731 |

The cost of staff involved in managing and supporting the charity as a whole have been included in support costs in 2024 and allocated to charitable activities on the basis of time spent.

10 Net income/(expenditure) for the year

| This is stated after charging/(crediting): | 2024 | 2023 |
|--|--------------|---------------|
| | £ | £ |
| Depreciation | - | 66,659 |
| Auditor's remuneration - audit fees | 4,200 | 4,200 |
| Auditor's remuneration - accountancy fees | - | - |
| Total | 4,200 | 70,859 |

The Proud Trust

Notes to the accounts for the year ended 31 March 2024 (continued)

11 Staff Costs

Staff costs during the year were as follows

| | 2024 | 2023 |
|-----------------------|------------------|----------------|
| | £ | £ |
| Wages and salaries | 936,916 | 837,826 |
| Social security costs | 86,711 | 67,929 |
| Pension costs | 46,465 | 32,689 |
| | <u>1,070,093</u> | <u>938,444</u> |

Allocated as follows

| | | |
|-----------------------|------------------|----------------|
| Charitable Activities | 914,453 | 938,445 |
| Support Costs | 155,640 | |
| | <u>1,070,093</u> | <u>938,445</u> |

No employees have employee benefits in excess of £60,000 (2023: Nil).

The average number of staff employed during the period was 42 (2023: 45)

The average full time equivalent number of staff employed during the period was 31.44 (2023: 26.7)

The key management personnel of the charity comprise the trustees, CEO and Deputy CEO. The total employee benefits of the key management personnel of the charity were £109,258 (2023: £118,995).

Included within employment costs of the charity are employee restructuring payments (both contractual and non-contractual) totalling £30,000 (2023: £nil) which are fully paid within the year.

12 Trustee remuneration and expenses, and related party transactions

Neither Trustees nor any persons connected with them received any remuneration in year but in total received expenses of £144.80. (2023: Nil)

Aggregate donations from related parties were Nil (2023: £Nil).

There are no donations from related parties which are outside the normal course of business and no restricted donations from related parties.

No trustee or other person related to the charity had any personal interest in any contract or transaction entered into by the charity, including guarantees, during the year (2023: £Nil).

The Proud Trust

Notes to the accounts for the year ended 31 March 2024 (continued)

13 Government grants

The government grants recognised in the accounts were as follows:

| | 2024 |
|--|-------------|
| | £ |
| Manchester Health and Care Commissioning | 20,000 |
| Manchester City Council | 80,702 |
| NHS West Cheshire CCG | 9,986 |
| Cheshire West & Chester Council Payments | 9,500 |
| Stockport Council | 7,239 |
| Trafford MBC | 7,500 |
| NHS Heywood, Middleton and Rochdale CCG | 35,622 |
| Greater Manchester Combined Authority | 54,924 |
| Bolton Partnership | 2,750 |
| Balgrave Trust | 41,629 |
| Early Break Oldham & Bury | 40,535 |

Other Grants

| | |
|------------------------|---------|
| Co-op Foundation | 3,000 |
| Global Make Some Noise | 35,000 |
| Children In Need | 70,190 |
| | 418,577 |

14 Corporation tax

The charity is exempt from tax on income and gains falling within Chapter 3 of Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992 to the extent that these are applied to its charitable objects. No tax charges have arisen in the charity.

The Proud Trust
Notes to the accounts for the year ended 31 March 2024 (continued)

15 Fixed assets: tangible assets

| | IT Equipment | LGBT+ Centre | Furniture and office equipment | Total |
|-----------------------|------------------|------------------|--------------------------------|------------------|
| Cost | | | | |
| At 1 April 2023 | 34,271 | 2,029,742 | 62,241 | 2,126,254 |
| Additions | 1,025 | - | 10,465 | 11,490 |
| Transfers | - | - | - | - |
| Disposals | - | - | - | - |
| At 31 March 2024 | <u>35,296.00</u> | <u>2,029,742</u> | <u>72,706</u> | <u>2,137,744</u> |
| Depreciation | | | | |
| At 1 April 2023 | 15,895 | 32,183 | 22,578 | 70,656 |
| Charge for the year | 15,451 | 40,595 | 22,971 | 79,017 |
| Disposals | - | - | - | - |
| Loss on disposal | - | - | - | - |
| At 31 March 2023 | <u>31,346</u> | <u>72,778</u> | <u>45,549</u> | <u>149,673</u> |
| Net Book Value | | | | |
| At 31 March 2024 | <u>3,950</u> | <u>1,956,964</u> | <u>27,157</u> | <u>1,988,071</u> |
| At 31 March 2023 | <u>18,376</u> | <u>1,997,559</u> | <u>39,663</u> | <u>2,055,598</u> |

| The net book value of the LGBT+ Centre comprises | 2024 | 2023 |
|--|-----------|-----------|
| | £ | £ |
| Long Leaseholds (over 50 years) | 1,956,964 | 1,997,559 |

| 16 Debtors | 2024 | 2023 |
|--------------------|---------------|----------------|
| | £ | £ |
| Trade Debtors | 28,140 | 56,512 |
| Bad debt provision | - | - |
| Other Debtors | - | 757 |
| Accrued Income | 40,000 | 40,000 |
| Prepayments | - | 8,586 |
| VAT debtor | 5,193 | - |
| Total | <u>65,685</u> | <u>105,855</u> |

| 17 Creditors | 2024 | 2023 |
|------------------------------------|---------------|----------------|
| | £ | £ |
| Trade Creditors | 14,112 | 32,178 |
| Accruals and other creditors | 4,200 | 67,372 |
| Deferred Income | - | - |
| Taxation and social security costs | 51,226 | 18,729 |
| Total | <u>69,538</u> | <u>118,279</u> |

| 18 Deferred Income | 2024 | 2023 |
|--------------------|------|------|
| | £ | £ |

| | | |
|---|----------|----------|
| Deferred income brought forward | - | 23,523 |
| Income deferred in the period | - | - |
| Released to income from charitable activities | - | (23,523) |
| | <u>-</u> | <u>-</u> |
| Deferred grant carried forward | <u>-</u> | <u>-</u> |

The Proud Trust

Notes to the accounts for the year ended 31 March 2024 (continued)

19 Analysis of movements in restricted funds

| Funder and project name | Description of nature and purposes | Balance at 1 | | | Balance at 31 |
|--|--|--------------|--------|-------------|---------------|
| | | April 2023 | Income | Expenditure | March 2024 |
| | | £ | £ | £ | £ |
| Young peoples services | | | | | |
| Young Manchester | Programme of Creative Projects for young people across Manchester | 5,131 | - | - | 5,131 |
| | LGBT+ Outreach support in West Cheshire & Safer Person Project | 5,192 | - | - | 5,192 |
| Cheshire Clinical Commissioning Group | | | | | |
| Cheshire West & Chester Borough Council - CWAC YP | Package of LGBT+ support, outreach and training in Cheshire | 6,708 | 64,424 | (11,829) | 59,303 |
| Gaddum Centre | Package of LGBT+ group work and one to one support in Rochdale | 902 | - | - | 902 |
| Stockport SMBC | Package of LGBT+ support, outreach and training in Stockport | 6,525 | 7,239 | (12,230) | 1,534 |
| Trafford MBC | Package of LGBT+ support, outreach and training in Trafford | 10,367 | 7,500 | (12,664) | 5,203 |
| Heywood, Middleton & Rochdale Clinical Commissioning Group | Package of LGBT+ support, outreach and training in Rochdale | 4,221 | 35,622 | (18,869) | 20,974 |
| BBC children In Need - Youth Futures | Employability programme programme LGBT+ young people whos mental health was affected by Covid-19 | 1,500 | - | - | 1,500 |
| BBC Children in Need - A Million & Me | Help Services LGBT+ national support through online contact & content | 10,288 | 50,000 | (41,036) | 19,252 |
| Bolton Partnerships, Thrive | | | | | |
| Early Break Oldham | Fund youth groups in bolton | 5,875 | 2,750 | (7,474) | 1,151 |
| Blagrove Trust | Package of LGBT+ support for young people in Oldham. | 4,720 | 7,980 | (11,211) | 1,489 |
| | Youth Voice work, ensuring that the voices of young people are centred in the work we do | 34,849 | 41,629 | (62,156) | 14,321 |
| Manchester City Council | Funding youth groups and wider support for LGBT+ young people in City of Manchester | (8,157) | 80,702 | (62,746) | 9,799 |
| University of Manchester | Beewell | 50,000 | - | (43,274) | 6,726 |
| Early Break Bury | Frogs youth group | 17,894 | 32,555 | (45,635) | 4,814 |

Young peoples services (continued)

| | | | | | |
|--------------------------|--|----------------|----------------|------------------|----------------|
| Salford City Council | Providing Support to Young People In Salford | 2,145 | - | - | 2,145 |
| Global Make Some Noise | | - | 35,000 | (20,000) | 15,000 |
| Children in Need - Trans | | - | 20,190 | (6,329) | 13,861 |
| NHS West Cheshire CCG | | - | 9,986 | (7,446) | 2,540 |
| | | <u>158,160</u> | <u>395,577</u> | <u>(362,898)</u> | <u>190,838</u> |

Training, resources and research

| | | | | | |
|--------------------|---|----------------|---------------|-----------------|----------------|
| Durex Training | Sex and relationships education programme | 16,499 | - | - | 16,499 |
| Rainbow Flag Award | Fund to develop the RFA scope in schools | 87,909 | 42,194 | (24,456) | 105,648 |
| Co-op Foundation | Fund to develop Trans inclusion Kit | 23,584 | 3,000 | (26,104) | 480 |
| | | <u>127,992</u> | <u>45,194</u> | <u>(50,560)</u> | <u>122,627</u> |

LGBT+ centre

| | | | | | |
|--------------------|--|---------------|---------------|----------------|---------------|
| Our Manchester MCC | Equalities Programme for LGBT+ communities through the LGBT+ Centre and community café | 14,608 | 20,000 | (3,157) | 31,451 |
| | | <u>14,608</u> | <u>20,000</u> | <u>(3,157)</u> | <u>31,451</u> |

Infrastructure support for LGBT+ youth support

| | | | | | |
|------------------------|---------------------------------------|------------|----------|----------|------------|
| Paul Hamlyn Foundation | Towards core salaries of senior staff | 626 | - | - | 626 |
| MCC Covid | LGBT+ Covid Reponse | 350 | - | - | 350 |
| | | <u>976</u> | <u>-</u> | <u>-</u> | <u>976</u> |

Total

| | | | |
|----------------|----------------|------------------|----------------|
| <u>301,736</u> | <u>460,771</u> | <u>(416,615)</u> | <u>345,892</u> |
|----------------|----------------|------------------|----------------|

The Proud Trust

Notes to the accounts for the year ended 31 March 2024 (continued)

19 Analysis of movements in restricted funds

Comparative Period

| Funder and project name | Description of nature and purposes | Balance at 1 April 2022 £ | Income £ | Expenditure £ | Transfers £ | Balance at 31 March 2023 £ |
|---|---|---------------------------------|-------------|--------------------|------------------|----------------------------------|
| Young peoples services | | | | | | |
| Bolton NHS CCG | Programme for LGBT+ young people providing peer support & for professionals working with young people in Bolton. | 3,089 | - | - | (3,089) | - |
| NHS Manchester CCG and VCSE Health and Wellbeing Fund | Trans health care navigator one to one support for young people. | 9,198 | (8,041) | (1,998) | 841 | - |
| Young Womens Health Project | A package of support for young women. | - | - | (346) | 346 | - |
| CWAC Equality and Diversity Third Sector Fund | LGBT+ awareness raising faith communities including resources, events & Safer Person Projects training for young people. | 7,459 | | | (7,459) | - |
| Trafford Housing Trust | Roadshow for Trafford to promote LGBT+ services available to residents | 762 | | | (762) | - |
| National Lottery Awards For All GreaterSport | Youth groups & rainbow playground. Programmes of activity, also training staff and young leaders in coaching based qualifications. | 1,865 4,520 | - - | (1,600) (1,217) | (265) (3,303) | - - |
| BBC Children in Need - Trans Programme | Support for trans and non-binary young people | 25,381 | 20,690 | (59,422) | 13,351 | - |
| | LGBT+ youth support and services across Manchester | 29,384 | - | (30,412) | 1,028 | - |
| Young Manchester | | | | | | |
| Young Manchester- YMCR Creative 2020-22 | Programme of creative projects for LGBT+ young people across Manchester | 7,709 | - | (2,578) | - | 5,131 |
| Cheshire Clinical Comissioning Group | LGBT+ Outreach Support in West Cheshire & Safer Person Project | 5,185 | 13,315 | (13,308) | - | 5,192 |
| Cheshire West & Chester Borough Council - CWAC YP | Package of LGBT+ support, outreach and training in Cheshire | 49,894 | 27,331 | (70,517) | - | 6,708 |
| Manchester Pride | Package of BAME LGBT+ support for young people, events and allies training. | 5,926 | - | (608) | (5,318) | - |

| | | | | | | |
|--|--|--------|--------|----------|----------|---------|
| The Gaddum Centre - Getting Help Rochdale | Package of LGBT+ group work and one-to-one support in Rochdale | 26,573 | 19,571 | (45,242) | - | 902 |
| Stockport SMBC | Package of LGBT+ support, outreach and training in Stockport | 14,299 | 9,652 | (17,426) | - | 6,525 |
| Trafford MBC - 2020-22 | Package of LGBT+ support, outreach and training in Trafford | 27,044 | 15,000 | (31,677) | - | 10,367 |
| Wythenshawe Community Housing Group | Package of LGBT+ support, outreach and training in Wythenshawe | 17,152 | - | (1,982) | (15,170) | - |
| Heywood, Middleton & Rochdale Clinical Commissioning Group | Package of LGBT+ support, outreach and training in Rochdale | 19,844 | 20,365 | (35,988) | - | 4,221 |
| The WEA, ESF Community Grant | To develop work place skills to enable access into employment and training for LGBT+ young people - | 45 | - | - | (45) | - |
| BBC Children in Need - Youth Futures | Employability programme for LGBT+ young people whose mental health has been affected by COVID-19 | 29,444 | - | (27,944) | - | 1,500 |
| BBC Children in Need - A Million & Me | Help Services LGBT+ national support through online contact & content | 10,932 | 50,000 | (50,644) | - | 10,288 |
| Bolton Partnerships, Thrive | Fund youth groups in Bolton | 5,220 | 5,500 | (4,845) | - | 5,875 |
| The Empowerment People | Residential for young people | 7,517 | - | (6,400) | (1,117) | - |
| Bolton CVS | Planet Rainbow youth group | 8,904 | - | (8,847) | (57) | - |
| Early Break Oldham | Package of LGBT+ support for young people in Oldham. | 1 | 12,888 | (8,169) | - | 4,720 |
| MHCC Population Health | Development of Proud Connections, a digital support service for LGBT+ young people and those supporting them | 2,524 | 10,000 | (12,524) | - | - |
| Oldham Food Project | Partnership, studying young people's relationship with food in Oldham | 14,526 | 4,298 | (19,228) | 404 | - |
| Blgrave Trust | Youth Voice work ensuring that the voices of young people are centred in the work we do | - | 41,629 | (6,780) | - | 34,849 |
| Manchester City Council | Funding youth groups and wider support for LGBT+ young people in City of Manchester | - | 80,702 | (88,859) | - | (8,157) |
| University of Manchester | Beewell Project - partnership to provide mental health and wellbeing support to young people in Manchester | - | 50,000 | - | - | 50,000 |
| Early Break Bury | Frogs Youth Group | - | 32,555 | (14,661) | - | 17,894 |
| Salford City Council | Providing Support to young people in Salford | - | 2,901 | (756) | - | 2,145 |

Training, resources and research

| | | | | | | |
|--------------------------|--|--------|--------|---------|---|--------|
| Durex Training Programme | Sex and relationships education programme | 16,499 | - | - | - | 16,499 |
| Rainbow Flag Award | Fund to develop the RFA programme scope in schools | 16,472 | 72,983 | (1,545) | - | 87,910 |

| | | | | | | |
|------------------|-------------------------------------|---|--------|----------|--|--------|
| Co-Op Foundation | Fund to develop Trans Inclusion Kit | - | 40,000 | (16,416) | | 23,584 |
|------------------|-------------------------------------|---|--------|----------|--|--------|

LGBT+ centre

| | | | | | | |
|---------------------|--|--------|--------|----------|---|--------|
| Our Manchester, MCC | Equalities programme for LGBT+ communities through the LGBT+ Centre and Community Cafe | 35,054 | 36,000 | (56,446) | - | 14,608 |
|---------------------|--|--------|--------|----------|---|--------|

| | | | | | | |
|--------------------------------------|--|---|---|---------|-------|---|
| Henry Smith Charity: Improving Lives | Community cafe providing work experience, volunteering scheme, training & group support & activities for LGBT+ people in Manchester. | - | - | (1,331) | 1,331 | - |
|--------------------------------------|--|---|---|---------|-------|---|

Infrastructure support for LGBT+ youth support

| | | | | | | |
|----------------------------|---|--------|---|----------|------|-----|
| Paul Hamlyn Foundation | Towards core salaries of senior staff | 2,195 | - | (1,569) | - | 626 |
| Esmee Fairbairn Foundation | Develop the quality & quantity of youth work with LGBT+ young people in England, including infrastructure support to the education and youth sectors. | 61,942 | - | (61,902) | (40) | - |

| | | | | | | |
|--------------------------------------|---|-------|--------|----------|--------|---|
| GMCA cultural and social impact fund | Creative engagement with young people including BAME LGBT young people and development of volunteering across Greater Manchester. | 1,611 | 34,924 | (50,298) | 13,763 | - |
|--------------------------------------|---|-------|--------|----------|--------|---|

| | | | | | | |
|-----------|----------------------|-------|---|---------|---|-----|
| MCC Covid | LGBT+ covid response | 1,532 | - | (1,182) | - | 350 |
|-----------|----------------------|-------|---|---------|---|-----|

| | | | | | | |
|--------------|--|---------|---------|-----------|---------|---------|
| Total | | 469,702 | 592,262 | (754,668) | (5,560) | 301,736 |
|--------------|--|---------|---------|-----------|---------|---------|

The Proud Trust

Notes to the accounts for the year ended 31 March 2024 (continued)

20 Analysis of movement in unrestricted funds

| | Balance at 1 April 2023 £ | Income £ | Expenditure £ | Transfers £ | Balance at 31 March 2024 £ |
|---------------------------|--|---------------------|--------------------------|------------------------|---|
| Free reserves | 1,029,685 | 290,897 | (1,018,443) | - | 302,139 |
| Designated funds | | | | | |
| New fundraiser post | | | | | - |
| Designated property | 1,997,559 | | (40,595) | - | 1,956,964 |
| Total designated | 1,997,559 | - | (40,595) | - | 1,956,964 |
| Total unrestricted | 3,027,244 | 290,897 | (1,059,038) | - | 2,259,103 |

Comparative period

| | Balance at 1 April 2022 £ | Income £ | Expenditure £ | Transfers £ | Balance at 31 March 2023 £ |
|-----------------------------|--|---------------------|--------------------------|------------------------|---|
| <i>General fund</i> | 1,230,160 | 314,561 | (520,596) | 5,560 | 1,029,685 |
| <i>LGBT+ centre rebuild</i> | - | - | - | | - |
| <i>New fundraiser post</i> | 30,750 | - | (30,750) | | - |
| <i>Designated property</i> | 2,021,981 | - | (24,306) | | 1,997,559 |
| | 3,282,891 | 314,561 | (575,652) | 5,560 | 3,027,244 |

| Name of | Description, nature and purposes of the fund |
|---------------------------------|--|
| Free reserves | The unrestricted funds after allowing for all designated funds |
| LGBT+ centre rebuild | Funds set aside for the new building project |
| New fundraiser post | Funds set aside for the new fundraiser post |
| Designated property assets fund | The fixed assets are essential for the future operation of the charity and so are excluded from free reserves. |

THE PROUD TRUST LTD

England & Wales - Charity number 1161102

Accounts

Company number: 5585290

Charity Number: 1161102

The Proud Trust

Report and financial statements

For the year ended 31 March 2023

The Proud Trust Ltd
Reference and administration information

Company number 5585290

Charity number 1161102

Registered office and operational address

The Proud Place, 49 - 51 Sidney Street, Manchester, M1 7HB

Trustees

Trustees, who are also directors under company law, who served during the year and up to the date of this report were as follows:

Emma Hawley

Luke Ives Vice-Chair

Geoffrey Thomas Chair

Manjinder Sidhu

Christopher Murphy

Rachel Cook

Jordan Barry

Melissa Surgery

Christopher Peake

Matt Smith Treasurer

William Whelton

Company secretary

Christopher Murphy

Key management personnel

Lisa Harvey-Nebil Chief Executive Officer

Bankers

Unity Trust, 4 Brindley Place, Birmingham B1 2JB

NatWest, 135 Bishopsgate, London EC2M 3UR

Triodos, deanery Road, Bristol BS1 5AS

Solicitors

Anthony Collins Solicitors LLP, 134 Edmund Street, Birmingham B3 2ES

Independent Auditors

DJH Mitten Clarke, Bridge House, Ashley Road, Altrincham, WA14 2UT

The Proud Trust Ltd

Trustees' Report for the year ended 31 March 2023

The trustees present their report and the audited financial statements for the year ended 31 March 2023. Included within the trustees' report is the directors' report as required by company law.

Reference and administrative information set out on page 1-2 forms part of this report. The financial statements comply with current statutory requirements, the memorandum and articles of association and the Statement of Recommended Practice - Accounting and Reporting by Charities: SORP applicable to charities preparing their accounts in accordance with FRS 102.

Vision Statement

The Proud Trust's vision is to create a more inclusive world where all LGBT+ young people are able to thrive and be who they are.

Objectives and activities

The Proud Trust has the following objectives as its charitable purpose for the benefit of lesbian, gay, bisexual and transgender (LGBT+) children and young people in England.

To preserve and protect the physical and mental health of such people, in particular but not exclusively through the provision of information, guidance, emotional support and social meeting spaces.

The promotion of equality and diversity for the public benefit by:

- the elimination of discrimination on the grounds of sexual orientation and gender identity.
- advancing education and raising awareness in equality and diversity.

The main activities of the Charity are:

1. Youth work, group work and events
2. One-to-one support and digital support services
3. Special projects:
 - Trans systems change work
 - Support for parents/carers of LGBT+ people
4. Training and resources, including our national Rainbow Flag Award scheme for schools
5. LGBT+ Centre and community work
6. Research
7. Infrastructure support through structured networks and events

The Proud Trust works in partnership with a variety of other organisations across the LGBT+, not-for-profit, statutory and business sectors. Activities are evaluated through the collection of quantitative and qualitative data collected from young people/participants, trainees, schools, funders and partner organisations. These are undertaken internally as well as through externally commissioned/ independent research. Identified outcomes feed into the decision making for

future developments and strategy.

The trustees review the aims, objectives and activities of the charity each year. This report looks at what the charity has achieved and the outcomes of its work in the reporting period. The trustees report the success of each key activity and the benefits the charity has brought to those groups of people that it is designed to help. The review also helps the trustees ensure the charity's aims, objectives and activities remain focused on its stated purposes.

The trustees have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing the charity's aims and objectives and in planning its future activities. In particular, the trustees consider how planned activities will contribute to the aims and objectives that have been set.

Activities and beneficiaries of our services

The Proud Trust is a life enhancing charity supporting lesbian, gay, bisexual and trans (including non-binary) people and those with related identities - 'LGBT+ people'. We have directly reached over 20,407 people this year through our training offer, youth groups, proud connections, resource downloads, outreach events and community use of The Proud Place. This is supported by our delivery to training professionals, website analytics and our social media reach which has an indirect positive impact on approximately 205,865 people in England. In addition to the numbers quoted, we are also aware that we will reach more young people through the teachers and professionals who attend our training. Through this work we have been able to provide support to many who would not have support elsewhere. The Charity furthers its charitable purposes for the public benefit through the following:

1. Youth work, group work and events

All services are developed and delivered within a professional youth work philosophy. The organisation currently runs 18 LGBT+ youth groups across Greater Manchester and Cheshire. This includes local groups in Manchester City Centre, Bury, Stockport, Trafford, Rochdale, Oldham, Bolton, Chester, Ellesmere Port, Winsford and Northwich and this year we have introduced new groups for young adults aged 18+. Intersectional identities/ lesser-represented parts of the LGBT+ community are specifically catered for by focussed services including: three groups for trans young people, a young LGB and pansexual women's group and a specific group for LGBT+ young people of colour. We have continued our work with partner organisations to contribute further towards increased physical, emotional and social activity amongst young people.

In this year we have returned to face to face delivery for all youth groups across our patch, however, we have maintained one digital youth group offer, acknowledging that it enables young people to access provision outside of face to face provision, as well as linking with their peers across Greater Manchester and Cheshire.

Through the delivery of youth group sessions, we had 434 young people who were regular attendees this year and have continued to strengthen our outreach activities throughout the year, with teams attending 85 outreach events reaching 9454 people.

We asked young people who regularly come to our groups what the direct result of coming to The Proud Trust is. After attending one of our services:

- Young people rated their confidence an average of 4 out of 5
- Youth groups rated their resilience an average of 4.4 out of 5

- Young people rated their sense of community an average of 4.4 out of 5

Our youth work team have worked alongside young people to develop projects which align with their needs and wants, but they have also been present at every Greater Manchester pride event - continuing to promote the services the organisation offers.

2. Proud Connections:

During the 2022-23 year we developed our Proud Connections offer to become the umbrella service for those services which do not fall into the youth work remit. The Proud Connections umbrella includes our Digital Live Chat, Mentoring, Under One Roof and One to One services. Proud Connections has become the gateway to our more bespoke services, with digital live chat still able to refer across the organisation where needed. Over the past year, our Proud Connections umbrella has grown its offer in order to reach more young people, their parents and the other adults who support them

Following evaluation of the Digital Live Chat services, we have increased operation times to five days per week. This has resulted in us receiving 356 more chats than the previous year. This will be quarterly evaluated to ensure we are operating at the times we are needed and responding to the needs of our service users.

Our one to one work has also grown significantly, now offering services across our delivery patch; we have increased our staffing resource and introduced a triage system to ensure that young people are matched with the most appropriate specialist youth worker for their needs. In addition, our specialist youth workers are now based within youth groups to ensure young people attending that provision have access to a one to one session when needed.

Mentoring - Our mentoring programme has gradually grown throughout 2022/2023. We now have 36 trained mentors who are engaged with the programme. We have introduced both group, peer and individual supervision, monthly mentor newsletters and biannual in-person Proud Mentors days to ensure our volunteers are supported and receive regular training. We have also provided specific training at the request of mentors including LGBT+ and Neurodiversity training and Advocating for Trans Young People training. Across 2022/2023, we have had 21 mentor/mentee pairings. Support given to mentees includes information, advice & guidance around accessing further education, applying for volunteer positions, advocating for themselves in the workplace, transition to university, being out in the workplace, budgeting, accessing youth groups as well as general support around wellbeing.

Investing in Volunteers - We are currently working towards the Investing in Volunteers accreditation. This should be completed in December 2023 and assessed in January 2024. Our priority areas have been:

- Awareness - we are working towards all staff being aware of what mentoring is and what value mentors bring to The Proud Trust.
- One Team Approach - we are working towards volunteers being valued and supported in the same way as paid staff.
- EDI - we are developing a positive approach to inclusion, equity and diversity and a proactive approach to making volunteering accessible.

This work has included an EDI working group consisting of staff, mentors and trustees. The meetings have included discussions around recruiting a diverse range of mentors, accessibility of the volunteering role and supporting both mentors and mentees who are not digitally enabled

3. Special projects

The Proud Trust operates both at a grassroots level and through networks across a variety of sectors locally, regionally and nationally. This enables us to identify gaps in support or service provision. Where we identify significant gaps, we work alongside partners to develop new services directly, or campaign for services to exist or improve. We call these special projects.

This year we undertook focused areas of special projects:

1. Trans systems change work

Alongside our partners in the trans, LGBT+ and youth sectors we have identified a number of issues with trans and non-binary rights in regards to young people as follows:

- Patchy support nationally when it comes to people learning about their gender identity, with some people left without impartial, unbiased support compounded by negative media representation.
- Lack of trans or non-binary inclusion in schools leading to hostile environments and reduced opportunities to thrive in school, noticeably around attitudes of staff regarding using someone's preferred name/pronoun; toilet access, equitable sport opportunities and restrictive gendered school uniforms.
- Lack of health care that recognises and supports trans and non-binary young people, including mental health, support around transition and wider health care.

We have been addressing these through social action and strategic development within the LGBT sector with partners; working with national government and our LGBT+ sector partners to respond to research, policy or legal changes; creating our own support and advice pages on our website and 'trans proofing' checking the content of guides written by other bodies at their request; advising on research and creating our own research with academic partners.

We are also in the process of developing a Trans Inclusion Toolkit for Schools, a resource which is informed by young people, parents, carers, teachers and other professionals. A resource which aims to provide educational professionals with good practice examples and clear guidelines around the law and effective safeguarding.

2. Supporting Third Sector Partners

We had funding from Young Manchester to deliver a programme of training and workshops to increase the resilience of the LGBT+ community. This was the final year of the project, and we were able to put on or supply 19 training and workshop activities, reaching a total of 182 people from community groups and small organisations across Manchester. Sessions were usually attended by 1 or 2 members from each group, who could then share those skills with their groups or group leaders.

We have also continued to provide support via our IUKI network, providing information, support and guidance to smaller partners, including a quarterly meeting, access to training and support with funding bids, crisis management and comms.

Much of the year has been providing additional support for those groups who have unfortunately experienced loss, through suicides or criminal behaviour. This has been a

common theme running throughout the year, with the increased negative rhetoric from mass media and within politics toward the trans and non-binary communities. Our role has been to provide support to the staff and young people via wellbeing days, resources at events & access to pride. The CEO has also been providing direct support and mentoring to the staff members working with those groups.

3. Training and resources, including our national Rainbow Flag Awards scheme for schools

We delivered training and workshops primarily for the youth, education and social care sectors. From the 1750 people who attended the training we asked 301 people about the impact of our training:

- The overall average rating of the training was 9.0/10 (people rated their understanding of LGBT+ issues at 6.1/10 before receiving training and 8.7/10 after receiving training)
- 95.3% of people trained have a better understanding of the experience of LGBT+ people (or trans people if training was trans-specific).
- 96.4% are more likely to take LGBT+ people's experiences seriously, with more skills to avoid patronising, sensationalising or pitying behaviour.
- 96.0% now know what steps they need to take to improve LGBT+ lives and challenge LGBTphobia where they live, learn, pray and play.
- 95.7% are more likely to set an example through 'usualising' LGBT+ identities and making these visible in their everyday life, e.g. talking about them.
- 95.4% are more likely to advocate and stand up for LGBT+ people and the needs of LGBT+ people even in the face of hostility or other barriers.

We have continued our focus towards training adults and changing the wider culture within schools through a 'whole school approach'. In this financial year we have trained 187 schools and colleges in Rainbow Flag Award Training and have piloted our Rainbow Flag Award for the youth sector with three organisations successfully participating in the pilot.

The Rainbow Flag Award utilises a whole school approach to achieve cultural change, with young people at the heart of the change. Rainbow Flag Award continues to be delivered nationally through our local partners, ensuring greatest possible reach.

We have continued to deliver the LGBT+ GSA (Groups in Schools' Alliance) for schools who currently deliver LGBT+ groups even though this has been much quieter this year due to the closure of schools during lockdowns, which has reduced the possibility of these (often lunchtime) in-person groups in schools.

We collaborated with Schools OUT UK to deliver the official national LGBT+ History Month Pack and had 7500 downloads of it this year, and sold 6744 educational resources in our online shop.

5. The Proud Place and community work

Community Groups

We welcome 145 adult members of the community a week through the doors of The Proud Place via community groups, plus we are home to youth groups run by Manchester Pride and AKT. These groups run every day of the week aligning to our original purpose of being a venue for the whole community.

Events

We have hosted 38 events at The Proud Place since opening. Ranging from regular board game nights to provide a free third space for the community, to jumble sales and clothes swaps, book launches, zine workshops, and family events. The success of these events is down to the team who understand the importance of making a welcoming and accessible space.

Bookings

We welcomed 117 external room bookings into our spaces (not including community group bookings, or internal meetings with stakeholders). These are folks who have found us via word of mouth, the website, or are repeat bookings. They include sector partners such as GHT and AKT, orgs such as BSA, NSPCC, Sparkle, etc.

6. Research

This year we have been working closely with Manchester University and Greater Manchester Combined Authority around the BeeWell Initiative. The BeeWell initiative was founded in Manchester to look at the levels of mental health amongst young people. It is a longitudinal piece of research which follows young people through high school, providing scores based on county, local and community levels, with each school able to access a dashboard with their scores. The scores have been used by Greater Manchester Combined Authority and the ICB to commission programmes which tackle inequalities and increase the wellbeing of young people.

Young people who are involved in the programme are acting as peer researchers, supporting the BeeWell team to understand young people's responses and ensure the right questions are being asked.

We continue to be open to participation in research, however, we are also conscious of the impact this may have on the young people we work with. They attend The Proud Trust as a youth provision and therefore, we should not change their experiences by flooding provision with research.

7. Infrastructure support through structured networks and events

We continue to coordinate:

- The Ireland, UK and surrounding Islands (IUKI) LGBT+ workers network, with 250 members representing 131 youth groups
- The National Trans Youth Workers Network
- The Rainbow Flag Award Network

With these networks we have provided mutual support, training, resource development, sharing best practice, joint projects and events. We have produced joint statements for the public on topical issues.

In response to anti-trans voices, organisations such as LGBT+ Consortium, The Proud Trust, Stonewall and LGBT Foundation have come together to be able to provide a more coordinated and organised response to anti-trans messages for the LGBT+ sector at large, by forming a working group and engaging in social action and work with the media.

We are currently working with these organisations on topics such as, but not limited to;

- Conversion Therapy Practices

- Guidance for schools
- Sexual Health & Relationships work

Achievements and Performance

The main achievements during the year were shaped by the impacts of the increasing negative anti-trans rhetoric across all aspects of our services and our priority to work more collaboratively across the sector:

- Intergenerational afternoon tea with George House Trust, Bringing their Age + group and some of our young people together for World Aids day. Through crafts and over food they shared how things have changed with HIV and it isn't how it was back in the 80s.
- Holding our first private dinner aimed at raising awareness across our corporate partners and diversifying our funding streams.
- HR function gaining widespread recognition and inclusion across The Proud Trust, particularly in collaboration with the Management and Senior Leadership team. In turn, this has allowed for improved employee relations across the organisation, with staff more open to change.
- Introduction of "The Proud Pages" has improved communication and collaboration, streamlined processes, employee engagement and efficient information retrieval.
- Increase in people accessing the Proud Connections digital platform for information, advice & guidance.
- Maintaining our training and development footprint, with our flagship programme, Rainbow Flag Award going from strength to strength.

March 2023 marks the beginning of our final year of the internal strategy, set out at the end of the improvement plan.

We are well on our way to achieving many of the objectives set out in the strategy, with highlights including, but not limited to:

- Ensuring all colleagues across the organisation have access to The Proud Pages and Spectrum, which provide information and support.
- Increasing the level of qualified youth workers across the team which in turn will increase the quality of delivery
- Refresh of all governance elements of the organisation to ensure we are compliant with Charly Commission rules.
- We continue to audit and improve our safeguarding policy and practices.
- Being an active partner in local, regional and national campaigns which aim to challenge discrimination and combat inequality

The Proud Trust worked with an external facilitator from Taproot to formulate an action plan. The action plan prioritised our internal structures and development for 2021/23 and we produced a plan on the page to run alongside this.

We have achieved in the following areas of the action plan:

Governance: We found that the trustees have a good set of materials and resources to help them do their job. We have introduced a split in the sub-committee structure to ensure that governance has the priority required. We have also completed an audit of our governance

performance and structure against the charity commission governance tool. In addition, we have introduced a systems and governance role, as well as, ensuring the CEO has the appropriate knowledge.

Planning and leadership: We found that we have had good planning processes for understanding what young people need and the world around us. We are good at deciding future business strategy and help for young people. We now have regular team meetings which include the whole staff team, trustees and mentors. Everyone is involved in the development of new strategies and there are regular opportunities for team members and trustees to interact.

Our offer to young people: We have been working with more young people year-on-year. We are confident in the quality and impact of our work with young people, and that we listen to them and help them have control and choice. We have introduced youth voice as a priority across the organisation, with dedicated work within the area, currently working alongside colleagues on a youth voice initiative focused on wellbeing.

Management and support: We have introduced regular 'check in points' across the year to ensure there is opportunity for feedback, challenge and change from all those involved in the organisation. Our new terms and conditions, moving to real living wage and appraisal systems ensure that all employees have a variety of options for support. We have also implemented a regular 'CEO drop in' where anyone across the organisation can book a time slot or drop in to talk to the CEO about anything. In addition, we have introduced meetings with all managers & SLT as part of the induction process.

Internal communication: As part of the implementation of this improvement plan, we have introduced cross team meetings, introduced social sessions, increased the number of all staff days and implemented The Proud Pages. All of these activities have encouraged more cross team communication and working.

Managing money: The financial position of the charity is stable, though there is a continuing need to generate income to replace any funds that are lost.

Working with others and reputation: We found that The Proud Trust has a good reputation and is a brand that is recognised and trusted. It has good relationships and is good at networking. There are good communications resources, and the media position is strong. We wanted to be able to respond more quickly to media requests and to continue to enable all staff and trustees to communicate about us and what we do. We want to do more to reach out to any communities that we have not reached well in the past and to organisations outside of the LGBT+ sector

Assessing outcomes and impact: We found from the research across the staff team that there is a strong understanding of outcomes and we are good at routinely asking young people to report on the impact we are having. We have also recently done some work to understand our impact on wider society. We want to make sure the messages from our evaluation are used when we plan for the future.

Financial Review

Funders have been empathetic and flexible as we recover from the pandemic, with many extending funding and spending periods and rolling on funding for an additional year. In addition, funders have been happy for us to reallocate funds where we saw an underspend due to online delivery.

Funders have also been forthcoming about issuing us with cost of living increase payments, acknowledging that our recipients have been affected disproportionately by the cost of living crisis.

Trading income through training activity had a record year with the team fully embedding delivery in a virtual space which mobilised them to return to full delivery of the training programme and Rainbow Flag Award.

This year we chose to fund much of our operational growth through our reserves. As such, there was a deficit of £419K. Despite this, we still have healthy reserves as laid out below.

We continue to monitor the funding landscape carefully. While we saw flexibility from many of our public sector and statutory funders as we emerged from the pandemic, we can see that political and economic uncertainty is going to impact future funding. In response to this we have been working to increase our corporate and philanthropic funders to create a more diverse range of income streams, reducing the risk of instability in our funding and dependency on public sector income.

Risk management

The Trustees have conducted a review of the major risks to which the charity is exposed and systems have been established to mitigate those risks. The risk register for the organisation outlines and rates risks in relation to governance, management, operations, human resources, funding and resource procurement, finance, reputation and relationships, health and safety and compliance.

For each risk there is a record of recent developments to mitigate the risk, and future actions with a responsible person assigned to each and a date for completion or review. This is reviewed regularly by staff and by the governance sub-committee.

The main risks, potential impact and mitigating action facing the charity are as follows:

- Funder priorities change or differ from ours: this would mean that for the young people affected, we are less able to do the work needed, fewer projects and less income to pay for staff. To mitigate this, we have now implemented a fundraising pipeline, which identifies available funds and predicts the level of success. We have also begun to employ a new private donor and corporate ask, something which had not been fully explored in previous years. The size of the charity means we have options to avoid funders that don't fit with the organisation, and focus on those who do, as well as develop relationships with funders to help them prioritise equality and LGBT+ people as an often overlooked group amongst traditional grant giving organisations.
- Failure to keep pace with changing market and sector environments: this would mean our services are no longer attractive to young people, funders, schools or other markets, failure to meet income targets and the organisation's approach becomes irrelevant to achieving our purposes. To mitigate this, we keep up to date within the field, training and

networking, committee memberships, and conversations with young people and other beneficiaries, we carry out ongoing research into youth and community developments, and young people's lives.

- Where key staff leave: this leads to loss of experience and skills, recruitment costs and lead time to replace, re training costs with an operational impact on staff morale. To mitigate this, we have implemented professional HR processes, with a dedicated HR manager who is responsible for ensuring we have the best recruitment processes, we invest in our staff via supervision, team meetings, staff days and training and we now have contracts which address induction and notice periods.
- Negative media attention: this would mean that the services we offer are challenged in a negative way and come under scrutiny due to bias and discrimination. To mitigate this, we have a crisis communications plan, dedicated staff members who complete regular horizon scanning and regular comms training for staff members and trustees.

Reserves Policy

The aim of the reserves policy is to ensure that the charity's ongoing and future activities are reasonably protected from unexpected fluctuations in its income and expenditure. The board reviewed the reserves policy and agreed that a minimum level of unrestricted general funds, also known as free reserves, of £325,000 is appropriate given the risks faced by the charity and the sustainability of its different income streams. Free reserves were £793K.

The total reserves at 31 March 2023 was £3,333k (2022: £3,752K) of which £302K (2022: £470K) are held in restricted reserves. The balance held in unrestricted reserves at 31st March 2023 was £3,031K (2022: £3,283K), of which £793K (2022: £1,044K) are free reserves, after allowing for funds tied up in tangible fixed assets and designated funds

Structure, governance and management

The organisation is a charitable company limited by guarantee, incorporated on 6th October 2005 and registered as a charity on 27th March 2015.

The company was established under a memorandum of association which established the objects and powers of the charitable company and is governed under its articles of association.

All trustees give their time voluntarily and receive no benefits from the charity. Any expenses reclaimed from the charity are set out in note 12 to the accounts.

Related parties and relationships with other organisations:

Any connection between a trustee or senior manager and any service providers must be disclosed to the full board of trustees in the same way as any other contractual relationship with a related party.

Remuneration policy for key management personnel

The Trustees have implemented a Job Evaluation Scheme in order to evaluate the need for any change to remuneration, this includes all management roles. Additionally, any change to the pay of the CEO requires approval from 3 Trustees.

Recruitment and appointment of trustees

Trustees are elected annually by the members of the charitable company attending the Annual General meeting and serve for a period of three years, after which they retire but can be re-

elected or co-opted back onto the board.

Induction and training of trustees

New trustees receive a buddy through the existing Board, who sets out their roles and responsibilities, how the Board functions, and goes through the Trustee Induction policy with them. This includes a checklist of reading and activities, including gov.uk guidelines 'The Essential Trustee'; meeting key members of staff; access to all policies, recent papers and minutes and strategic plans. They have access to the scheme of delegation, which lays out the role of the trustee board, and to the terms of reference for any sub-committees they join. They also complete conflict of interest documentation.

Trustees have the opportunity to undertake regular training, such as safeguarding and 'Duties of a Trustee' and financial training. This training is paid for by the organisation. In addition, they have access to best practice online guidance through ACAS (The Advisory, Conciliation and Arbitration Service) and the Charity Commission.

Organisational structure

The Board of Trustees administers the charity. All Trustees meet quarterly as a main Board and then as sub committees with a group covering each of People, Governance, Finance and Quality Assurance. Significant decision making comes to the main Board for approval.

The Board shapes the priorities of the organisation alongside the staff, and contributes to Business Development Plans through workshops and meetings. The Board holds the staff to account through feedback on quarterly reports from the staff regarding organisational plans and targets.

Trustees attend an away day each year to reflect on current developments/priorities.

Statement of policies

The Proud Trust has a large suite of policies and procedures in place to safeguard and support staff, young people and volunteers. These include policies covering equality and diversity; environment and sustainability; recruitment and personnel; complaints and whistleblowing; safeguarding vulnerable people including DBS checks for staff and volunteers; data protection; health and safety; anti-bribery; disciplinary; grievance and modern slavery. These are all on a review rotation of 1-3 years, the Trustees take an active role via the sub-committees in reviewing and adopting policies.

Statement of responsibilities of the trustees

The trustees (who are also directors of The Proud Trust for the purposes of company law) are responsible for preparing the trustees' annual report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable group and of the incoming resources and application of resources, including the income and expenditure, of the charitable group for that period. In preparing these financial statements, the trustees are required to:

- Select suitable accounting policies and then apply them consistently

- Observe the methods and principles in the Charities SORP
- Make judgements and estimates that are reasonable and prudent
- State whether applicable UK Accounting Standards and statements of recommended practice have been followed, subject to any material departures disclosed and explained in the financial statements
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation

The trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charitable group and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

This report has been prepared in accordance with the provisions applicable to company's subject to the small companies' regime of the Companies Act 2006.

The trustees' annual report has been approved by the trustees on and signed on their behalf by:

Chris Murphy

Christopher Murphy 2024,
12:03pm)

Company Secretary and Trustee

27 Jan 2024

Report to the trustees of The Proud Trust Limited



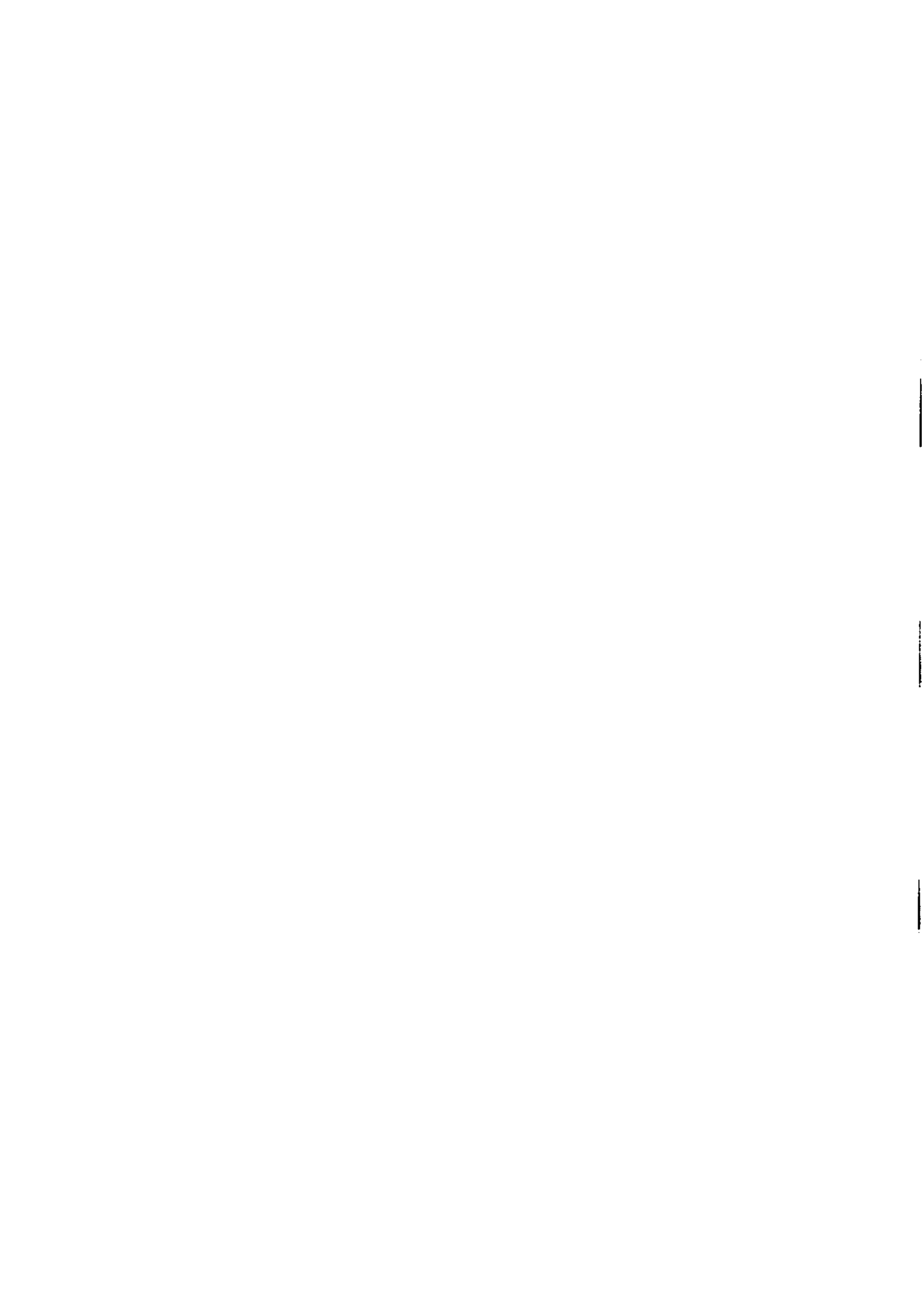
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| Sat, 27th Jan 2024 12:03:37 UTC | Christopher Murphy - Signer (2bb4e9a85a59975da8e1f4467550fded) |

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| Sat, 27th Jan 2024 12:03:38 UTC | Christopher Murphy viewed the envelope (31.94.30.251) |
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The Proud Trust Ltd

Trustee's Report for the year ended 31st March 2023

Statement of responsibilities of the trustees

The trustees (who are also directors of The Proud Trust for the purposes of company law) are responsible for preparing the trustees' annual report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable group and of the incoming resources and application of resources, including the income and expenditure, of the charitable group for that period. In preparing these financial statements, the trustees are required to:

- Select suitable accounting policies and then apply them consistently
- Observe the methods and principles in the Charities SORP
- Make judgements and estimates that are reasonable and prudent
- State whether applicable UK Accounting Standards and statements of recommended practice have been followed, subject to any material departures disclosed and explained in the financial statements
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation

The trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charitable group and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

In so far as the trustees are aware:

- There is no relevant audit information of which the charitable company's auditors are unaware
- The trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information

The trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

The Proud Trust Ltd

Trustee's Report for the year ended 31st March 2023

Auditors

DHJ Mitten Clarke were appointed as the charitable company's auditors during the year and have expressed their willingness to act in that capacity.

This report has been prepared in accordance with the provisions applicable to company's subject to the small companies' regime of the Companies Act 2006.

The trustees' annual report has been approved by the trustees on and signed on their behalf by:

Chris Murphy

Christopher Murphy
12:03pm
Company Secretary and Trustee

27 Jan 2024



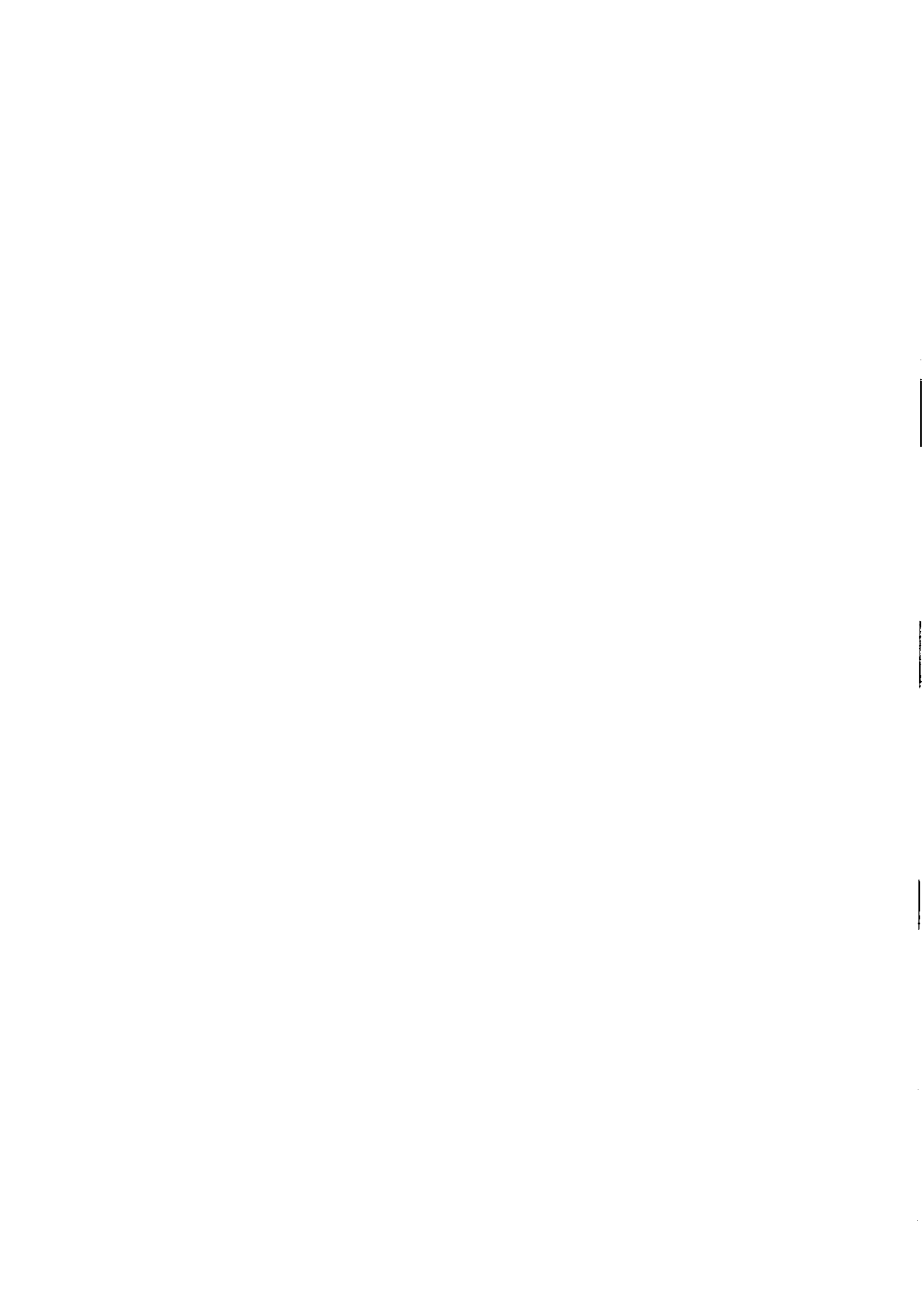
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THE PROUD TRUST

INDEPENDENT AUDITOR'S REPORT TO THE TRUSTEES OF THE PROUD TRUST

Opinion

We have audited the financial statements of The Proud Trust (the 'charity') for the year ended 31 March 2023 which comprise the statement of financial activities, the balance sheet, the statement of cash flows and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2023 and of its incoming resources and application of resources, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the *Auditor's responsibilities for the audit of the financial statements* section of our report. We are Independent of the charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charity's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Other information

The other information comprises the information included in the annual report other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the annual report. Our opinion on the financial statements does not cover the other information and we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters in relation to which the Charities (Accounts and Reports) Regulations 2008 require us to report to you if, in our opinion:

- the information given in the financial statements is inconsistent in any material respect with the trustees' report; or
- sufficient accounting records have not been kept; or
- the financial statements are not in agreement with the accounting records; or
- we have not received all the information and explanations we require for our audit.

THE PROUD TRUST

INDEPENDENT AUDITOR'S REPORT (CONTINUED) TO THE TRUSTEES OF THE PROUD TRUST

Responsibilities of trustees

As explained more fully in the statement of trustees' responsibilities, the trustees, who are also the directors of the charity for the purpose of company law, are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error. In preparing the financial statements, the trustees are responsible for assessing the charity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

We have been appointed as auditor under section 144 of the Charities Act 2011 and report in accordance with the Act and relevant regulations made or having effect thereunder.

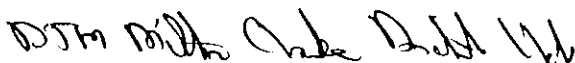
Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

The extent to which our procedures are capable of detecting irregularities, including fraud, is detailed below.

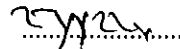
A further description of our responsibilities is available on the Financial Reporting Council's website at: <https://www.frc.org.uk/auditorsresponsibilities>. This description forms part of our auditor's report.

Use of our report

This report is made solely to the charity's trustees, as a body, in accordance with part 4 of the Charities (Accounts and Reports) Regulations 2008. Our audit work has been undertaken so that we might state to the charity's trustees those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charity and the charity's trustees as a body, for our audit work, for this report, or for the opinions we have formed.



Candice Beynon FCCA (Senior Statutory Auditor)
for and on behalf of DJH Mitten Clarke Audit Limited



Chartered Accountants
Statutory Auditor

Bridge House
Ashley Road
Hale
Altrincham
WA14 2UT

DJH Mitten Clarke Audit Limited is eligible for appointment as auditor of the charity by virtue of its eligibility for appointment as auditor of a company under section 1212 of the Companies Act 2006.

The Proud Trust

Statement of Financial Activities (including Income and Expenditure Account) for the year ended 31 March 2023

| Note | Unrestricted Funds | | Restricted Funds | | Total Funds 2023 | | Unrestricted Funds | | Restricted Funds | | Total Funds 2022 | |
|------|--------------------------------|----------------|------------------|------------------|------------------|------------------|--------------------|------------------|------------------|--|------------------|--|
| | £ | | £ | | £ | | £ | | £ | | £ | |
| | Income From | | | | | | | | | | | |
| 3 | 88,192 | - | - | - | 88,192 | - | 62,714 | 63,045 | 125,759 | | | |
| 4 | 150,889 | 592,262 | - | - | 743,151 | - | 172,735 | 704,365 | 877,100 | | | |
| 5 | 65,618 | - | - | - | 65,618 | - | 63,423 | - | 63,423 | | | |
| 6 | 9,863 | - | - | - | 9,863 | - | 3,306 | - | 3,306 | | | |
| | 314,561 | 592,262 | 592,262 | 906,824 | 906,824 | 302,178 | 767,410 | 1,069,588 | | | | |
| | Expenditure On: | | | | | | | | | | | |
| 7 | 5,533 | - | - | 5,533 | - | 8,037 | - | 8,037 | | | | |
| 8 | 570,119 | 754,668 | - | 1,324,787 | - | 120,488 | 677,845 | 798,333 | | | | |
| | 575,652 | 754,668 | 1,330,321 | | | 128,525 | 677,845 | 806,370 | | | | |
| 10 | - | 261,091 | - | 423,497 | - | 173,653 | 89,565 | 263,218 | | | | |
| | 5,560 | - | 5,560 | - | - | 746,625 | (746,625) | - | | | | |
| | - | 255,531 | 167,966 | 423,497 | 423,497 | 920,278 | 657,060 | 263,218 | | | | |
| | Reconciliation of funds | | | | | | | | | | | |
| | 3,282,774 | 469,702 | 3,752,476 | 2,362,496 | 1,126,762 | 3,489,258 | | | | | | |
| | 3,027,243 | 301,736 | 3,328,979 | 3,282,774 | 469,702 | 3,752,476 | | | | | | |

The statement of financial activities includes all gains and losses recognised in the year.
All income and expenditure derive from continuing activities

The Proud Trust
Company number 5885290
Balance Sheet
as at 31 March 2023

| | Note | 2023 | 2022 (restated) | 2022 (original) |
|--|------|------------------|------------------|------------------|
| | £ | £ | £ | £ |
| Fixed Assets | | | | |
| Tangible Assets | 15 | 2,055,712 | 2,091,890 | 2,207,692 |
| Current Assets | | | | |
| Debtors | 16 | 109,879 | 81,810 | 81,810 |
| Cash at bank and in hand | | 1,281,668 | 1,692,065 | 1,692,065 |
| Total Current Assets | | <u>1,391,547</u> | <u>1,773,875</u> | <u>1,773,875</u> |
| Liabilities | | | | |
| Creditors: amounts falling due in less than one year | 17 | (118,280) | (113,290) | (229,091) |
| Net Current Assets | | <u>1,273,268</u> | <u>1,660,585</u> | <u>1,544,784</u> |
| Net Assets | | <u>3,328,979</u> | <u>3,752,475</u> | <u>3,752,476</u> |
| The funds of the charity | | | | |
| Restricted income funds | 19 | 301,736 | 469,702 | 469,702 |
| Unrestricted income funds | 20 | 3,027,243 | 3,282,774 | 3,282,774 |
| Total charity funds | | <u>3,328,979</u> | <u>3,752,476</u> | <u>3,752,476</u> |

Chris Murphy
Christopher Murphy (Jan 27, 2024, 12:03pm)
27 JAN 2024

The Proud Trust
Statement of Cash Flow
for the year ending 31 March 2023

| | Note | 2023 | 2022 |
|---|------|------------------|------------------|
| | | £ | £ |
| Cash provided by/(used in) operating activities | 24 | (389,779) | 185,713 |
| <i>Cash flows from investing activities:</i> | | | |
| Dividends, interest, and rents from investments | | 9,863 | 3,306 |
| Purchase of tangible fixed assets | | (30,480) | (712,745) |
| Cash provided by/(used in) investing activities | | (20,618) | (709,439) |
| Increase/(decrease) in cash and cash equivalents in the year | | (410,397) | (523,726) |
| Cash and cash equivalents at the beginning of the year | | 1,692,065 | 2,215,791 |
| Cash and cash equivalents at the end of the year | | 1,281,668 | 1,692,065 |

The Proud Trust

Notes to the accounts for the year ended 31 March 2023

The Proud Trust Ltd is a private company limited by guarantee incorporated in England and Wales. The registered office is The Proud Place, 49-51 Sydney Street, Manchester, M1 7HB.

1 Accounting Policies

The principal accounting policies adopted, judgments and key sources of estimation uncertainty in the preparation of the financial statements are as follows:

a Basis of Preparation

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) issued in October 2019 - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies

The Proud Trust Ltd meets the definition of a public benefit entity under FRS102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note

The financial statements are presented in sterling which is the functional currency of the charity and rounded to the nearest £ sterling.

b Judgements and Estimates

The trustees have made no key judgments which have a significant effect on the accounts. The trustees do not consider that there are any sources of estimation uncertainty at the reporting date that have a significant risk of causing a material adjustment to the carrying amount of assets and liabilities within the next reporting period.

c Preparation of the accounts on a going concern basis

The trustees consider that there are no material uncertainties about the charitable company's ability to continue as a going concern.

d Income

Income is recognised when the charity has entitlement to the funds, any performance conditions attached to the item(s) of income have been met, it is probable that the income will be received and the amount can be measured reliably.

Income from government and other grants, whether 'capital' grants or 'revenue' grants, is recognised when the charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably and is not deferred.

Income received in advance of a provision of a specified service is deferred until the criteria for income recognition are met.

e Interest Receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the charity; this is normally upon notification of the interest paid or payable by the Bank.

f Fund Accounting

Unrestricted funds are available to spend on activities that further any of the purposes of charity.

Designated funds are unrestricted funds of the charity which the trustees have decided at their discretion to set aside to use for a specific purpose.

Restricted funds are donations which the donor has specified are to be solely used for particular areas of the charity's work or for specific projects being undertaken by the charity.

g Expenditure and Irrecoverable Vat

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably. Expenditure is classified under the following activity headings:

- Costs of raising funds comprise the costs of commercial trading including merchandise sales.
- Expenditure on charitable activities includes the costs of the four activities identified in the notes, undertaken to further the purposes of the charity, and their associated support costs

Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

h Allocation of Support Costs

Support costs are those functions that assist the work of the charity but do not directly undertake charitable activities. Support costs include back office costs, finance, personnel, payroll and governance costs which support the charity's programmes and activities. These costs have been allocated between cost of raising funds and expenditure on charitable activities. The bases on which support costs have been allocated are set out in note 9

i Operating Leases

Operating leases are leases in which the title to the assets, and the risks and rewards of ownership, remain with the lessor. Rental charges are charged on a straight line basis over the term of the lease.

j Tangible Fixed Assets

Individual fixed assets costing £500 or more are capitalised at cost and are depreciated over their estimated useful economic lives on a straight line basis as follows:

| | |
|--------------------------------|-----|
| LGBT+ Centre | 2% |
| Furniture and office equipment | 33% |

k Debtors

Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

l Cash at Bank and in Hand

Cash at bank and cash in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

m Creditors and Provisions

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

n Financial Instruments

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

o Pensions

Employees of the charity are entitled to join a defined contribution 'money purchase' scheme. The charity's contribution is restricted to the contributions disclosed in note 11. There were no outstanding contributions at the year end. The costs of the defined contribution scheme are included within support and governance costs and allocated to the funds of the charity using the methodology set out in note 9.

2 Legal Status of the Charity

The charity is a company limited by guarantee registered in England and Wales and has no share capital. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the charity. The registered office address is disclosed on page 1

The Proud Trust

Notes to the accounts for the year ended 31 March 2023 (continued)

3 Income from donations and legacies

| | Unrestricted | | Restricted | | Total 2023 | | Unrestricted | | Restricted | | Total 2022 | |
|----------------------------------|---------------|----------|------------|---------------|---------------|----------|---------------|---------------|----------------|----------|------------|----------------|
| | £ | | £ | | £ | | £ | | £ | | £ | |
| Donations | 88,192 | - | - | 88,192 | 88,192 | - | 58,980 | - | 58,980 | - | - | 58,980 |
| Coronavirus Job Retention Scheme | - | - | - | - | - | - | 3,734 | - | 3,734 | - | - | 3,734 |
| Donations for capital project | - | - | - | - | - | - | - | - | - | 63,045 | - | 63,045 |
| | 88,192 | - | - | 88,192 | 88,192 | - | 62,714 | 63,045 | 125,759 | - | - | 125,759 |

4 Income from Charitable Activities

| | Unrestricted | | Restricted | | Total 2023 | | Unrestricted | | Restricted | | Total 2022 | |
|--|----------------|----------------|----------------|----------|----------------|----------------|----------------|----------------|----------------|----------|------------|----------------|
| | £ | | £ | | £ | | £ | | £ | | £ | |
| Young peoples services | - | 408,356 | 408,356 | - | 408,356 | - | 70,525 | 432,974 | 503,499 | - | - | 503,499 |
| Training resources and research | 148,247 | 112,983 | 261,230 | - | 261,230 | 74,843 | 30,467 | 105,310 | 105,310 | - | - | 105,310 |
| LGBT+ centre | 201 | 36,000 | 36,201 | - | 36,201 | 12,467 | 96,000 | 108,467 | 108,467 | - | - | 108,467 |
| Infrastructure support for LGBT+ youth support | 2,441 | 34,924 | 37,365 | - | 37,365 | 14,900 | 144,924 | 159,824 | 159,824 | - | - | 159,824 |
| Total | 150,889 | 592,262 | 743,151 | - | 743,151 | 172,735 | 704,365 | 877,100 | 877,100 | - | - | 877,100 |

The Proud Trust

Notes to the accounts for the year ended 31 March 2023 (continued)

5 Income from Other Trading Activities

| | Unrestricted | Restricted | Total 2023 | Unrestricted | Restricted | Total 2022 |
|--------------|---------------|------------|---------------|---------------|------------|---------------|
| | £ | £ | £ | £ | £ | £ |
| Merchandise | 28,152 | - | 28,152 | 20,915 | - | 20,915 |
| Sponsorship | 30,053 | - | 30,053 | 37,423 | - | 37,423 |
| Other Income | 7,413 | - | 7,413 | 5,085 | - | 5,085 |
| Total | 65,618 | - | 65,618 | 63,423 | - | 63,423 |

6 Investment Income

| | Unrestricted | Restricted | Total 2023 | Unrestricted | Restricted | Total 2022 |
|---------------------------|--------------|------------|--------------|--------------|------------|--------------|
| | £ | £ | £ | £ | £ | £ |
| Income from Bank Deposits | 9,863 | - | 9,863 | 3,306 | - | 3,306 |
| Total | 9,863 | - | 9,863 | 3,306 | - | 3,306 |

7 Cost of Raising Funds

| | Unrestricted | Restricted | Total 2023 | Unrestricted | Restricted | Total 2022 |
|-------------------|--------------|------------|--------------|--------------|------------|--------------|
| | £ | £ | £ | £ | £ | £ |
| Merchandise Costs | 5,533 | - | 5,533 | 8,037 | - | 8,037 |
| Total | 5,533 | - | 5,533 | 8,037 | - | 8,037 |

The Proud Trust

Notes to the accounts for the year ended 31 March 2023 (continued)

8 Analysis of Expenditure on Charitable Activities

| Current Year | Young peoples services | | Training, resources and research | | LGBT+ centre | | Infrastructure support for LGBT+ youth support | | Total 2023 | |
|---|------------------------|---------|----------------------------------|---------|--------------|---|--|---|------------|---|
| | £ | £ | £ | £ | £ | £ | £ | £ | £ | £ |
| Direct Costs | 563,979 | 104,216 | 164,334 | 88,527 | 921,056 | | | | | |
| Support and governance costs (see note 9) | 273,554 | 56,373 | 30,997 | 42,807 | 403,731 | | | | | |
| | 837,533 | 160,589 | 195,331 | 131,334 | 1,324,787 | | | | | |
| Restricted expenditure | 585,777 | 22,453 | 58,916 | 87,522 | 754,668 | | | | | |
| Unrestricted expenditure | 251,757 | 138,135 | 136,415 | 43,812 | 570,119 | | | | | |
| | 837,534 | 160,588 | 195,331 | 131,334 | 1,324,787 | | | | | |

The Proud Trust

Notes to the accounts for the year ended 31 March 2023 (continued)

| <i>Comparative Year</i> | <i>Young peoples services</i> | | <i>Training, resources and research</i> | | <i>LGBT+ centre</i> | | <i>Infrastructure support for LGBT+ youth support</i> | | <i>Total 2022</i> |
|--|-------------------------------|---------------|---|----------------|---------------------|----------|---|----------|-------------------|
| | <i>£</i> | <i>£</i> | <i>£</i> | <i>£</i> | <i>£</i> | <i>£</i> | <i>£</i> | <i>£</i> | |
| <i>Direct Costs</i> | 313,176 | 28,531 | 110,531 | 157,569 | 609,807 | | | | |
| <i>Support and governance costs (see note 9)</i> | 107,084 | 7,024 | 31,448 | 42,970 | 188,526 | | | | |
| | <u>420,260</u> | <u>35,555</u> | <u>141,979</u> | <u>200,539</u> | <u>798,333</u> | | | | |
| <i>Restricted expenditure</i> | 401,030 | 3,584 | 105,465 | 167,766 | 677,845 | | | | |
| <i>Unrestricted expenditure</i> | 19,230 | 31,971 | 36,514 | 32,773 | 120,488 | | | | |
| | <u>420,260</u> | <u>35,555</u> | <u>141,979</u> | <u>200,539</u> | <u>798,333</u> | | | | |

The Proud Trust

Notes to the accounts for the year ended 31 March 2023 (continued)

9 Analysis of governance and support costs

| | Support £ | Governance £ | Total 2023 £ | Support £ | Governance £ | Total 2022 £ |
|--|----------------|-----------------|-----------------|----------------|-----------------|-----------------|
| Staff Costs | 187,689 | - | 187,689 | 112,407 | - | 112,407 |
| Consultancy | 23,582 | - | 23,582 | 33,756 | - | 33,756 |
| Unreclaimable VAT | - | - | - | 3,653 | - | 3,653 |
| Accountancy | - | 4,200 | 4,200 | - | 2,660 | 2,660 |
| Admin Costs | 188,261 | - | 188,261 | 36,050 | - | 36,050 |
| | 399,532 | 4,200 | 403,732 | 185,866 | 2,660 | 188,526 |
| Allocated as follows | | | | | | |
| Young peoples services | | | 273,554 | | | 107,084 |
| Training resources and research | | | 56,373 | | | 7,024 |
| LGBT+ centre | | | 30,997 | | | 31,448 |
| Infrastructure support for LGBT+ youth support | | | 42,807 | | | 42,970 |
| | | | 403,731 | | | 188,526 |

The cost of staff involved in managing and supporting the charity as a whole have been included in support costs in 2023 and allocated to charitable activities on the basis of time spent.

10 Net income/(expenditure) for the year

| | 2023 £ | 2022 £ |
|--|---------------|--------------|
| This is stated after charging/(crediting): | | |
| Depreciation | 66,659 | 4,318 |
| Auditor's remuneration - audit fees | 4,200 | 3,500 |
| Auditor's remuneration - accountancy fees | - | 1,200 |
| Total | 70,859 | 9,018 |

The Proud Trust

Notes to the accounts for the year ended 31 March 2023 (continued)

11 Staff Costs

Staff costs during the year were as follows

| | 2023 | 2022 |
|-----------------------------|----------------|----------------|
| | £ | £ |
| Wages and salaries | 837,826 | 514,477 |
| Social security costs | 67,929 | 37,479 |
| Pension costs | 32,689 | 13,620 |
| | <u>938,445</u> | <u>565,576</u> |
| Allocated as follows | | |
| Charitable Activities | 750,756 | 453,167 |
| Support Costs | 187,689 | 112,409 |
| | <u>938,445</u> | <u>565,576</u> |

No employees have employee benefits in excess of £60,000 (2022: Nil).

The average number of staff employed during the period was 45 (2022: 35)

The average full time equivalent number of staff employed during the period was 26.7 (2022: 17.8)

The key management personnel of the charity comprise the trustees, CEO and Deputy CEO. The total employee benefits of the key management personnel of the charity were £118,955 (2022: £48,506).

Included within employment costs of the charity are employee restructuring payments (both contractual and non-contractual) totalling £30,000 (2022: £Nil) which were still due at year end.

The Proud Trust

Notes to the accounts for the year ended 31 March 2023 (continued)

12 Trustee remuneration and expenses, and related party transactions

Neither Trustees nor any persons connected with them received any remuneration in year (2022: Nil)

Three trustees (2022: One) received travel and subsistence expenses equal to £426 (2022: £103)

Aggregate donations from related parties were nil (2022: £Nil).

There are no donations from related parties which are outside the normal course of business and no restricted donations from related parties.

No trustee or other person related to the charity had any personal interest in any contract or transaction entered into by the charity, including guarantees, during the year (2022: £Nil)

13 Government grants

The government grants recognised in the accounts were as follows:

| | 2023 £ |
|--|-------------|
| Manchester Health and Care Commissioning | 10,000 |
| Manchester City Council | 116,702 |
| NHS West Cheshire CCG | 13,315 |
| Cheshire West & Chester Council Payments | 27,331 |
| Stockport Council | 9,652 |
| Trafford MBC | 15,000 |
| NHS Heywood, Middleton and Rochdale CCG | 20,365 |
| Greater Manchester Combined Authority | 14,924 |
| | <hr/> |
| | 227,288 |
| | <hr/> <hr/> |

14 Corporation tax

The charity is exempt from tax on income and gains falling within Chapter 3 of Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992 to the extent that these are applied to its charitable objects. No tax charges have arisen in the charity.

The Proud Trust

Notes to the accounts for the year ended 31 March 2023 (continued)

15 Fixed assets: tangible assets

| Cost | Assets under construction | LGBT+ Centre | Furniture and office equipment | Total |
|--------------------------------------|------------------------------|--------------|-----------------------------------|-----------|
| At 1 April 2022 (<i>original</i>) | 2,137,782 | - | 73,792 | 2,211,574 |
| At 1 April 2022 (<i>restated</i>) | 2,021,981 | - | 73,792 | 2,095,773 |
| Additions | | 7,761 | 22,719 | 30,480 |
| Transfers | (2,021,981) | 2,021,981 | - | - |
| Disposals | - | - | - | - |
| At 31 March 2023 | - | 2,029,742 | 96,511 | 2,126,253 |
| Depreciation | | | | |
| At 1 April 2022 | - | - | 3,883 | 3,883 |
| Charge for the year | - | 32,067 | 34,592 | 66,659 |
| Disposals | - | - | - | - |
| Loss on disposal | - | - | - | - |
| At 31 March 2023 | - | 32,067 | 38,475 | 70,541 |
| Net Book Value | | | | |
| At 31 March 2023 | - | 1,997,675 | 58,036 | 2,055,712 |
| At 31 March 2022 (<i>restated</i>) | 2,021,981 | - | 69,909 | 2,091,890 |
| At 31 March 2022 (<i>original</i>) | 2,137,782 | - | 69,909 | 2,207,691 |

The Proud Trust

Notes to the accounts for the year ended 31 March 2023 (continued)

| The net book value of the LGBT+ Centre comprises | 2023 |
|--|-----------|
| | £ |
| Long Leaseholds (over 50 years) | 1,997,675 |

The prior period adjustment relates to a VAT reclaim on the capital goods scheme which had not been fully reflected in the financial statements. This has had the effect of creating a VAT creditor and reducing the book value of fixed assets by £115,801. See note 25 for further details

| 16 Debtors | 2023 | 2022 |
|----------------|----------------|---------------|
| | £ | £ |
| Trade Debtors | 60,536 | 32,014 |
| Other Debtors | 757 | 2,881 |
| Accrued Income | 40,000 | 43,251 |
| Prepayments | 8,586 | 3,664 |
| Total | <u>109,879</u> | <u>81,810</u> |

The Proud Trust

Notes to the accounts for the year ended 31 March 2023 (continued)

| 17 Creditors | 2023 | 2022 (restated) | 2022 (Original) |
|---|----------------|-----------------|-----------------|
| | £ | £ | £ |
| Trade Creditors | 32,178 | 23,782 | 23,782 |
| Accruals and other creditors | 67,372 | 25,288 | 25,288 |
| Deferred Income | - | 23,523 | 23,523 |
| Taxation and social security costs (restated) | 18,729 | 40,697 | 156,498 |
| Total | 118,280 | 113,290 | 229,091 |

The prior period adjustment relates to a VAT reclaim on the capital goods scheme which had not been fully reflected in the financial statements. This has had the effect of creating a VAT creditor and reducing the book value of fixed assets by £115,801. See note 25 for further details

| 18 Deferred Income | 2023 | 2022 |
|---|----------|---------------|
| | £ | £ |
| Deferred income brought forward | 23,523 | 70,563 |
| Income deferred in the period | 0 | 23,523 |
| Released to income from charitable activities | (23,523) | (70,563) |
| Deferred grant carried forward | - | 23,523 |

The Proud Trust

Notes to the accounts for the year ended 31 March 2023 (continued)

19 Analysis of movements in restricted funds

| Funder and project name | Description of nature and purposes | Balance at 1 | | Income | Expenditure | Transfers | Balance at 31 | |
|---|--|--------------|---------|----------|-------------|-----------|---------------|------------|
| | | April 2022 | £ | | | | £ | March 2023 |
| Young peoples services | | | | | | | | |
| Bolton NHS CCG | Programme for LGBT+ young people providing peer support & for professionals working with young people in Bolton. | 3,089 | | - | (3,089) | | | |
| NHS Manchester CCG and VCSE Health and Wellbeing Fund | Trans health care navigator one to one support for young people. | 9,198 | (8,041) | (1,998) | 840 | | | |
| Young Womens Health Project | A package of support for young women. | - | | (346) | 346 | | | |
| CWAC Equality and Diversity Third Sector Fund | LGBT+ awareness raising faith communities including resources, events & Safer Person Projects training for young people. | 7,459 | | | (7,459) | | | |
| Trafford Housing Trust | Development of Proud Connections, a digital support service for LGBT+ young people and those supporting them | 762 | | | (762) | | | |
| National Lottery Awards For All GreaterSport | Youth groups & rainbow playground. Programmes of activity, also training staff and young leaders in coaching based qualifications. | 1,865 | | (1,600) | (265) | | | |
| | | 4,520 | | (1,217) | (3,303) | | | |
| BBC Children in Need - Trans Programme | Support for trans and non-binary young people | 25,381 | 20,690 | (59,422) | 13,352 | | | |
| Young Manchester | LGBT+ youth support and services across Manchester | 29,384 | | (30,412) | 1,028 | | | |
| Young Manchester- YMCR Creative 2020-22 | Programme of creative projects for LGBT+ young people across Manchester | 7,709 | | (2,578) | | | | 5,131 |
| Cheshire Clinical Commissioning Group | LGBT+ Outreach Support in West Cheshire & Safer Person Project | 5,185 | 13,315 | (13,308) | | | | 5,192 |

| | | | | | |
|--|--------|--------|----------|----------|---------|
| Cheshire West & Chester Borough Council - CWAC YP | 49,894 | 27,331 | (70,517) | - | 6,708 |
| Manchester Pride | 5,926 | - | (608) | (5,318) | - |
| The Gaddum Centre - Getting Help Rochdale | 26,573 | 19,571 | (45,243) | - | 902 |
| Stockport SMBC | 14,299 | 9,652 | (17,426) | - | 6,525 |
| Trafford MBC - 2020-22 | 27,044 | 15,000 | (31,677) | - | 10,367 |
| Wythenshawe Community Housing Group | 17,152 | - | (1,982) | (15,170) | - |
| Heywood, Middleton & Rochdale Clinical Commissioning Group | 19,844 | 20,365 | (35,987) | - | 4,221 |
| The WEA, ESF Community Grant | 45 | - | - | (45) | - |
| BBC Children in Need - Youth Futures | 29,444 | - | (27,944) | - | 1,500 |
| BBC Children in Need - A Million & Me | 10,932 | 50,000 | (50,644) | - | 10,288 |
| Bolton Partnerships, Thrive | 5,220 | 5,500 | (4,845) | - | 5,875 |
| The Empowerment People | 7,517 | - | (6,400) | (1,117) | - |
| Bolton CVS | 8,904 | - | (8,847) | (57) | - |
| Early Break Oldham | 1 | 12,888 | (8,170) | - | 4,720 |
| MHCC Population Health | 2,524 | 10,000 | (12,524) | - | - |
| Oldham Food Project | 14,526 | 4,298 | (19,228) | 404 | - |
| Blagrove Trust | - | 41,629 | (6,780) | - | 34,849 |
| Manchester City Council | - | 80,702 | (88,859) | - | (8,157) |

| | | | | | | |
|---|--|---------|---------|-----------|----------|---------|
| University of Manchester | BeeWell Project - partnership to provide mental health and wellbeing support to young people in Manchester | - | 50,000 | - | - | 50,000 |
| Early Break Bury | Frogs youth group | - | 32,555 | (14,661) | - | 17,894 |
| Salford City Council | Providing support to young people in Salford | - | 2,901 | (756) | - | 2,145 |
| | | 334,397 | 408,356 | (563,979) | (20,614) | 158,160 |
| Training, resources and research | | | | | | |
| Durex Training Programme | Sex and relationships education programme | 16,499 | - | - | - | 16,499 |
| Rainbow Flag Award | Fund to develop the RFA programme scope in schools | 16,472 | 72,983 | (1,545) | - | 87,909 |
| Co-op Foundation | Fund to develop Trans Inclusion Toolkit | - | 40,000 | (16,416) | - | 23,584 |
| | | 32,971 | 112,983 | (17,961) | - | 127,992 |
| LGBT+ centre | | | | | | |
| Our Manchester, MCC | Equalities programme for LGBT+ communities through the LGBT+ Centre and Community Cafe. | 35,054 | 36,000 | (56,446) | - | 14,608 |
| Henry Smith Charity: Improving Lives | Community cafe providing work experience, volunteering scheme, training & group support & activities for LGBT+ people in Manchester. | - | - | (1,331) | 1,331 | - |
| | | 35,054 | 36,000 | (57,778) | 1,331 | 14,608 |

| Infrastructure support for LGBT+ youth support | | | | | |
|--|--|---------|---------|-----------|----------------|
| Paul Hamlyn Foundation | Towards core salaries of senior staff. | 2,195 | - | (1,569) | - |
| Esmée Fairbairn Foundation | Develop the quality & quantity of youth work with LGBT+ young people in England, including infrastructure support to the education and youth sectors | 61,942 | - | (61,902) | (40) |
| GMCA cultural and social impact fund | Creative engagement with young people including BAME LGBT young people and development of volunteering across Greater Manchester. | 1,611 | 34,924 | (50,298) | 13,763 |
| MCC Covid | LGBT+ covid response | 1,532 | - | (1,182) | - |
| | | 67,280 | 34,924 | (114,950) | 13,723 |
| | | 469,702 | 592,262 | (754,668) | (5,560) |
| | Total | | | | 301,736 |

The Proud Trust

Notes to the accounts for the year ended 31 March 2023 (continued)

19 Analysis of movements in restricted funds

Comparative Period

| Funder and project name | Balance at 1 April 2021 | | Income | Expenditure | Transfers | Balance at 31 March 2022 | |
|--|-------------------------|--------|--------|-------------|-----------|--------------------------|--------|
| | £ | £ | | | | £ | £ |
| Young peoples services | | | | | | | |
| Bolton NHS CCG | 3,102 | - | - | (13) | - | - | 3,089 |
| CWAC Equality and Diversity Third Sector Fund | | | | | | | |
| Programme for LGBT+ young people providing peer support & for professionals working with young people in Bolton. | 8,448 | 120 | 120 | (1,109) | - | - | 7,459 |
| LGBT+ awareness raising faith communities including resources, events & Safer Person Projects training for young people. | 5,926 | - | - | - | - | - | 5,926 |
| Package of BAME LGBT+ support for young people, events and allies training. | 5,277 | - | - | (3,412) | - | - | 1,865 |
| Youth groups & rainbow playground. | 8,041 | 32,100 | 32,100 | (30,943) | - | - | 9,198 |
| Trans health care navigator one to one support for young people. | 2,666 | - | - | (2,734) | 68 | - | - |
| A package of support for young women. | 2,274 | 2,998 | 2,998 | (752) | - | - | 4,520 |
| Programmes of activity, also training staff and young leaders in coaching based qualifications. | | | | | | | |
| Support for trans and non-binary young people | 18,072 | 39,978 | 39,978 | (32,669) | - | - | 25,381 |
| Young Manchester | | | | | | | |
| LGBT+ youth support and services across Manchester | 24,847 | 65,705 | 65,705 | (61,168) | - | - | 29,384 |
| Programme of creative projects for LGBT+ young people across Manchester | 1,810 | 15,500 | 15,500 | (9,601) | - | - | 7,709 |
| LGBT+ Outreach Support in West Cheshire & Safer Person Project | 2,095 | 15,200 | 15,200 | (12,110) | - | - | 5,185 |
| Package of LGBT+ support, outreach and training in Cheshire | 44,150 | 34,050 | 34,050 | (28,306) | - | - | 49,894 |

| | | | | | | |
|--|--|---------|---------|-----------|-------|---------|
| The Gaddum Centre - Getting Help Rochdale | Package of LGBT+ group work and one-to-one support in Rochdale | 26,779 | 19,480 | (19,686) | - | 26,573 |
| Stockport SMBC | Package of LGBT+ support, outreach and training in Stockport | 13,235 | 9,652 | (8,588) | - | 14,299 |
| Trafford MBC - 2020-22 | Package of LGBT+ support, outreach and training in Trafford | 25,746 | 14,250 | (12,952) | - | 27,044 |
| Trafford Housing Trust | Roadshow for Trafford to promote LGBT+ services available to residents | 12,949 | 2,000 | (14,187) | - | 762 |
| Wythenshawe Community Housing Group | Package of LGBT+ support, outreach and training in Wythenshawe | 17,103 | 4,000 | (3,951) | - | 17,152 |
| Heywood, Middleton & Rochdale Clinical Commissioning Group | Package of LGBT+ support, outreach and training in Rochdale | 18,135 | 25,000 | (23,291) | - | 19,844 |
| BBC Children in Need - Youth Futures | Employability programme for LGBT+ young people whose mental health has been affected by COVID-19 | 32,737 | 34,936 | (38,229) | - | 29,444 |
| BBC Children in Need - A Million & Me | Help Services LGBT+ national support through online contact & content | 20,324 | 32,450 | (41,842) | - | 10,932 |
| The Empowerment People | Residential for young people | 7,517 | - | - | - | 7,517 |
| The WEA, ESF Community Grant | To develop work place skills to enable access into employment and training for LGBT+ young people - | - | 5,000 | (4,955) | - | 45 |
| Bolton Partnerships, Thrive | Fund youth groups in Bolton | - | 7,583 | (2,363) | - | 5,220 |
| Bolton CVS | Planet Rainbow youth group | - | 25,000 | (16,096) | - | 8,904 |
| Early Break Oldham | Package of LGBT+ support for young people in Oldham. | - | 3,072 | (3,698) | 627 | 1 |
| Momentum | Improvement of website user interface | - | 14,900 | (15,425) | 525 | - |
| MHCC Population Health | Development of Proud Connections, a digital support service for LGBT+ young people and those supporting them | - | 10,000 | (7,476) | - | 2,524 |
| Oldham Food Project | Partnership, studying young people's relationship with food in Oldham | - | 20,000 | (5,474) | - | 14,526 |
| | | 301,233 | 432,974 | (401,030) | 1,220 | 334,397 |

| | | | | | |
|---|--------|---------|-----------|--------|--------|
| Training, resources and research | | | | | |
| Durex Training Programme | - | 20,000 | (3,501) | - | 16,499 |
| Rainbow Flag Award | 6,088 | 10,467 | (83) | - | 16,472 |
| | 6,088 | 30,467 | (3,584) | - | 32,971 |
| LGBT+ centre | | | | | |
| Our Manchester, MCC | 30,764 | 36,000 | (31,710) | - | 35,054 |
| Henry Smith Charity: Improving Lives | 10,852 | 60,000 | (73,755) | 2,903 | - |
| | 41,616 | 96,000 | (105,465) | 2,903 | 35,054 |
| Infrastructure support for LGBT+ youth support | | | | | |
| Paul Hamlyn Foundation | 16,694 | 30,000 | (44,499) | - | 2,195 |
| Esmee Fairbairn Foundation | 57,341 | 65,000 | (60,399) | - | 61,942 |
| GMCA cultural and social impact fund | - | 14,924 | (13,313) | - | 1,611 |
| Tudor Trust | 829 | 30,000 | (41,087) | 10,258 | - |
| MCC Covid | 5,000 | 5,000 | (8,468) | - | 1,532 |
| | 79,864 | 144,924 | (167,766) | 10,258 | 67,280 |

Sex and relationships education programme
Fund to develop the RFA programme scope in
schools

Equalities programme for LGBT+ communities
through the LGBT+ Centre and Community Cafe

Community cafe providing work experience,
volunteering scheme, training & group support
& activities for LGBT+ people in Manchester.

Towards core salaries of senior staff

Develop the quality & quantity of youth work
with LGBT+ young people in England, including
infrastructure support to the education and
youth sectors.

Creative engagement with young people
including BAME LGBT young people and
development of volunteering across Greater
Manchester.

Staffing for core posts, LGBT+ mentor/peer
support development & organisational
developments.

LGBT+ covid response

New build project
Various funders

| | | | | | |
|---|-----------|---------|-----------|-----------|---------|
| <i>For the new centre build project</i> | 697,961 | 63,045 | - | (761,006) | - |
| Total | 1,126,762 | 767,410 | (677,845) | (746,625) | 469,702 |

The Proud Trust

Notes to the accounts for the year ended 31 March 2023 (continued)

20 Analysis of movement in unrestricted funds

| | Balance at 1 April 2022 £ | Income £ | Expenditure £ | Transfers £ | Balance at 31 March 2023 £ |
|-----------------------------|---------------------------------|-------------|------------------|----------------|-------------------------------------|
| Free reserves | 1,044,332 | 314,561 | (575,652) | 5,560 | 788,801 |
| Designated funds | | | | | |
| New fundraiser post | 30,750 | | (30,750) | | - |
| Designated property | 2,021,981 | | (24,306) | - | 1,997,675 |
| Total designated | 2,052,731 | - | (55,056) | - | 1,997,675 |
| Total unrestricted | 3,097,063 | 314,561 | (630,708) | 5,560 | 2,786,477 |
| Comparative period | | | | | |
| | Balance at 1 April 2021 £ | Income £ | Expenditure £ | Transfers £ | Balance at 31 March 2022 £ |
| <i>General fund</i> | 541,666 | 302,178 | (128,525) | 329,013 | 1,044,332 |
| <i>LGBT+ centre rebuild</i> | 280,000 | - | - | (280,000) | - |
| <i>New fundraiser post</i> | 42,000 | - | - | (11,250) | 30,750 |
| <i>Designated property</i> | 1,498,830 | - | - | 708,862 | 2,021,981 |
| | 2,362,496 | 302,178 | (128,525) | 746,625 | 3,097,063 |

| Name of | Description, nature and purposes of the fund |
|---------------------------------|--|
| Free reserves | The unrestricted funds after allowing for all designated funds |
| LGBT+ centre rebuild | Funds set aside for the new building project |
| New fundraiser post | Funds set aside for the new fundraiser post |
| Designated property assets fund | The fixed assets are essential for the future operation of the charity and so are excluded from free reserves. |

The Proud Trust

Notes to the accounts for the year ended 31 March 2023 (continued)

21 Analysis of net assets between funds

| | General fund £ | Designated funds £ | Restricted funds £ | Total 2023 £ |
|----------------------------------|----------------------|--------------------------|--------------------------|------------------|
| Tangible fixed assets | 58,036 | 1,997,675 | - | 2,055,712 |
| Net current assets/(liabilities) | 1,273,268 | - | - | 1,273,268 |
| | | | | |
| Total | 1,331,304 | 1,997,675 | - | 3,328,979 |

Comparative period

| | <i>General fund £</i> | <i>Designated funds £</i> | <i>Restricted funds £</i> | <i>Total 2022 £</i> |
|---|-------------------------------|-----------------------------------|-----------------------------------|-------------------------|
| <i>Tangible fixed assets</i> | - | 2,207,692 | - | 2,207,692 |
| <i>Net current assets/(liabilities)</i> | 1,044,332 | 30,750 | 469,702 | 1,544,784 |
| | | | | |
| Total | 1,044,332 | 30,750 | 469,702 | 3,752,476 |

22 Analysis of net debt

| | At 1 April 2022 £ | <i>Cash flows</i> £ | At 31 March 2023 £ |
|--------------------------|-------------------------|------------------------|--------------------------|
| Cash at bank and in hand | 1,692,065 | (410,397) | 1,281,668 |
| | | | |
| Net debt | 1,692,065 | (410,397) | 1,281,668 |
| | | | |
| | At 1 April 2020 £ | <i>Cash flows</i> £ | At 31 March 2022 £ |
| Cash at bank and in hand | 2,215,791 | (523,726) | 1,692,065 |
| | | | |
| Net debt | 2,215,791 | (523,726) | 1,692,065 |
| | | | |

The Proud Trust

Notes to the accounts for the year ended 31 March 2023 (continued)

23 Commitments

The total amount contracted for but not provided in the financial statements was £Nil (2022: £449,137). This capital commitment related to the new centre build project.

24 Reconciliation of net movement in funds to net cash flow from operating activities

| | 2023 | 2022 |
|--|------------------|----------------|
| | £ | £ |
| Net income/(expenditure) for the year | (423,497) | 263,218 |
| Adjustments for: | | |
| Depreciation charge | 66,659 | 4,161 |
| Loss/(profit) on sale of fixed assets | - | 1,444 |
| Dividends, interest and rents from Investments | (9,863) | (3,306) |
| Decrease/(increase) in debtors | (28,069) | 51,343 |
| Increase/(decrease) in cash creditors | 4,991 | (131,147) |
| | <hr/> | <hr/> |
| Net cash provided by/(used in) operating activities | (389,779) | 185,713 |
| | <hr/> <hr/> | <hr/> <hr/> |

The Proud Trust

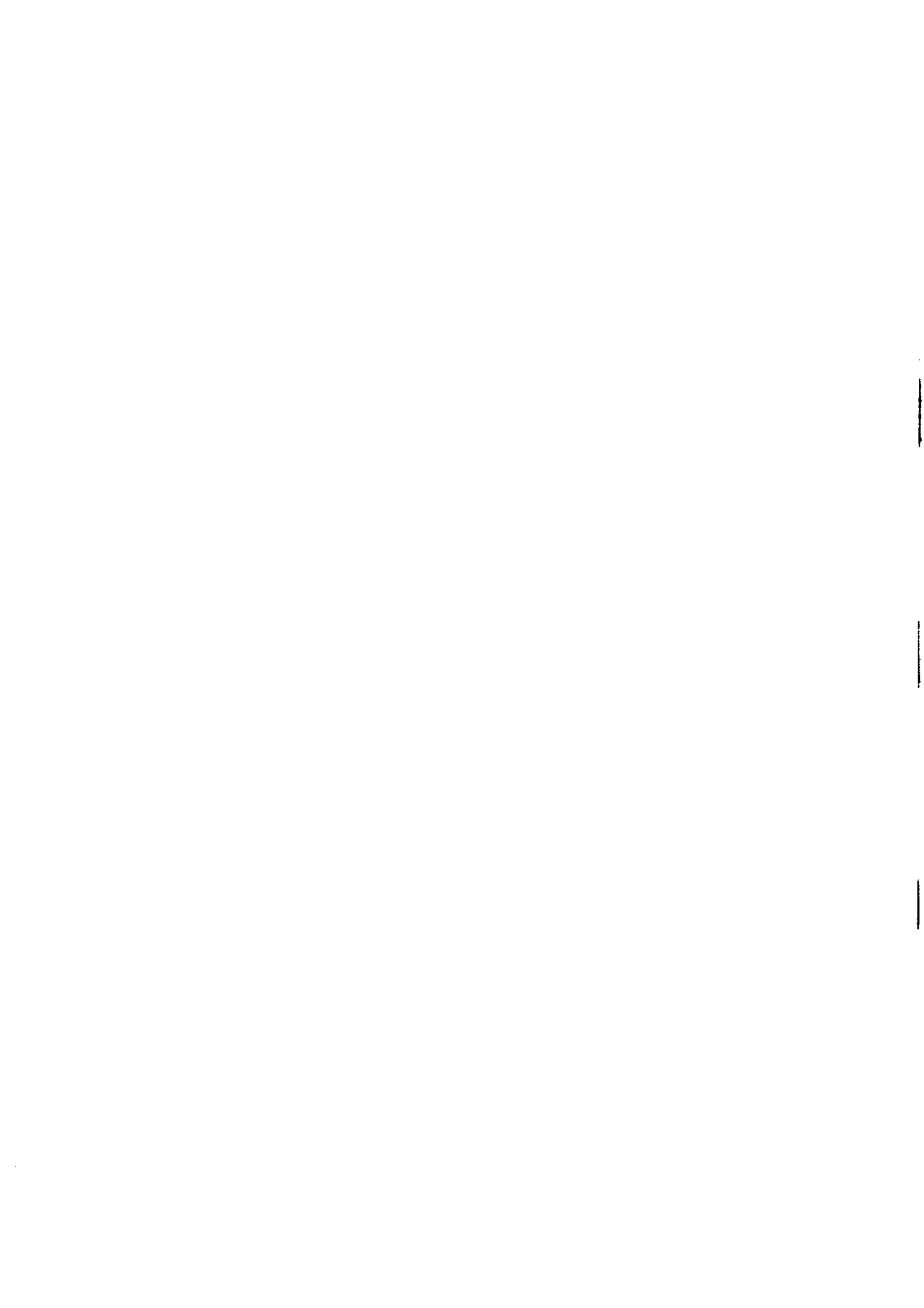
Notes to the accounts for the year ended 31 March 2023 (continued)

25 Prior Period Adjustment

The prior period adjustment relates to a VAT reclaim on the capital goods scheme which had not been fully reflected in the financial statements. This has had the effect of increasing the Taxation and Social Security creditor and reducing the book value of fixed assets by £115,801.

| | 31st March 2022 £ |
|---|-------------------------|
| Fixed Asset Net Book Value as Previously Reported | 2,207,691 |
| Adjustments Arising: | |
| VAT reclaim on capital goods scheme | (115,801) |
| Fixed Asset Book Value as restated | <u>2,091,890</u> |

| | 31st March 2022 £ |
|--|-------------------------|
| Taxation and Social Security Creditor as Previously Reported | 156,498 |
| Adjustments Arising: | |
| VAT reclaim on capital goods scheme | (115,801) |
| Fixed Asset Book Value as restated | <u>40,697</u> |



THE PROUD TRUST LTD

England & Wales - Charity number 1161102

Accounts

Company number: 5585290

Charity Number: 1161102

The Proud Trust Ltd

Report and financial statements
For the year ended 31 March 2022

The Proud Trust Ltd
Reference and administration information

Company number 5585290

Charity number 1161102

Registered office and operational address

The Proud Place, 49 - 51 Sidney Street, Manchester, M1 7HB

Trustees

Trustees, who are also directors under company law, who served during the year and up to the date of this report were as follows:

| | | |
|------------------------|------------|---------------------------|
| Emma Hawley | | |
| Oliver Bliss | | (resigned 4 August 2021) |
| Heather Graham | | (resigned 4 August 2021) |
| Luke Ives | Vice-Chair | |
| Katherine Malin-August | Treasurer | (resigned 4 August 2021) |
| Niamh Moore | | (resigned 4 August 2021) |
| Geoffrey Thomas | Chair | |
| Hannah McCoy | | (resigned 12 July 2021) |
| Lydia Shaw | | (resigned 4 June 2021) |
| Manjinder Sidhu | | (appointed 5 August 2021) |
| Christopher Murphy | | (appointed 5 August 2021) |
| Rachel Cook | | (appointed 5 August 2021) |
| Jordan Barry | | (appointed 5 August 2021) |
| Melissa Surgery | | (appointed 5 August 2021) |
| Christopher Peake | | (appointed 5 August 2021) |
| Matt Smith | Treasurer | (appointed 5 August 2021) |
| William Whelton | | (appointed 5 August 2021) |

Company secretary

| | |
|--------------------|---------------------------|
| Emma Hawley | (resigned 5 August 2021) |
| Christopher Murphy | (appointed 5 August 2021) |

Key management personnel

| | |
|-------------------|---|
| Amelia Lee | Strategic Director (until 5 September 2021) |
| Lisa Harvey Nebil | Chief Executive Officer (from 6 September 2021) |

Bankers

The Proud Trust Ltd
Reference and administration information

Unity Trust, 4 Brindley Place, Birmingham B1 2JB
Natwest, 135 Bishopsgate, London EC2M 3UR
Triodos, deanery Road, Bristol BS1 5AS
Charity Bank, Fosse House, 182 High Street, Tonbridge TN9 1BE
CAF Bank, 25 Kings Hill Avenue, Kings Hill, West Malling, Kent ME19 4JQ

Solicitors

Anthony Collins Solicitors LLP, 134 Edmund Street, Birmingham B3 2ES

Auditors

Third Sector Accountancy Limited, Holyoake House, Hanover Street, Manchester M60 0AS.

The Proud Trust Ltd

Trustees' Report for the year ended 31 March 2022

The trustees present their report and the audited financial statements for the year ended 31 March 2022. Included within the trustees' report is the directors' report as required by company law.

Reference and administrative information set out on page 1-2 forms part of this report. The financial statements comply with current statutory requirements, the memorandum and articles of association and the Statement of Recommended Practice - Accounting and Reporting by Charities: SORP applicable to charities preparing their accounts in accordance with FRS 102.

Vision Statement

The Proud Trust's vision is to end stigma and fear of stigma through working directly with LGBT+ young people as well as influencing wider society. The result will be that all LGBT+ people will be proud of who they are, and integrated across communities where they live, learn, work, play and pray.

Objectives and activities

The Proud Trust has the following objects as its charitable purpose for the benefit of lesbian, gay, bisexual and transgender (LGBT+) children and young people in England.

To preserve and protect the physical and mental health of such people, in particular but not exclusively through the provision of information, guidance, emotional support and social meeting spaces.

The promotion of equality and diversity for the public benefit by:

- the elimination of discrimination on the grounds of sexual orientation and gender identity.
- advancing education and raising awareness in equality and diversity.

The main activities of the Charity are:

1. Youth work, group work and events
2. One-to-one support and digital support services
3. Special projects:
 - Trans systems change work
 - Proud Futures employment training scheme
 - Under one Roof support for parents/carers of LGBT+ people
4. Training and resources, including our national Rainbow Flag Award scheme for schools
5. LGBT+ Centre and community work
6. Research
7. Infrastructure support through structured networks and events

The Proud Trust works in partnership with a variety of other organisations across the LGBT+, not-for-profit, statutory and business sectors. Activities are evaluated through the collection of quantitative and qualitative data collected from young people/participants, trainees, schools, funders and partner organisations. These are undertaken internally as well as through externally commissioned/ independent research. Evaluation of outcomes feed into the decision making for future developments and strategy.

The trustees review the aims, objectives and activities of the charity each year. This report looks at what the charity has achieved and the outcomes of its work in the reporting period. The trustees report the success of each key activity and the benefits the charity has brought to those groups of people that it is designed to help. The review also helps the trustees ensure the charity's aims, objectives and activities remain focused on its stated purposes.

The Proud Trust Ltd

Trustees' Report for the year ended 31 March 2022

The trustees have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing the charity's aims and objectives and in planning its future activities. In particular, the trustees consider how planned activities will contribute to the aims and objectives that have been set.

Activities and beneficiaries of our services

The Proud Trust is a life enhancing charity supporting lesbian, gay, bisexual and trans (including non-binary) people and those with related identities - 'LGBT+ people'. We have directly reached over 14,360 people this year through our training offer, youth groups, proud connections, resource downloads and community use of The Proud Place. This is supported by our delivery to training professionals, website analytics and our social media reach which has an indirect positive impact on approximately 254, 931 people in England. In addition to the numbers quoted, we are also aware that we will reach more young people through the teachers and professionals who attend our training. Through this work we have been able to be a lifeline to many who would not have support elsewhere. The Charity furthers its charitable purposes for the public benefit through the following:

1. Youth work, group work and events

All services are developed and delivered within a Professional Youth Work philosophy. The organisation currently runs 18 LGBT+ youth groups across Greater Manchester and Cheshire. This includes local groups in Manchester City Centre, Stockport, Trafford, Rochdale, Oldham, Bolton, Chester, Ellesmere Port, Winsford and Northwich and this year we have introduced a group in Bury. Intersectional identities/ lesser-represented parts of the LGBT+ community are specifically catered by focussed services including: three groups for trans young people, a young LGB and pansexual women's group and a specific group for LGBT+ young people of colour. We have continued our work with partner organisations to contribute further towards increased physical, emotional and social activity amongst young people.

In this year, we continued to operate a hybrid model for the bulk of our youth groups, understanding that many of our young people preferred to continue with online attendance. In addition, this has enabled us to increase our reach, as young people from across the North West were able to attend provision.

We delivered 689 youth group sessions, had 336 young people who were regular attendees through youth groups this year, and have continued to strengthen our outreach activities through the implementation of a new outreach strategy.

We asked 121 young people who regularly come to our groups what the direct result of coming to The Proud Trust is:

- 100% feel more included, involved and accepted
- 100% feel more confident to try new things
- 50% are more likely to challenge all forms of discrimination
- 67% have more access to art, theatre, culture, sport and heritage
- 83% say they accept themselves more because they have the space to learn about their gender and sexuality
- 83% are more hopeful about the future
- 100% feel better able to build supportive friendships and keep them strong

Trustees' Report for the year ended 31 March 2022

2. Proud Connections & One to One Support

Following our successful launch of Proud Connections and the one to one offer during the pandemic, both of these services have grown in reach and demand over the past year. In the pilot year of Proud Connections we have responded to 213 chats through our 'Need to Chat' button. Following the increase of access to the 'Need to Chat' button outside of standard operating hours we were able to invest some of our reserves income in the programme to increase operating hours across the week.

3. Special projects

The Proud Trust operates both at a grassroots level and through networks across a variety of sectors locally, regionally and nationally. This enables us to identify gaps in support or service provision. Where we identify significant gaps, we work alongside partners to develop new services directly, or campaign for services to exist or improve. We call these special projects.

This year we undertook focused areas of special projects:

3.1 Trans systems change work

Alongside our partners in the trans, LGBT+ and youth sectors we have identified a number of issues with trans and non-binary rights in regards to young people as follows:

- Patchy support nationally when it comes to people learning about their gender identity, with some people left without impartial, unbiased support compounded by negative media representation.
- Lack of trans or non-binary inclusion in schools leading to hostile environments and reduced opportunities to thrive in school, noticeably around attitudes of staff regarding using someone's preferred name/pronoun; toilet access, equitable sport opportunities and restrictive gendered school uniforms.
- Lack of health care that recognises and supports trans and non-binary young people, including mental health, support around transition and wider health care.

We have been addressing these through social action and strategic development within the LGBT sector with partners; working with national government and bodies such as the EHRC and NHS to respond to research, policy or legal changes; creating our own support and advice pages on our website and 'trans proofing' checking the content of guides written by other bodies at their request; advising on research and creating our own research with academic partners.

We have also developed and released an animation series called 'Incoming Transmissions' which helps to educate people on how to make spaces more inclusive for trans and non-binary young people. This was released during the Digital Pride weekend in Manchester and is now being exhibited at the Whitworth Art Gallery.

3.2 Under one Roof support for parents/carers of LGBT+ people

We have continued to successfully deliver a programme of support for parents and carers of LGBT+ young people across Greater Manchester. This was received well by those who went through the six week programme, and many of the parents and carers have stayed in touch with each other. The sessions are bespoke to each group, co-created with them depending on the needs and requests of participants. This has now become a standard part of our delivery offer to parents and carers.

Trustees' Report for the year ended 31 March 2022

3.3 Training and resources including our national Rainbow Flag Awards scheme for schools We delivered training and workshops primarily for the youth, education and social care sectors. We asked 248 people we trained about the impact of our training:

The overall average rating of the training was 9/10 (people rated their understanding of LGBT+ issues at 6/10 before receiving training and 9/10 after receiving training)

- 97.7% of people trained have a better understanding of the experience of LGBT+ people (or trans people if training was trans-specific).
- 93% are more likely to take LGBT+ people's experiences seriously, with more skills to avoid patronising, sensationalising or pitying behaviour.
- 97.1% now know what steps they need to take to improve LGBT+ lives and challenge LGBTphobia where they live, learn, pray and play.
- 97.1% are more likely to set an example through usualising LGBT+ identities and making these visible in their everyday life, e.g. talking about them.
- 96.5% are more likely to advocate and stand up for LGBT+ people and the needs of LGBT+ people even in the face of hostility or other barriers.

We have continued our focus towards training adults and changing the wider culture within schools through a 'whole school approach'. In this financial year we have trained 177 schools and colleges in Rainbow Flag Award Training and have piloted our Rainbow Flag Award for the youth sector with three organisations successfully participating in the pilot.

The Rainbow Flag Award utilises a whole school approach to achieve cultural change, with young people at the heart of the change. Rainbow Flag Award continues to be delivered nationally through our local partners, ensuring greatest possible reach.

We have continued to deliver the LGBT+ GSA (Groups in Schools' Alliance) for schools who currently deliver LGBT+ groups even though this has been much quieter this year due to the closure of schools during lockdowns, which has reduced the possibility of these (often lunchtime) in-person groups in schools.

We collaborated with Schools OUT UK to deliver the official national LGBT+ History Month Pack on the theme of Politics in Art and had 4222 downloads of it this year, and sold 4999 educational resources in our online shop.

4. The Proud Place and community work

The Proud Place in Manchester provides a wide range of community services and a hub for LGBT+ youth work in the North West region. We officially took receipt of the building in September 2021, moving all of our services into the centre and beginning our trial usage period to understand how services will work and how the building can be used to its full capacity. We aim to be utilising the building fully by May 2022.

5. Research

This year we continued to work with Oxford University on a NIHR project to improve the health experiences of trans and non-binary young people, in spite of an increase in backlash against this work from the growing anti-trans lobby. The anti-trans lobby are claiming that either trans young people do not exist, should not exist, or are 'confused' or pressured by others into thinking they are trans. We therefore have a big piece of work to do to challenge this harmful narrative, and were disappointed to see an openly transphobic group get charitable status this year, and have been part of the lobby to challenge this decision.

We continue to be open to participation in research, however, we are also conscious of the impact this may have on the young people we work with. They attend The Proud Trust as a youth provision and therefore, we should not change their experiences by flooding provision with research.

Trustees' Report for the year ended 31 March 2022

6. Infrastructure support through structured networks and events

We continue to coordinate:

- The Ireland, UK and surrounding Islands (IUKI) LGBT+ workers network, with 250 members representing 131 youth groups
- The North West England regional LGBT+ Youth Workers Network
- The National Trans Youth Workers Network

With these networks we have provided mutual support, training, resource development, sharing best practice, joint projects and events. We have produced joint statements for the public on topical issues.

In response to anti-trans voices, organisations such as LGBT+ Consortium, The Proud Trust, Stonewall and Gendered Intelligence have come together to be able to provide a more coordinated and organised response to anti-trans messages for the LGBT+ sector at large, by forming a working group and engaging in social action and work with the media.

We are currently supporting some other regions in England to form regional LGBT+ youth work networks as well as participate in the national networks.

Achievements and Performance

Our key challenges during the year were shaped around the lasting impacts of COVID-19 on our beneficiaries and our staff team, as well as, embedding into a new LGBT+ centre in the heart of Manchester.

Working remotely during a pandemic created opportunities but also has impacted staff wellbeing and sense of connection. Whilst we now had an office base for staff to work in, we had some continued wellbeing work to do to ensure all felt comfortable with travel and seating arrangements.

The main achievements during the year were shaped by the impacts of the pandemic across all aspects of our services:

- To develop digital youth work and one-to-one support services for LGBT+ young people in the North West of England, especially in Greater Manchester and Cheshire
- To help young people maintain social and health outcomes as well as a sense of connection, in spite of the impacts of COVID-19 and numerous lockdowns throughout most of the year
- To rebuild the LGBT+ Centre which will be a new resource for the LGBT+ Community of Greater Manchester
- To develop new services to meet gaps in current provision, including Proud Connections, Proud Futures and Under One Roof
- To maintain and grow engagement from schools to address homophobia, biphobia and transphobia, and to develop a step-up in delivery for this work through the training of new delivery organisations across the country.

March 2022 marked the end of our one year Improvement Plan.

Many of the key targets in our plan were achieved or maintained such as the LGBT+ Centre rebuild project, implementation of job evaluation and competency framework systems and development of financial and fundraising systems.

Trustees' Report for the year ended 31 March 2022

However, the impact of the pandemic throughout the year and the structural changes to the organisation also shifted the emphasis and priorities of the organisation, in line with a fast changing and uncertain environment.

Our one-year improvement plan comes from:

- Ratings, comments and suggestions from staff and trustees: over 400 comments and more than 300 suggestions for the plan
- Discussions in workshops facilitated by taproot
- Co-production of an action plan by staff and trustees

Action plan

The action plan prioritised our internal structures and development for 2021/22.

The action plan focuses on:

Governance: We found that the trustees have a good set of materials and resources to help them do their job. There were questions about whether they had enough information and processes in place to use them in practice, and whether staff and trustees know enough about each other's roles and have enough opportunities to connect, so these are priorities for the coming year.

Planning and leadership: We found that we have had good planning processes for understanding what young people need and the world around us. We are good at deciding future business strategy and help for young people, but we have missed out recently on time to share our experiences of working together as a team. We have been growing and changing quite a lot and we realised a review of how we work together felt overdue. Not all of us understand how senior roles connect and how we can all know about and take part in planning. We want to review how we hold true to our values in a changing context and how all of our important voices are heard in planning. In order to drive this forward, a new CEO post has been created, Lisa Harvey-Nevil is in post from September, 2021 to enhance our leadership and impact.

Our offer to young people: We have been working with more young people year-on-year. We are confident in the quality and impact of our work with young people, and that we listen to them and help them have control and choice. We are good at keeping vulnerable young people safe and at being creative. We want to make sure we reach all young people who need us and that we offer young people ways of progressing and moving on. We want to think about how we formalise youth participation internally across all levels of the organisation.

Management and support: Staff, volunteers and trustees enjoy their jobs and are proud of what they achieve with and for young people. Working environments are positive and well resourced. People feel accepted and supported. There are some specific issues that we will need to work on around feeling overworked and under pressure, pay rates, teams structures, staff progression, greater clarity on wellbeing processes for staff and ensuring we are a diverse and representative workforce

Internal communication: We found that how we communicate between and within teams needs some work this year. This was the most important theme for our staff and trustees when we were writing this plan. We wanted to spend more time together, especially after the difficult year we have had. We wanted to know more about each other's roles and work. We wanted to make sure we plan based on a good understanding of everyone's experiences and insight. We want to maintain a positive and respectful communication culture.

Managing money: The financial position of the charity is stable, though there is a continuing need to generate income to replace any funds that are lost.

The Proud Trust Ltd

Trustees' Report for the year ended 31 March 2022

Working with others and reputation: We found that The Proud Trust has a good reputation and is a brand that is recognised and trusted. It has good relationships and is good at networking. There are good communications resources, and the media position is strong. We wanted to be able to respond more quickly to media requests and to continue to enable all staff and trustees to communicate about us and what we do. We want to do more to reach out to any communities that we have not reached well in the past and to organisations outside of the LGBT+ sector

Assessing outcomes and impact: We found from the research across the staff team that there is a strong understanding of outcomes and we are good at routinely asking young people to report on the impact we are having. We have also recently done some work to understand our impact on wider society. We want to make sure the messages from our evaluation are used when we plan for the future.

Financial Review

Funders have been empathetic and flexible as we recover from the pandemic, with many extending funding and spending periods and rolling on funding for an additional year. In addition, funders have been happy for us to reallocate funds where we saw an underspend due to online delivery through the pandemic.

Trading income through training activity had a record year with the team fully embedding delivery in a virtual space which mobilised them to return to full delivery of the training programme and Rainbow Flag Award.

It was a healthy financial year for the organisation which has enabled a build up of reserves in line with Charity Commission best practice levels.

We continue to monitor the funding landscape carefully. While we saw flexibility from many of our public sector and statutory funders as we emerged from the pandemic, we can see that political and economic uncertainty is going to impact future funding. In response to this we have been working to increase our corporate and philanthropic funders to create a more diverse range of income streams, reducing the risk of instability in our funding and dependency on public sector income.

Risk management

The Trustees have conducted a review of the major risks to which the charity is exposed and systems have been established to mitigate those risks. The risk register for the organisation outlines and rates risks in relation to governance, management, operations, human resources, funding and resource procurement, finance, reputation and relationships, health and safety and compliance.

For each risk there is a record of recent developments to mitigate the risk, and future actions with a responsible person assigned to each and a date for completion or review. This is reviewed regularly by staff and by a different Trustee each quarter.

The main risks, potential impact and mitigating action facing the charity are as follows:

Funder priorities change or differ from ours: this would mean that for the young people affected, we are less able to do the work needed, fewer projects and less income to pay for staff. To mitigate this, staff identify which funders are a good fit, assess the priorities of key funders and look at mission overlap. The size of the charity means we have options to avoid funders that don't fit with the organisation, and focus on those who do, as well as develop relationships with funders to help them prioritise equality and LGBT+ people as an often overlooked group amongst traditional grant giving organisations.

The Proud Trust Ltd

Trustees' Report for the year ended 31 March 2022

Failure to keep pace with changing market and sector environments: this would mean our services are no longer attractive to funders, schools or other markets, failure to meet income targets and the organisation's approach becomes irrelevant to achieving our purposes. To mitigate this, we keep up to date within the field, training and networking, committee memberships, and conversations with young people and other beneficiaries, we carry out ongoing research into youth and community developments, and young people's lives.

Where key staff leave: this leads to loss of experience and skills, recruitment costs and lead time to replace, re training costs with an operational impact on staff morale. To mitigate this, we put in place processes to have two staff familiar with each key area/ process to ensure knowledge transfer. We have staff showcase learnings to one another across programmes for knowledge transfers and work across teams. We have trialled the use of learning logs across three projects to improve cross organisational learning. Supervision is also in place to create awareness of one another's roles, and identify opportunities to share learning.

Reserves Policy

The aim of the reserves policy is to ensure that the charity's ongoing and future activities are reasonably protected from unexpected fluctuations in its income and expenditure. The board reviewed the reserves policy and agreed that a minimum level of unrestricted general funds, also known as free reserves, of £300,000 is appropriate given the risks faced by the charity and the sustainability of its different income streams. Free reserves were £1,044,332. The increased reserves will be used in coming financial years to fund the expansion of the organisation, increasing capacity within the different strands of service delivery. This will bring our free reserves back in line with the reserves policy by 31st March 2024.

The total reserves at 31 March 2022 was £3,752,476 (2021: £3,489,258) of which £469,702 (2021: £1,126,762) are held in restricted reserves. The balance held in unrestricted reserves at 31st March 2022 was £3,282,774 (2021: £2,362,496), of which £1,044,332 (2021: £541,666) are free reserves, after allowing for funds tied up in tangible fixed assets and designated funds.

Structure, governance and management

The organisation is a charitable company limited by guarantee, incorporated on 6th October 2005 and registered as a charity on 27th March 2015.

The company was established under a memorandum of association which established the objects and powers of the charitable company and is governed under its articles of association.

All trustees give their time voluntarily and receive no benefits from the charity. Any expenses reclaimed from the charity are set out in note 12 to the accounts.

Related parties and relationships with other organisations

Any connection between a trustee or senior manager and any service providers must be disclosed to the full board of trustees in the same way as any other contractual relationship with a related party. There were no transactions with related organisations in this period.

Remuneration policy for key management personnel

The Trustees have implemented a Job Evaluation Scheme in order to evaluate the need for any change to remuneration, this includes all management roles. Additionally, any change to the pay of the CEO requires approval from 3 Trustees.

The Proud Trust Ltd

Trustees' Report for the year ended 31 March 2022

Recruitment and appointment of trustees

Trustees are elected annually by the members of the charitable company attending the Annual General meeting and serve for a period of three years, after which they retire but can be re-elected or co-opted back onto the board.

Induction and training of trustees

New trustees receive a buddy through the existing Board, who sets out their roles and responsibilities, how the Board functions, and goes through the Trustee Induction policy with them. This includes a checklist of reading and activities, including gov.uk guidelines 'The Essential Trustee'; meeting key members of staff; access to all policies, recent papers and minutes and strategic plans. They have access to the scheme of delegation, which lays out the role of the trustee board, and to the terms of reference for any sub-committees they join. They also complete conflict of interest documentation.

Trustees have the opportunity to undertake regular training, such as safeguarding and 'Duties of a Trustee' and financial training. This training is paid for by the organisation. In addition, they have access to best practice online guidance through ACAS (The Advisory, Conciliation and Arbitration Service) and the Charity Commission.

Organisational structure

The Board of Trustees administers the charity. All Trustees meet quarterly as a main Board and then as sub committees with a group covering each of HR, Finance and Quality Assurance. Significant decision making comes to the main Board for approval.

The Board shapes the priorities of the organisation alongside the staff, and contributes to Business Development Plans through workshops and meetings. The Board holds the staff to account through feedback on quarterly reports from the staff regarding organisational plans and targets.

Trustees attend an away day each year to reflect on current developments/priorities.

Statement of policies

The Proud Trust has a large suite of policies and procedures in place to safeguard and support staff, young people and volunteers. These include policies covering equality and diversity; environment and sustainability; recruitment and personnel; complaints and whistleblowing; safeguarding vulnerable people including DBS checks for staff and volunteers; data protection; health and safety; anti-bribery; disciplinary; grievance and modern slavery. These are all on a review rotation of 1-3 years, the Trustees take an active role via the sub-committees.

The Proud Trust Ltd

Trustees' Report for the year ended 31 March 2022

Statement of responsibilities of the trustees

The trustees (who are also directors of The Proud Trust for the purposes of company law) are responsible for preparing the trustees' annual report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable group and of the incoming resources and application of resources, including the income and expenditure, of the charitable group for that period. In preparing these financial statements, the trustees are required to:

- Select suitable accounting policies and then apply them consistently
- Observe the methods and principles in the Charities SORP
- Make judgements and estimates that are reasonable and prudent
- State whether applicable UK Accounting Standards and statements of recommended practice have been followed, subject to any material departures disclosed and explained in the financial statements
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation

The trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charitable group and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

In so far as the trustees are aware:

- There is no relevant audit information of which the charitable company's auditors are unaware
- The trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information

The trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Auditors

Third Sector Accountancy Limited were re-appointed as the charitable company's auditors during the year and have expressed their willingness to continue in that capacity.

This report has been prepared in accordance with the provisions applicable to company's subject to the small companies' regime of the Companies Act 2006.

The trustees' annual report has been approved by the trustees on and signed on their behalf by:

Christopher Murphy

Christopher Murphy
Company Secretary and Trustee

24 / 01 / 2023

Independent auditor's report to the members of The Proud trust Ltd

Opinion

We have audited the financial statements of The Proud trust Ltd (the 'charitable company') for the year ended 31 March 2022 which comprise the Statement of Financial Activities, the Balance Sheet, the Statement of Cash Flows and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2022 and of its incoming resources and application of resources for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the directors' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charitable company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the directors with respect to going concern are described in the relevant sections of this report.

Other information

The other information comprises the information included in the trustees report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information.

Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Independent auditor's report to the members of The Proud trust Ltd

Opinions on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the trustees' report, which includes the directors' report prepared for the purposes of company law, for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the directors' report included within the trustees' report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the directors' report included within the trustees' report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate and proper accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the trustees were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies' exemptions in preparing the trustees' report and from the requirement to prepare a strategic report.

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement set out on page 12, the trustees (who are also directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Other matter

The corresponding figures were not audited.

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Independent auditor's report to the members of The Proud trust Ltd

Capability of the audit in detecting irregularities, including fraud

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below.

Based on our understanding of the charity and the environment in which it operates, we identified the principal risks of non-compliance with laws and regulations related to pension legislation, tax legislation, employment legislation, health and safety legislation, safeguarding legislation, data protection and other legislation specific to the environment in which the group operates, and we considered the extent to which non-compliance might have a material effect on the financial statements. We also considered those laws and regulations that have a direct impact on the preparation of the financial statements such as the Companies Act 2006, the reporting requirements under the Charities SORP and FRS102, and the Charities Act 2011.

We evaluated management's incentives and opportunities for fraudulent manipulation of the financial statements (including the risk of override of controls), and determined that the principle risks were related to the pressure on management to achieve particular results. Audit procedures performed by the group engagement team included:

- Review of policies;
- Review of insurance;
- Discussions with management including consideration of known or suspected instances of non-compliance;
- Evaluating management's controls designed to prevent and detect irregularities;
- Identifying and testing journal entries; and
- Challenging assumptions and judgments made by management.

There are inherent limitations in the audit procedures described above and the further removed non-compliance with laws and regulations is from the events and transactions reflected in the financial statements, the less likely we would become aware of it. Also, the risk of not detecting a material misstatement due to fraud is higher than the risk of not detecting one resulting from error, as fraud may involve deliberate concealment by, for example, forgery or intentional misrepresentations, or through collusion.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

Use of the audit report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and, the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.

P Morrello

Patrick Morrello (Senior Statutory Auditor)

For and on behalf of Third Sector Accountancy Limited, Statutory Auditor

Holyoake House

Hanover Street

Manchester

M60 0AS

Date

25 / 01 / 2023

The Proud Trust Ltd
Statement of Financial Activities
(including Income and Expenditure account)
for the year ended 31 March 2022

| | Note | Unrestricted funds £ | Restricted funds £ | Total funds 2022 £ | Unrestricted funds £ | Restricted funds £ | Total funds 2021 £ |
|--|------|-------------------------|-----------------------|--------------------------|-------------------------|-----------------------|--------------------------|
| Income from: | | | | | | | |
| Donations and legacies | 3 | 62,714 | 63,045 | 125,759 | 65,275 | 57,895 | 123,170 |
| Charitable activities | 4 | 172,735 | 704,365 | 877,100 | 38,241 | 803,384 | 841,625 |
| Other trading activities | 5 | 63,423 | - | 63,423 | 26,334 | - | 26,334 |
| Investments | 6 | 3,306 | - | 3,306 | 2,872 | - | 2,872 |
| Total income | | 302,178 | 767,410 | 1,069,588 | 132,722 | 861,279 | 994,001 |
| Expenditure on: | | | | | | | |
| Raising funds | 7 | 8,037 | - | 8,037 | 708 | - | 708 |
| Charitable activities | 8 | 120,488 | 677,845 | 798,333 | 67,220 | 650,280 | 717,500 |
| Total expenditure | | 128,525 | 677,845 | 806,370 | 67,928 | 650,280 | 718,208 |
| Net income/(expenditure) for the year | 10 | 173,653 | 89,565 | 263,218 | 64,794 | 210,999 | 275,793 |
| Transfer between funds | | 746,625 | (746,625) | - | 1,498,142 | (1,498,142) | - |
| Net movement in funds for the year | | 920,278 | (657,060) | 263,218 | 1,562,936 | (1,287,143) | 275,793 |
| Reconciliation of funds | | | | | | | |
| Total funds brought forward | | 2,362,496 | 1,126,762 | 3,489,258 | 799,560 | 2,413,905 | 3,213,465 |
| Total funds carried forward | | 3,282,774 | 469,702 | 3,752,476 | 2,362,496 | 1,126,762 | 3,489,258 |

The statement of financial activities includes all gains and losses recognised in the year.
All income and expenditure derive from continuing activities.

The Proud Trust Ltd
Company number 5885290

Balance sheet as at 31 March 2022

| | Note | | 2022 | | 2021 | |
|--|------|-----------|------------------|---|------------------|------------------|
| | | £ | | £ | £ | £ |
| Fixed assets | | | | | | |
| Tangible assets | 15 | | 2,207,692 | | | 1,500,552 |
| Current assets | | | | | | |
| Debtors | 16 | 81,810 | | | 133,153 | |
| Cash at bank and in hand | | 1,692,065 | | | 2,215,791 | |
| | | | <hr/> | | <hr/> | |
| Total current assets | | | 1,773,875 | | 2,348,944 | |
| Liabilities | | | | | | |
| Creditors: amounts falling due in less than one year | 17 | (229,091) | | | (360,238) | |
| | | | | | <hr/> | |
| Net current assets | | | 1,544,784 | | | 1,988,706 |
| | | | <hr/> | | | <hr/> |
| Net assets | | | 3,752,476 | | | 3,489,258 |
| | | | <hr/> <hr/> | | | <hr/> <hr/> |
| The funds of the charity: | | | | | | |
| Restricted income funds | 19 | | 469,702 | | | 1,126,762 |
| Unrestricted income funds | 20 | | 3,282,774 | | | 2,362,496 |
| | | | <hr/> | | | <hr/> |
| Total charity funds | | | 3,752,476 | | | 3,489,258 |
| | | | <hr/> <hr/> | | | <hr/> <hr/> |

For the year in question, the company was entitled to exemption from an audit under section 477 of the Companies Act 2006 relating to small companies.

Directors' responsibilities:

- The members have not required the company to obtain an audit of its accounts for the year in question in accordance with section 476 of the Companies Act 2006,
- The directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of accounts.

These accounts are prepared in accordance with the special provisions of part 15 of the Companies Act 2006 relating to small companies and constitute the annual accounts required by the Companies Act 2006 and are for circulation to members of the company.

The notes on pages 19 to 40 form part of these accounts.

Approved by the trustees on 24 / 01 / 2023 and signed on their behalf by:

Matthew Smith

Matthew Smith (Treasurer)

The Proud Trust Ltd

Statement of Cash Flows
for the year ending 31 March 2022

| | Note | 2022 £ | 2021 £ |
|--|------|------------------|--------------------|
| Cash provided by/(used in) operating activities | 23 | 185,713 | 1,917,356 |
| <i>Cash flows from investing activities:</i> | | | |
| Dividends, interest, and rents from investments | | 3,306 | 2,872 |
| Purchase of tangible fixed assets | | (712,745) | (1,258,160) |
| Cash provided by/(used in) investing activities | | (709,439) | (1,255,288) |
| Increase/(decrease) in cash and cash equivalents in the year | | (523,726) | 662,068 |
| Cash and cash equivalents at the beginning of the year | | 2,215,791 | 1,553,723 |
| Cash and cash equivalents at the end of the year | | 1,692,065 | 2,215,791 |

1 Accounting policies

The principal accounting policies adopted, judgments and key sources of estimation uncertainty in the preparation of the financial statements are as follows:

a Basis of preparation

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) issued in October 2019 - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

The Proud Trust Ltd meets the definition of a public benefit entity under FRS102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note.

The financial statements are presented in sterling which is the functional currency of the charity and rounded to the nearest £ sterling.

b Judgments and estimates

The trustees have made no key judgments which have a significant effect on the accounts. The trustees do not consider that there are any sources of estimation uncertainty at the reporting date that have a significant risk of causing a material adjustment to the carrying amount of assets and liabilities within the next reporting period.

c Preparation of the accounts on a going concern basis

The trustees consider that there are no material uncertainties about the charitable company's ability to continue as a going concern.

d Income

Income is recognised when the charity has entitlement to the funds, any performance conditions attached to the item(s) of income have been met, it is probable that the income will be received and the amount can be measured reliably.

Income from government and other grants, whether 'capital' grants or 'revenue' grants, is recognised when the charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably and is not deferred.

Income received in advance of a provision of a specified service is deferred until the criteria for income recognition are met.

Notes to the accounts for the year ended 31 March 2022 (continued)

e Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the charity; this is normally upon notification of the interest paid or payable by the Bank.

f Fund accounting

Unrestricted funds are available to spend on activities that further any of the purposes of charity.

Designated funds are unrestricted funds of the charity which the trustees have decided at their discretion to set aside to use for a specific purpose.

Restricted funds are donations which the donor has specified are to be solely used for particular areas of the charity's work or for specific projects being undertaken by the charity.

g Expenditure and irrecoverable VAT

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably. Expenditure is classified under the following activity headings:

- Costs of raising funds comprise the costs of commercial trading including merchandise sales.
- Expenditure on charitable activities includes the costs of the four activities identified in the notes, undertaken to further the purposes of the charity, and their associated support costs.

Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

h Allocation of support costs

Support costs are those functions that assist the work of the charity but do not directly undertake charitable activities. Support costs include back office costs, finance, personnel, payroll and governance costs which support the charity's programmes and activities. These costs have been allocated between cost of raising funds and expenditure on charitable activities. The bases on which support costs have been allocated are set out in note 9.

i Operating leases

Operating leases are leases in which the title to the assets, and the risks and rewards of ownership, remain with the lessor. Rental charges are charged on a straight line basis over the term of the lease.

j Tangible fixed assets

Individual fixed assets costing £500 or more are capitalised at cost and are depreciated over their estimated useful economic lives on a straight line basis as follows:

| | |
|---|-----|
| Freehold building - assets under construction | 0% |
| Office fixtures and equipment | 33% |

The freehold building has not been brought into use yet and so no depreciation has been charged.

k Debtors

Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

l Cash at bank and in hand

Cash at bank and cash in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

m Creditors and provisions

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

n Financial instruments

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

o Pensions

Employees of the charity are entitled to join a defined contribution 'money purchase' scheme. The charity's contribution is restricted to the contributions disclosed in note 11. There were no outstanding contributions at the year end. The costs of the defined contribution scheme are included within support and governance costs and allocated to the funds of the charity using the methodology set out in note 9.

2 Legal status of the charity

The charity is a company limited by guarantee registered in England and Wales and has no share capital. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the charity. The registered office address is disclosed on page 1.

The Proud Trust Ltd

Notes to the accounts for the year ended 31 March 2022 (continued)

3 Income from donations and legacies

| | Unrestricted £ | Restricted £ | Total 2022 £ | <i>Unrestricted</i> £ | <i>Restricted</i> £ | <i>Total 2021</i> £ |
|---------------------------------|-------------------|-----------------|-----------------|--------------------------|------------------------|------------------------|
| Donations | 58,980 | - | 58,980 | 18,942 | - | 18,942 |
| Cornavirus Job Retention Scheme | 3,734 | - | 3,734 | 46,333 | - | 46,333 |
| Donations for capital project | - | 63,045 | 63,045 | - | 57,895 | 57,895 |
| Total | 62,714 | 63,045 | 125,759 | 65,275 | 57,895 | 123,170 |

4 Income from charitable activities

| | Unrestricted £ | Restricted £ | Total 2022 £ | <i>Unrestricted</i> £ | <i>Restricted</i> £ | <i>Total 2021</i> £ |
|--|-------------------|-----------------|-----------------|--------------------------|------------------------|------------------------|
| Young peoples services | 70,525 | 432,974 | 503,499 | 6,750 | 564,258 | 571,008 |
| Training resources and research | 74,843 | 30,467 | 105,310 | 24,638 | 10,000 | 34,638 |
| LGBT+ centre and café | 12,467 | 96,000 | 108,467 | 6,853 | 65,067 | 71,920 |
| Infrastructure support for LGBT+ youth support | 14,900 | 144,924 | 159,824 | - | 164,059 | 164,059 |
| Total | 172,735 | 704,365 | 877,100 | 38,241 | 803,384 | 841,625 |

The Proud Trust Ltd

Notes to the accounts for the year ended 31 March 2022 (continued)

5 Income from other trading activities

| | Unrestricted £ | Restricted £ | Total 2022 £ | <i>Unrestricted</i> £ | <i>Restricted</i> £ | <i>Total 2021</i> £ |
|--------------|-------------------|-----------------|-----------------|--------------------------|------------------------|------------------------|
| Merchandise | 20,915 | - | 20,915 | 7,250 | - | 7,250 |
| Sponsorship | 37,423 | - | 37,423 | - | - | - |
| Other income | 5,085 | - | 5,085 | 19,084 | - | 19,084 |
| | <u>63,423</u> | <u>-</u> | <u>63,423</u> | <u>26,334</u> | <u>-</u> | <u>26,334</u> |

6 Investment income

| | Unrestricted £ | Restricted £ | Total 2022 £ | <i>Unrestricted</i> £ | <i>Restricted</i> £ | <i>Total 2021</i> £ |
|---------------------------|-------------------|-----------------|-----------------|--------------------------|------------------------|------------------------|
| Income from bank deposits | 3,306 | - | 3,306 | 2,872 | - | 2,872 |
| | <u>3,306</u> | <u>-</u> | <u>3,306</u> | <u>2,872</u> | <u>-</u> | <u>2,872</u> |

7 Cost of raising funds

| | Unrestricted £ | Restricted £ | 2022 £ | <i>Unrestricted</i> £ | <i>Restricted</i> £ | 2021 £ |
|---|-------------------|-----------------|--------------|--------------------------|------------------------|------------|
| Merchandise costs | 8,037 | - | 8,037 | 465 | - | 465 |
| Support and governance costs (see note 9) | - | - | - | 243 | - | 243 |
| | <u>8,037</u> | <u>-</u> | <u>8,037</u> | <u>708</u> | <u>-</u> | <u>708</u> |

The Proud Trust Ltd

Notes to the accounts for the year ended 31 March 2022 (continued)

8 Analysis of expenditure on charitable activities

Current year

| | Young peoples services £ | Training, resources and research £ | LGBT+ centre and café £ | Infrastructure support for LGBT+ youth support | Total 2022 £ |
|---|-----------------------------|---------------------------------------|----------------------------|--|-----------------|
| Direct costs | 313,176 | 28,531 | 110,531 | 157,569 | 609,807 |
| Support and governance costs (see note 9) | 107,084 | 7,024 | 31,448 | 42,970 | 188,526 |
| | <u>420,260</u> | <u>35,555</u> | <u>141,979</u> | <u>200,539</u> | <u>798,333</u> |
| Restricted expenditure | 401,030 | 3,584 | 105,465 | 167,766 | 677,845 |
| Unrestricted expenditure | 19,230 | 31,971 | 36,514 | 32,773 | 120,488 |
| | <u>420,260</u> | <u>35,555</u> | <u>141,979</u> | <u>200,539</u> | <u>798,333</u> |

Comparative year

| | | | | | |
|---|----------------|---------------|---------------|----------------|----------------|
| Direct costs | 307,672 | 9,535 | 51,038 | 110,687 | 478,932 |
| Support and governance costs (see note 9) | 176,065 | 2,777 | 13,837 | 45,889 | 238,568 |
| | <u>483,737</u> | <u>12,312</u> | <u>64,875</u> | <u>156,576</u> | <u>717,500</u> |

The Proud Trust Ltd

Notes to the accounts for the year ended 31 March 2022 (continued)

9 Analysis of governance and support costs

| | Support £ | Governance £ | Total 2022 £ | Support £ | Governance £ | Total 2021 £ |
|--|----------------|-----------------|-----------------|----------------|-----------------|-----------------|
| Staff costs | 112,407 | - | 112,407 | 137,328 | - | 137,328 |
| Consultancy | 33,756 | - | 33,756 | 71,612 | - | 71,612 |
| Unreclaimable VAT | 3,653 | - | 3,653 | 14,551 | - | 14,551 |
| Accountancy | - | 2,660 | 2,660 | - | 2,660 | 2,660 |
| Administration costs | 36,050 | - | 36,050 | 12,660 | - | 12,660 |
| | <u>185,866</u> | <u>2,660</u> | <u>188,526</u> | <u>236,151</u> | <u>2,660</u> | <u>238,811</u> |
| Allocated as follows: | | | | | | |
| Young peoples services | | | 107,084 | | | 176,065 |
| Training resources and research | | | 7,024 | | | 2,777 |
| LGBT+ centre and café | | | 31,448 | | | 13,837 |
| Infrastructure support for LGBT+ youth | | | 42,970 | | | 45,889 |
| Cost of raising funds | | | - | | | 243 |
| | | | <u>188,526</u> | | | <u>238,811</u> |

The cost of staff involved in managing and supporting the charity as a whole have been included in support costs in 2021 and allocated to charitable activities on the basis of time spent. This is a change in presentation from the previous year, when the cost of those staff was included in expenditure on charitable activities (note 8).

Notes to the accounts for the year ended 31 March 2022 (continued)

10 Net income/(expenditure) for the year

| This is stated after charging/(crediting): | 2022 £ | 2021 £ |
|--|-------------------|-------------------|
| Depreciation | 4,318 | 278 |
| Auditor's remuneration - audit fees | 3,500 | - |
| Auditor's remuneration - accountancy fees | 1,200 | - |
| Independent examiner's fee | - | 2,000 |
| | <u> </u> | <u> </u> |

11 Staff costs

Staff costs during the year were as follows:

| | 2022 £ | 2021 £ |
|------------------------------|-------------------|-------------------|
| Wages and salaries | 514,477 | 445,406 |
| Social security costs | 37,479 | 30,309 |
| Pension costs | 13,620 | 11,956 |
| | <u> </u> | <u> </u> |
| | 565,576 | 487,671 |
| | <u> </u> | <u> </u> |
| Allocated as follows: | | |
| Charitable activities | 453,167 | 483,761 |
| Support costs | 112,409 | 3,910 |
| Governance costs | - | - |
| | <u> </u> | <u> </u> |
| | 565,576 | 487,671 |
| | <u> </u> | <u> </u> |

No employees has employee benefits in excess of £60,000 (2021: Nil).

The average number of staff employed during the period was 35 (2021: 33).

The average full time equivalent number of staff employed during the period was 17.8 (2021: 17.9).

The key management personnel of the charity comprise the trustees, the Operational Director and the Strategic Director. The total employee benefits of the key management personnel of the charity were £48,506 (2021: £73,764).

12 Trustee remuneration and expenses, and related party transactions

One trustee (2021: Nil) received travel and subsistence expenses during the year of £103 (2021: £Nil).

Apart from the above, neither the trustees nor any persons connected with them received any remuneration or reimbursed expenses during the year (2021: Nil).

Aggregate donations from related parties were £0 (2021: £50,000).

There are no donations from related parties which are outside the normal course of business and no restricted donations from related parties.

No trustee or other person related to the charity had any personal interest in any contract or transaction entered into by the charity, including guarantees, during the year (2021: nil).

13 Government grants

The government grants recognised in the accounts were as follows:

| | 2022 £ |
|--|-------------|
| Manchester Health and Care Commissioning | 32,100 |
| Manchester City Council | 131,630 |
| GreaterSports | 2,999 |
| NHS West Cheshire CCG | 15,200 |
| Cheshire West & Chester Council Payments | 34,170 |
| Stockport Council | 9,652 |
| Trafford MBC | 14,250 |
| NHS Heywood, Middleton and Rochdale CCG | 25,000 |
| Greater Manchester Combined Authority | 24,924 |
| Department of Work and Pensions | 3,734 |
| | <hr/> |
| | 293,659 |
| | <hr/> <hr/> |

14 Corporation tax

The charity is exempt from tax on income and gains falling within Chapter 3 of Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992 to the extent that these are applied to its charitable objects. No tax charges have arisen in the charity.

Notes to the accounts for the year ended 31 March 2022 (continued)

15 Fixed assets: tangible assets

| | Assets under construction £ | Furniture and office equipment £ | Total £ |
|-------------------------|-----------------------------------|---|------------------|
| Cost | | | |
| At 1 April 2021 | 1,498,830 | 17,570 | 1,516,400 |
| Additions | 638,952 | 73,793 | 712,745 |
| Disposals | - | (17,570) | (17,570) |
| | <hr/> | <hr/> | <hr/> |
| At 31 March 2022 | <u>2,137,782</u> | <u>73,793</u> | <u>2,211,575</u> |
| Depreciation | | | |
| At 1 April 2021 | - | 15,848 | 15,848 |
| Charge for the year | - | 4,161 | 4,161 |
| Disposals | - | (16,126) | (16,126) |
| | <hr/> | <hr/> | <hr/> |
| At 31 March 2022 | <u>-</u> | <u>3,883</u> | <u>3,883</u> |
| Net book value | | | |
| At 31 March 2022 | <u>2,137,782</u> | <u>69,910</u> | <u>2,207,692</u> |
| <i>At 31 March 2021</i> | <u>1,498,830</u> | <u>1,722</u> | <u>1,500,552</u> |

16 Debtors

| | 2022 £ | 2021 £ |
|----------------|---------------|----------------|
| Trade debtors | 32,014 | 42,867 |
| Other debtors | 2,881 | 41,242 |
| Prepayments | 3,664 | 1,264 |
| Accrued income | 43,251 | 47,780 |
| | <hr/> | <hr/> |
| | <u>81,810</u> | <u>133,153</u> |

17 Creditors: amounts falling due within one year

| | 2022 £ | 2021 £ |
|------------------------------------|----------------|----------------|
| Trade creditors | 23,782 | 264,559 |
| Other creditors and accruals | 25,288 | 15,759 |
| Deferred income | 23,523 | 70,563 |
| Taxation and social security costs | 156,498 | 9,357 |
| | <hr/> | <hr/> |
| | <u>229,091</u> | <u>360,238</u> |

The Proud Trust Ltd

Notes to the accounts for the year ended 31 March 2022 (continued)

18 Deferred income

| | 2022 | 2021 |
|---|-------------|-------------|
| | £ | £ |
| Deferred income brought forward | 70,563 | 148,891 |
| Income deferred in the period | 23,523 | 70,563 |
| Released to income from charitable activities | (70,563) | (148,891) |
| | <hr/> | <hr/> |
| Deferred grant carried forward | 23,523 | 70,563 |
| | <hr/> <hr/> | <hr/> <hr/> |

The Proud Trust Ltd

Notes to the accounts for the year ended 31 March 2022 (continued)

19 Analysis of movements in restricted funds

| Funder and project name | Description of nature and purposes | Balance at 1 | Income | Expenditure | Transfers | Balance at |
|---|--|--------------|--------|-------------|-----------|------------|
| | | April 2021 | | | | 31 March |
| | | £ | £ | £ | £ | 2022 |
| | | | | | | £ |
| Young peoples services | | | | | | |
| Bolton NHS CCG | Programme for LGBT+ young people providing peer support & for professionals working with young people in Bolton. | 3,102 | - | (13) | - | 3,089 |
| CWAC Equality and Diversity Third Sector Fund | LGBT+ awareness raising faith communities including resources, events & Safer Person Projects training for young people. | 8,448 | 120 | (1,109) | - | 7,459 |
| Manchester Pride | Package of BAME LGBT+ support for young people, events and allies training. | 5,926 | - | - | - | 5,926 |
| National Lottery Awards For All | Youth groups & rainbow playground. | 5,277 | - | (3,412) | - | 1,865 |
| NHS Manchester CCG and VCSE Health and Wellbeing Fund | Trans health care navigator one to one support for young people. | 8,041 | 32,100 | (30,943) | - | 9,198 |
| Young Women's Health Project | A package of support for young women. | 2,666 | - | (2,734) | 68 | - |
| GreaterSport | Programmes of activity, also training staff and young leaders in coaching based qualifications. | 2,274 | 2,998 | (752) | - | 4,520 |
| BBC Children in Need - CiN Trans | Support for trans and non-binary young people | 18,072 | 39,978 | (32,669) | - | 25,381 |
| Young Manchester - YMCR Main 2020-22 | LGBT+ youth support and services across Manchester | 24,847 | 65,705 | (61,168) | - | 29,384 |
| Young Manchester- YMCR Creative 2020-22 | Programme of creative projects for LGBT+ young people across Manchester | 1,810 | 15,500 | (9,601) | - | 7,709 |
| Cheshire Clinical Commissioning Group | LGBT+ Outreach Support in West Cheshire & Safer Person Project | 2,095 | 15,200 | (12,110) | - | 5,185 |
| Cheshire West & Chester Borough Council - CWAC YP | Package of LGBT+ support, outreach and training in Cheshire | 44,150 | 34,050 | (28,306) | - | 49,894 |
| The Gaddum Centre - Getting Help | Package of LGBT+ group work and one-to-one support in | 26,779 | 19,480 | (19,686) | - | 26,573 |
| Rochdale | Rochdale | | | | | |
| Stockport SMBC | Package of LGBT+ support, outreach and training in | 13,235 | 9,652 | (8,588) | - | 14,299 |
| | Stockport | | | | | |
| Trafford MBC - 2020-22 | Package of LGBT+ support, outreach and training in Trafford | 25,746 | 14,250 | (12,952) | - | 27,044 |

The Proud Trust Ltd

Notes to the accounts for the year ended 31 March 2022 (continued)

19 Analysis of movements in restricted funds

| Funder and project name | Description of nature and purposes | Balance at 1 | Income | Expenditure | Transfers | Balance at |
|--|--|--------------|---------|-------------|-----------|------------|
| | | April 2021 | | | | 31 March |
| | | £ | £ | £ | £ | 2022 |
| | | | | | | £ |
| Trafford Housing Trust | Roadshow for Trafford to promote LGBT+ services available to residents. | 12,949 | 2,000 | (14,187) | - | 762 |
| Wythenshawe Community Housing Group | Package of LGBT+ support, outreach and training in Wythenshawe | 17,103 | 4,000 | (3,951) | - | 17,152 |
| Heywood, Middleton & Rochdale Clinical Commissioning Group | Package of LGBT+ support, outreach and training in Rochdale | 18,135 | 25,000 | (23,291) | - | 19,844 |
| BBC Children in Need - Youth Futures | Employability programme for LGBT+ young people whose mental health has been affected by COVID-19 | 32,737 | 34,936 | (38,229) | - | 29,444 |
| BBC Children in Need - A Million & Me | Help Services LGBT+ national support through online contact & content | 20,324 | 32,450 | (41,842) | - | 10,932 |
| The Empowerment People | Residential for young people | 7,517 | - | - | - | 7,517 |
| The WEA, ESF Community Grant | To develop work place skills to enable access into employment and training for LGBT+ young people | - | 5,000 | (4,955) | - | 45 |
| Bolton Partnerships, Thrive | Fund youth groups in Bolton | - | 7,583 | (2,363) | - | 5,220 |
| Bolton CVS | Planet Rainbow youth group | - | 25,000 | (16,096) | - | 8,904 |
| Early Break Oldham | Package of LGBT+ support for young people in Oldham. | - | 3,072 | (3,698) | 627 | 1 |
| Momentum | Improvement of website user interface | - | 14,900 | (15,425) | 525 | - |
| MHCC Population Health | Development of Proud Connections, a digital support service for LGBT+ young people and those supporting them | - | 10,000 | (7,476) | - | 2,524 |
| Oldham Food Project | Partnership, studying young people's relationship with food in Oldham | - | 20,000 | (5,474) | - | 14,526 |
| | | 301,233 | 432,974 | (401,030) | 1,220 | 334,397 |

The Proud Trust Ltd

Notes to the accounts for the year ended 31 March 2022 (continued)

19 Analysis of movements in restricted funds

| Funder and project name | Description of nature and purposes | Balance at 1 April 2021 £ | Income £ | Expenditure £ | Transfers £ | Balance at 31 March 2022 £ |
|---|--|---------------------------------|-------------|------------------|----------------|-------------------------------------|
| Training, resources and research | | | | | | |
| Durex Training Programme | Sex and relationships education programme | - | 20,000 | (3,501) | - | 16,499 |
| Rainbow Flag Award | Fund to develop the RFA programme scope in schools | 6,088 | 10,467 | (83) | - | 16,472 |
| | | <hr/> | | | | |
| | | 6,088 | 30,467 | (3,584) | - | 32,971 |
| | | <hr/> | | | | |
| LGBT+ centre and café | | | | | | |
| Our Manchester, MCC | Equalities programme for LGBT+ communities through the LGBT+ Centre and Community Cafe. | 30,764 | 36,000 | (31,710) | - | 35,054 |
| Henry Smith Charity: Improving Lives | Community cafe providing work experience, volunteering scheme, training & group support & activities for LGBT+ people in Manchester. | 10,852 | 60,000 | (73,755) | 2,903 | - |
| | | <hr/> | | | | |
| | | 41,616 | 96,000 | (105,465) | 2,903 | 35,054 |
| | | <hr/> | | | | |

The Proud Trust Ltd

Notes to the accounts for the year ended 31 March 2022 (continued)

19 Analysis of movements in restricted funds

| Funder and project name | Description of nature and purposes | Balance at 1 April 2021 £ | Income £ | Expenditure £ | Transfers £ | Balance at 31 March 2022 £ |
|---|---|---------------------------------|-------------|------------------|----------------|-------------------------------------|
| Infrastructure support for LGBT+ youth support | | | | | | |
| Paul Hamlyn Foundation | Towards core salaries of senior staff. | 16,694 | 30,000 | (44,499) | - | 2,195 |
| Esmée Fairbairn Foundation | Develop the quality & quantity of youth work with LGBT+ young people in England, including infrastructure support to the education and youth sectors. | 57,341 | 65,000 | (60,399) | - | 61,942 |
| GMCA cultural and social impact fund | Creative engagement with young people including BAME LGBT young people and development of volunteering across Greater Manchester. | - | 14,924 | (13,313) | - | 1,611 |
| Tudor Trust | Staffing for core posts, LGBT+ mentor/peer support development & organisational developments. | 829 | 30,000 | (41,087) | 10,258 | - |
| MCC Covid | LGBT+ covid response | 5,000 | 5,000 | (8,468) | - | 1,532 |
| | | 79,864 | 144,924 | (167,766) | 10,258 | 67,280 |
| New build project | | | | | | |
| Various funders | For the new centre build project | 697,961 | 63,045 | - | (761,006) | - |
| Total | | 1,126,762 | 767,410 | (677,845) | (746,625) | 469,702 |

The Proud Trust Ltd

Notes to the accounts for the year ended 31 March 2022 (continued)

19 Analysis of movements in restricted funds

Comparative period

| <i>Funder and project name</i> | <i>Description of nature and purposes</i> | <i>Balance at 1 April 2020</i> | <i>Income</i> | <i>Expenditure</i> | <i>Transfers</i> | <i>Balance at 31 March 2021</i> |
|---|--|--------------------------------|---------------|--------------------|------------------|---------------------------------|
| | | <i>£</i> | <i>£</i> | <i>£</i> | <i>£</i> | <i>£</i> |
| Young peoples services | | | | | | |
| Bolton NHS CCG | Programme for LGBT+ young people providing peer support & for professionals working with young people in Bolton. | 6,767 | 1,185 | (4,850) | - | 3,102 |
| Children in Need | Delivery of trans and LGBT BAME young people's support | 4,123 | - | - | (4,123) | - |
| Co-op Foundation #iwill | To reduce youth loneliness for LGBT+ people of faith across England. | 3,692 | 24,348 | (28,040) | - | - |
| CWAC Equality and Diversity Third Sector Fund | LGBT+ awareness raising faith communities including resources, events & Safer Person Projects training for young people. | 8,448 | - | - | - | 8,448 |
| The Empowerment People | Youth worker time for young womens support | - | 1,710 | (1,710) | - | - |
| Home Office Hate Crime Community Projects | Ticket To Pride Projects | 103 | - | - | (103) | - |
| Manchester Pride | Package of BAME LGBT+ support for young people, events and allies training. | 5,966 | - | (40) | - | 5,926 |
| MHCC Thrive | Mental health and wellbeing support for LGBT+ people and their families. | 3,443 | 18,230 | (21,673) | - | - |
| National Lottery Awards For All | Youth groups & rainbow playground. | 9,715 | - | (4,438) | - | 5,277 |
| NHS Manchester CCG and VCSE Health and Wellbeing Fund | Trans health care navigator one to one support for young people. | 3,839 | 23,106 | (18,904) | - | 8,041 |
| Oldham Council Youth Fund Kerrching | Package of LGBT+ support for young people in Oldham. | 2,906 | - | (2,906) | - | - |
| Young Womens Health Project | A package of support for young women. | - | 8,320 | (5,654) | - | 2,666 |
| The Charity Service | Post therapeutic youth work, and volunteer scheme development. | - | 7,280 | (7,280) | - | - |
| GreaterSport | Programmes of activity, also training staff and young leaders in coaching based qualifications. | - | 26,986 | (24,712) | - | 2,274 |
| BBC Children in Need - CiN Trans | Support for trans and non-binary young people | - | 42,583 | (26,134) | 1,623 | 18,072 |
| Young Manchester - YMCR Main 2020-22 | LGBT+ youth support and services across Manchester | 19,861 | 65,700 | (60,714) | - | 24,847 |
| Young Manchester- YMCR Creative 2020-22 | Programme of creative projects for LGBT+ young people across Manchester | - | 15,000 | (13,190) | - | 1,810 |

The Proud Trust Ltd

Notes to the accounts for the year ended 31 March 2022 (continued)

19 Analysis of movements in restricted funds

Comparative period

| <i>Funder and project name</i> | <i>Description of nature and purposes</i> | <i>Balance at 1 April 2020</i> | <i>Income</i> | <i>Expenditure</i> | <i>Transfers</i> | <i>Balance at 31 March 2021</i> |
|---|--|------------------------------------|---------------|--------------------|------------------|---|
| | | <i>£</i> | <i>£</i> | <i>£</i> | <i>£</i> | <i>£</i> |
| <i>Cheshire Clinical Commissioning Group</i> | <i>LGBT+ Outreach Support in West Cheshire & Safer Person Project</i> | - | 17,084 | (14,989) | - | 2,095 |
| <i>Cheshire West & Chester Borough Council - CWAC YP</i> | <i>Package of LGBT+ support, outreach and training in Cheshire</i> | 32,938 | 38,000 | (26,788) | - | 44,150 |
| <i>The Gaddum Centre - Getting Help Rochdale</i> | <i>Package of LGBT+ group work and one-to-one support in Rochdale</i> | 24,955 | 19,014 | (17,190) | - | 26,779 |
| <i>Stockport SMBC</i> | <i>Package of LGBT+ support, outreach and training in Stockport</i> | 10,140 | 9,562 | (6,467) | - | 13,235 |
| <i>Trafford Housing Trust</i> | <i>Roadshow for Trafford to promote LGBT+ services available to residents.</i> | 13,465 | - | (507) | (9) | 12,949 |
| <i>Trafford MBC - 2020-22</i> | <i>Package of LGBT+ support, outreach and training in Trafford</i> | 22,604 | 14,250 | (11,108) | - | 25,746 |
| <i>Wythenshawe Community Housing Group</i> | <i>Package of LGBT+ support, outreach and training in Wythenshawe</i> | 12,979 | 8,833 | (4,709) | - | 17,103 |
| <i>Heywood, Middleton & Rochdale Clinical Commissioning Group</i> | <i>Package of LGBT+ support, outreach and training in Rochdale</i> | 12,558 | 25,000 | (19,423) | - | 18,135 |
| <i>The WEA, ESF Community Grant</i> | <i>To develop work place skills to enable access into employment and training for LGBT+ young people</i> | - | 19,741 | (19,741) | - | - |
| <i>Cheshire Community Foundation/Steve Morqan Foundation</i> | <i>Support for LGBT+ young people during covid</i> | - | 9,640 | (9,640) | - | - |
| <i>BBC Children in Need - Youth Futures</i> | <i>Employability programme for LGBT+ young people whose mental health has been affected by COVID-19</i> | - | 34,935 | (2,198) | - | 32,737 |
| <i>BBC Children in Need - A Million & Me</i> | <i>Help Services LGBT+ national support through online contact & content</i> | - | 32,450 | (12,126) | - | 20,324 |
| <i>The National Lottery Community Fund - Catalyst</i> | <i>Development of the Help Services national line</i> | - | 7,784 | (7,784) | - | - |
| <i>The Empowerment People</i> | <i>Residential for young people</i> | - | 7,517 | - | - | 7,517 |
| | | 198,502 | 478,258 | (372,915) | (2,612) | 301,233 |

The Proud Trust Ltd

Notes to the accounts for the year ended 31 March 2022 (continued)

19 Analysis of movements in restricted funds

Comparative period

| <i>Funder and project name</i> | <i>Description of nature and purposes</i> | <i>Balance at 1 April 2020</i> | <i>Income</i> | <i>Expenditure</i> | <i>Transfers</i> | <i>Balance at 31 March 2021</i> |
|--|---|------------------------------------|---------------|--------------------|------------------|---|
| | | <i>£</i> | <i>£</i> | <i>£</i> | <i>£</i> | <i>£</i> |
| <i>Training, resources and research</i> | | | | | | |
| <i>Classroom</i> | | - | 10,000 | (10,000) | - | - |
| <i>Rainbow Flag Award</i> | <i>Fund to develop the RFA programme scope in schools</i> | - | 2,792 | (4) | 3,300 | 6,088 |
| | | - | 12,792 | (10,004) | 3,300 | 6,088 |
| <i>LGBT+ centre and café</i> | | | | | | |
| <i>Our Manchester, MCC</i> | <i>Equalities programme for LGBT+ communities through the LGBT+ Centre and Community Cafe.</i> | 16,545 | 36,000 | (21,781) | - | 30,764 |
| <i>Henry Smith Charity: Improving Lives</i> | <i>Community cafe providing work experience, volunteering scheme, training & group support & activities for LGBT+ people in Manchester.</i> | - | 59,900 | (49,048) | - | 10,852 |
| <i>We Love Manchester</i> | <i>Online activities LGBT+ covid response</i> | - | 2,375 | (2,375) | - | - |
| | | 16,545 | 98,275 | (73,204) | - | 41,616 |

The Proud Trust Ltd

Notes to the accounts for the year ended 31 March 2022 (continued)

19 Analysis of movements in restricted funds

Comparative period

| <i>Funder and project name</i> | <i>Description of nature and purposes</i> | <i>Balance at 1 April 2020</i> | <i>Income</i> | <i>Expenditure</i> | <i>Transfers</i> | <i>Balance at 31 March 2021</i> |
|---|--|------------------------------------|-----------------------|-------------------------|---------------------------|---|
| | | <i>£</i> | <i>£</i> | <i>£</i> | <i>£</i> | <i>£</i> |
| Infrastructure support for LGBT+ youth support | | | | | | |
| <i>Paul Hamlyn Foundation</i> | <i>Towards core salaries of senior staff.</i> | <i>12,500</i> | <i>50,000</i> | <i>(45,806)</i> | <i>-</i> | <i>16,694</i> |
| <i>Esmee Fairbairn Foundation</i> | <i>Develop the quality & quantity of youth work with LGBT+ young people in England, including infrastructure support to the education and youth sectors.</i> | <i>32,268</i> | <i>109,135</i> | <i>(84,062)</i> | <i>-</i> | <i>57,341</i> |
| <i>GMCA cultural and social impact fund</i> | <i>Creative engagement with young people including BAME LGBT young people and development of volunteering across Greater Manchester.</i> | <i>-</i> | <i>14,924</i> | <i>(14,924)</i> | <i>-</i> | <i>-</i> |
| <i>LGBT Consortium</i> | <i>Support the development of LGBT+ futures fund & the LGBT+ sector's role in the Government's LGBT+ action plan work.</i> | <i>-</i> | <i>3,000</i> | <i>(3,000)</i> | <i>-</i> | <i>-</i> |
| <i>NESTA Digital</i> | <i>Development of pilot online mentoring services & related bespoke CRM system.</i> | <i>15,194</i> | <i>-</i> | <i>(15,194)</i> | <i>-</i> | <i>-</i> |
| <i>Tudor Trust</i> | <i>Staffing for core posts, LGBT+ mentor/peer support development & organisational developments.</i> | <i>-</i> | <i>32,000</i> | <i>(31,171)</i> | <i>-</i> | <i>829</i> |
| <i>MCC Covid</i> | <i>LGBT+ covid response</i> | <i>-</i> | <i>5,000</i> | <i>-</i> | <i>-</i> | <i>5,000</i> |
| | | <i>59,962</i> | <i>214,059</i> | <i>(194,157)</i> | <i>-</i> | <i>79,864</i> |
| New build project | | | | | | |
| <i>Various funders</i> | <i>For the new centre build project</i> | <i>2,138,896</i> | <i>57,895</i> | <i>-</i> | <i>(1,498,830)</i> | <i>697,961</i> |
| Total | | <i>2,413,905</i> | <i>861,279</i> | <i>(650,280)</i> | <i>(1,498,142)</i> | <i>1,126,762</i> |

Notes to the accounts for the year ended 31 March 2022 (continued)

20 Analysis of movement in unrestricted funds

| | Balance at 1 April 2021 £ | Income £ | Expenditure £ | Transfers £ | As at 31 March 2022 £ |
|---------------------------------|--|---------------------|--------------------------|------------------------|--------------------------------------|
| Free reserves | 541,666 | 302,178 | (128,525) | 329,013 | 1,044,332 |
| Designated funds | | | | | |
| LGBT+ centre rebuild | 280,000 | - | - | (280,000) | - |
| New fundraiser post | 42,000 | - | - | (11,250) | 30,750 |
| Designated property | 1,498,830 | - | - | 708,862 | 2,207,692 |
| Total designated funds | 1,820,830 | - | - | 417,612 | 2,238,442 |
| Total unrestricted funds | 2,362,496 | 302,178 | (128,525) | 746,625 | 3,282,774 |
| Comparative period | | | | | |
| | <i>Balance at 1 April 2020 £</i> | <i>Income £</i> | <i>Expenditure £</i> | <i>Transfers £</i> | <i>As at 31 March 2021 £</i> |
| Free reserves | 477,560 | 132,722 | (67,928) | (688) | 541,666 |
| Designated funds | | | | | |
| LGBT+ centre rebuild | 280,000 | - | - | - | 280,000 |
| New fundraiser post | 42,000 | - | - | - | 42,000 |
| Designated property | - | - | - | 1,498,830 | 1,498,830 |
| Total designated funds | 322,000 | - | - | 1,498,830 | 1,820,830 |
| Total unrestricted funds | 799,560 | 132,722 | (67,928) | 1,498,142 | 2,362,496 |

Name of
unrestricted fund

Description, nature and purposes of the fund

| | |
|---------------------------------|--|
| Free reserves | The unrestricted funds after allowing for all designated funds |
| LGBT+ centre rebuild | Funds set aside for the new building project |
| New fundraiser post | Funds set aside for the new fundraiser post |
| Designated property assets fund | The fixed assets are essential for the future operation of the charity and so are excluded from free reserves. |

The Proud Trust Ltd

Notes to the accounts for the year ended 31 March 2022 (continued)

21 Analysis of net assets between funds

| | General fund £ | Designated funds £ | Restricted funds £ | Total 2022 £ |
|----------------------------------|----------------------|--------------------------|--------------------------|------------------|
| Tangible fixed assets | - | 2,207,692 | - | 2,207,692 |
| Net current assets/(liabilities) | 1,044,332 | 30,750 | 469,702 | 1,544,784 |
| Total | 1,044,332 | 2,238,442 | 469,702 | 3,752,476 |
| Comparative period | | | | |
| | General fund £ | Designated funds £ | Restricted funds £ | Total 2021 £ |
| Tangible fixed assets | (707,140) | 2,207,692 | - | 1,500,552 |
| Net current assets/(liabilities) | 539,944 | 322,000 | 1,126,762 | 1,988,706 |
| Total | (167,196) | 1,820,830 | 1,126,762 | 3,489,258 |

22 Analysis of net debt

| | At 1 April £ | Cash flows £ | At 31 March £ |
|--------------------------|------------------|------------------|------------------|
| Cash at bank and in hand | 2,215,791 | (523,726) | 1,692,065 |
| Net debt | 2,215,791 | (523,726) | 1,692,065 |
| At 1 April | | | |
| | £ | Cash flows £ | At 31 March £ |
| Cash at bank and in hand | 1,553,723 | 662,068 | 2,215,791 |
| Net debt | 1,553,723 | 662,068 | 2,215,791 |

Notes to the accounts for the year ended 31 March 2022 (continued)

23 Reconciliation of net movement in funds to net cash flow from operating activities

| | 2022 | 2021 |
|--|-------------|-------------|
| | £ | £ |
| Net income/(expenditure) for the year | 263,218 | 275,793 |
| Adjustments for: | | |
| Depreciation charge | 4,161 | 278 |
| Loss/(profit) on sale of fixed assets | 1,444 | - |
| Dividends, interest and rents from investments | (3,306) | (2,872) |
| Decrease/(increase) in debtors | 51,343 | 1,502,746 |
| Increase/(decrease) in creditors | (131,147) | 141,411 |
| | <hr/> | <hr/> |
| Net cash provided by/(used in) operating activities | 185,713 | 1,917,356 |
| | <hr/> <hr/> | <hr/> <hr/> |

24 Contingent liability

There is a possibility that the charity may be required to return funds totalling £39,500 which it was prevented from spending during the pandemic.

THE PROUD TRUST LTD

England & Wales - Charity number 1161102

Accounts

Company number: 5585290

Charity Number: 1161102

The Proud Trust Ltd

Report and financial statements
For the year ended 31 March 2021

The Proud Trust Ltd
Reference and administration information

Company number 5585290

Charity number 1161102

Registered office and operational address

The Lgbt+ Centre, 49 - 51 Sidney Street, Manchester, M1 7HB

Trustees

Trustees, who are also directors under company law, who served during the year and up to the date of this report were as follows:

| | | |
|------------------------|------------|---|
| Emma Hawley | | |
| Oliver Bliss | | (resigned 4 August 2021) |
| Heather Graham | | (resigned 4 August 2021) |
| Luke Ives | Vice-Chair | (appointed 28 April 2020) |
| Katherine Malin-August | Treasurer | (resigned 4 August 2021) |
| Niamh Moore | | (resigned 4 August 2021) |
| Geoffrey Thomas | Chair | |
| Hannah McCoy | | (resigned 12 July 2021) |
| David Murat | | (resigned 26 March 2021) |
| Alison Ronan | | (resigned 26 October 2020) |
| Lydia Shaw | | (appointed 28 April 2020, resigned 4 June 2021) |
| Manjinder Sidhu | | (appointed 5 August 2021) |
| Christopher Murphy | | (appointed 5 August 2021) |
| Rachel Cook | | (appointed 5 August 2021) |
| Jordan Barry | | (appointed 5 August 2021) |
| Melissa Surgery | | (appointed 5 August 2021) |
| Christopher Peake | | (appointed 5 August 2021) |
| Matt Smith | Treasurer | (appointed 5 August 2021) |
| William Whelton | | (appointed 5 August 2021) |

Company secretary

| | |
|--------------------|---------------------------|
| Emma Hawley | (resigned 5 August 2021) |
| Christopher Murphy | (appointed 5 August 2021) |

Key management personnel

| | |
|-------------------|---|
| Sally Carr | Operations Director (until 11 March 2021) |
| Amelia Lee | Strategic Director (until 5 September 2021) |
| Lisa Harvey-Nevil | Chief Executive Officer (from 6 September 2021) |

The Proud Trust Ltd
Reference and administration information

Bankers

Unity Trust, 4 Brindley Place, Birmingham B1 2JB

Natwest, 135 Bishopsgate, London EC2M 3UR

Triodos, deanery Road, Bristol BS1 5AS

Charity Bank, Fosse House, 182 High Street, Tonbridge TN9 1BE

CAF Bank, 25 Kings Hill Avenue, Kings Hill, West Malling, Kent ME19 4JQ

Solicitors

Anthony Collins Solicitors LLP, 134 Edmund Street, Birmingham B3 2ES

Independent Examiner

Patrick Morrello ACA, Third Sector Accountancy Limited, Holyoake House, Hanover Street, Manchester M60 0AS.

The Proud Trust Ltd

Trustees' Report for the year ended 31 March 2021

The trustees present their report and the unaudited financial statements for the year ended 31 March 2021. Included within the trustees' report is the directors' report as required by company law.

Reference and administrative information set out on page 1-2 forms part of this report. The financial statements comply with current statutory requirements, the memorandum and articles of association and the Statement of Recommended Practice - Accounting and Reporting by Charities: SORP applicable to charities preparing their accounts in accordance with FRS 102.

Vision Statement

The Proud Trust's vision is to end stigma and fear of stigma through working directly with LGBT+ young people as well as influencing wider society. The result will be that all LGBT+ people will be proud of who they are, and integrated across communities where they live, learn, work, play and pray.

Objectives and activities

The Proud Trust has the following objects as its charitable purpose for the benefit of lesbian, gay, bisexual and transgender (LGBT) children and young people in England.

To preserve and protect the physical and mental health of such people, in particular but not exclusively through the provision of information, guidance, emotional support and social meeting spaces.

The promotion of equality and diversity for the public benefit by:

- the elimination of discrimination on the grounds of sexual orientation and gender identity.
- advancing education and raising awareness in equality and diversity.

The main activities of the Charity are:

1. Youth work, group work and events
2. One-to-one support and digital help services
3. Special projects:
 - Trans systems change work
 - Proud Futures employment training scheme
 - Under one Roof support for parents/carers of LGBT+ people
4. Training and resources, including our national Rainbow Flag Awards scheme for schools
5. LGBT+ Centre and community work
6. Research
7. Infrastructure support through structured networks and events

The Proud Trust works in partnership with a variety of other organisations across the LGBT+, not-for-profit, statutory and business sectors. Activities are evaluated through the collection of quantitative and qualitative data collected from young people/participants, trainees, schools, funders and partner organisations. These are undertaken internally as well as through externally commissioned/ independent research. Evaluation of outcomes feed into the decision making for future developments and strategy.

The trustees review the aims, objectives and activities of the charity each year. This report looks at what the charity has achieved and the outcomes of its work in the reporting period. The trustees report the success of each key activity and the benefits the charity has brought to those groups of people that it is set up to help. The review also helps the trustees ensure the charity's aims, objectives and activities remained focused on its stated purposes.

Trustees' Report for the year ended 31 March 2021

The trustees have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing the charity's aims and objectives and in planning its future activities. In particular, the trustees consider how planned activities will contribute to the aims and objectives that have been set.

Activities and beneficiaries of our services

The Proud Trust is a life-saving and life enhancing charity supporting lesbian, gay, bisexual and trans people and those with related identities - 'LGBT+ people'. We have directly reached over 20,000 people this year, and through training professionals have an indirect positive impact on around 487,500 people in England. Through this work we have been able to be a lifeline to many who would not have support elsewhere. The Charity furthers its charitable purposes for the public benefit through the following:

1. Youth work, group work and events

All services are developed and delivered within a Professional Youth Work philosophy. The organisation currently runs fifteen LGBT+ youth groups across Greater Manchester and Cheshire. This includes local groups in Manchester City Centre, Stockport, Trafford, Rochdale, Oldham, Bolton, Chester, Ellesmere Port, Winsford and Northwich. Intersectional identities/ lesser-represented parts of the LGBT+ community are specifically catered by focussed services including: three groups for trans young people, a young LGB and pansexual women's group. During the course of the year we paused our under 13s group and a group for LGBT+ young people of colour (also known as BAME young people) due to the challenges of meeting online, and plan to resume these once COVID-19 restrictions ease. We continue to work with over 100 sport, art, cultural, youth, health and social care providers on joint projects, though this year has been quieter with this activity due to the pandemic. We have made stronger links with Greater Sports to contribute further towards increased physical activity amongst young people.

We delivered some safer person project training courses to other youth work organisations, but due to the pandemic, this activity was lower than anticipated.

We have spent the entire 12 months delivering groups online, and quickly developed safe practices through which to do this. We developed a youth work hub which we shared with dozens of organisations across the youth sector, including through an online conference we led for 40 youth work practitioners. We had really positive responses from others for our 'generous leadership' on this.

We delivered 844 youth group sessions, had 413 young people who were regular attendees through youth groups this year, and engaged a further 822 through outreach activities. The number of beneficiaries was lower than in previous years due to the pandemic.

We had a variety of events planned, including supporting Pride festivals across the north west, though due to the pandemic, many of these were cancelled or moved online. We did our own virtual pride week for young people as well as a winter pride, both of which were well received. We undertook an online choir project with Manchester Lesbian and Gay Chorus and also undertook a week of activities with a group of placement students from the London School of Speech and Drama to create a theatre piece entirely online.

In March 2021 we concluded the year with our Digital Residential trip which was delivered online but mirrored the style of activities of a weekend residential. This had good attendance and gained positive feedback from you people.

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We asked 121 young people who regularly come to our groups what the direct result of coming to The Proud Trust is:

- 98% feel more included, involved and accepted
- 94% feel more confident to try new things
- 91% are more likely to challenge all forms of discrimination
- 84% have more access to art, theatre, culture, sport and heritage
- 90% say they accept themselves more because they have the space to learn about their gender and sexuality
- 79% are more hopeful about the future
- 90% feel better able to build supportive friendships and keep them strong

2. One-to-one support and digital help services

The pandemic meant a surge in requests for one-to-one support from young people. For example, in May 2019 we supported 14 young people through one-to-ones, but in May 2020 we supported 141 young people through one-to-ones. We did this through redeployment of staff as well as bringing on adult mentors to support young people. We also engaged two student counsellors. Between the mentors, counsellors and staff, we have delivered one-to-one support for 161 young people. This has included multi-agency working with other services to help young people with housing, addictions, education and to be able to leave abusive situations.

For a number of years, we have intended to develop our digital support offer, and COVID-19 gave us the circumstance in which to do so. We developed digital support pages for adults who support children and young people, as well as support pages for those who are struggling with sexuality or gender issues, especially for those who are feeling isolated, and those who are navigating hostile family, school or communities. We also developed the technology for online mentor sessions and for a webchat service. The webchat support will go live in 2021-2022 as part of our new Proud Connections service, alongside a new mentor scheme with the potential to become national.

3. Special projects

The Proud Trust operates both at a grassroots level and through networks across a variety of sectors locally, regionally and nationally. This enables us to identify gaps in support or service provision. Where we identify significant gaps, we work alongside partners to develop new services directly, or campaign for services to exist or improve. We call these special projects.

This year we undertook three focused areas of special projects:

1. Trans systems change work

Alongside our partners in the trans, LGBT+ and youth sectors we have identified a number of issues with trans and non-binary rights in regards to young people as follows:

- Patchy support nationally when it comes to people learning about their gender identity, with some people left without impartial, unbiased support compounded by negative media representation.
- Lack of trans or non-binary inclusion in schools leading to hostile environments and reduced opportunities to thrive in school, noticeably around attitudes of staff regarding using someone's preferred name/pronoun; toilet access, equitable sport opportunities and restrictive gendered school uniforms.
- Lack of health care that recognises and supports trans and non-binary young people, including mental health, support around transition and wider health care.

We have been addressing these through social action and strategic development within the LGBT sector with partners; working with national government and bodies such as the EHRC and NHS to respond to research, policy or

Trustees' Report for the year ended 31 March 2021

legal changes; creating our own support and advice pages on our website and 'trans proofing' checking the content of guides written by other bodies at their request; advising on research and creating our own research with academic partners.

We undertook bespoke one-to-one support for 68 trans and non-binary young people through our Trans Health Care Navigators programme, supported by Public Health England and the Department of Health. We have also developed an animation series called 'Incoming Transmissions' which will be released in 2021-2022 across various platforms and helps to educate people on how to make spaces more inclusive for trans and non-binary young people.

2. Proud Futures employment training scheme

We have developed a new unique intensive training scheme for LGBT+ young people who are not in employment, education or training. The levels of unemployment that COVID-19 have brought mean that this project was timely to help alleviate the sense of being lost/ lacking purpose that some LGBT+ young people were facing. The sessions we have with them explore many aspects of work, from sector insight sessions with partner organisations, to practical sessions for creating a website with UK Fast, to sessions exploring purposeful activity such as social action, goal setting and routine building. The 13 people who went through the programme reported deep and positive impacts, including onward employment. We plan to develop this next year, and also to provide six-month work placements for some young people through the Government Kickstart Programme.

3. Under one Roof support for parents/carers of LGBT+ people

We developed and successfully piloted a programme of support for parents and carers of LGBT+ young people in Manchester. This was received well by those who went through the six week programme, and many of the parents and carers have stayed in touch with each other. The sessions are bespoke to each group, co-created with them depending on the needs and requests of participants. We hope to roll this out across more areas in 2021-2022.

4. Training and resources, including our national Rainbow Flag Awards scheme for schools

We delivered training and workshops primarily for the youth, education and social care sectors. We suspended and cancelled in person training in the first quarter of the year due to the COVID-19 national lockdown. We then redesigned our courses and moved them online and trained 1,950 adults this year who work with around 487,500 young people.

We asked 248 people we trained about the impact of our training:

The overall average rating of the training was 9/10 (people rated their understanding of LGBT+ issues at 6/10 before receiving training and 9/10 after receiving training)

- 98.6% of people trained have a better understanding of the experience of LGBT+ people (or trans people if training was trans-specific).
- 96.2% are more likely to take LGBT+ people's experiences seriously, with more skills to avoid patronising, sensationalising or pitying behaviour.
- 98.1% now know what steps they need to take to improve LGBT+ lives and challenge LGBTphobia where they live, learn, pray and play.
- 98.6% are more likely to set an example through usualising LGBT+ identities and making these visible in their everyday life, e.g. talking about them.
- 97.7% are more likely to advocate and stand up for LGBT+ people and the needs of LGBT+ people even in the face of hostility or other barriers.

We have continued our focus towards training adults and changing the wider culture within schools through a 'whole school approach'. In line with this we now have 372 schools who have been through our Rainbow Flag Award (RFA) quality assurance programme, and 81 have signed up since the pandemic began.

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The Rainbow Flag Award utilises a whole school approach to achieve cultural change, with young people at the heart of the change.

This was delivered with three other English charities as a partnership: Humankind, Allsorts Youth Project and The Kite Trust. We all moved our offer to an online offer and as the central administrator for the programme, we have redesigned the website to digitise many of the processes and make it easier for schools to submit evidence for assessment.

During the year we have trained a further eight organisations as delivery organisations to support national coverage for the RFA programme.

We have continued to deliver the LGBT+ GSA (Groups in Schools' Alliance) for schools who currently deliver LGBT+ groups even though this has been much quieter this year due to the closure of schools during lockdowns, which has reduced the possibility of these (often lunchtime) in-person groups in schools.

We collaborated with Schools OUT UK to deliver the official national LGBT+ History Month Pack on the theme of body, mind and spirit and had 1,435 downloads of it this year, and sold 3,100 educational resources in our online shop.

5. LGBT+ Centre and community work

The LGBT+ Centre Manchester usually provides a wide range of community self-help services and a hub for LGBT+ youth work in the North West region. During the rebuild on our usual site we moved to an interim site. Due to lockdowns, the Centre on this interim site was closed for the year including our community café. At the start of lockdown however, we delivered a 17 week virtual LGBT+ Centre programme of arts, culture, story times, cooking, keep fit and other activities. Feedback included the following:

"As someone whose chronic illness makes attending in real life events very difficult, I am extra grateful for these online events at a time I'm feeling extra isolated. And being able to learn new things while not having to be on my guard against transphobia, biphobia and ableism is worth a great deal. Thank you!"

"Mmm thanks for running these sessions, they've massively helped with my mental health during lockdown and have been very important to me."

During the year our £2.4m capital rebuild of the Centre began after a few weeks' delay to assess and implement COVID-19 secure processes. At the end of May 2021, we had the completion certificate from Manchester City Council. The build was delivered via a contract with City Build Ltd, supported by project management from Modero and URBED architects.

The new three-storey building will be up and running in September 2021, with a more gently move in than originally planned due to social distancing and COVID-19 related considerations.

6. Research

This year we continued to work with Oxford University on a NIHR project to improve the health experiences of trans and non-binary young people, in spite of an increase in backlash against this work from the growing anti-trans lobby. The anti-trans lobby are claiming that either trans young people do not exist, should not exist, or are 'confused' or pressured by others into thinking they are trans. We therefore have a big piece of work to do to challenge this harmful narrative, and were disappointed to see an openly transphobic group get charitable status this year, and have been part of the lobby to challenge this decision. We have carried out our own action research this year on the impact of lockdowns on LGBT+ young people, with 93 respondents across two surveys (one in Lockdown 1 and the other in Lockdown 2). It is hard to extrapolate exact correlation between the two surveys, but the trends were:

1. an increase in homelessness,
2. a greater loss of employment,
3. increased money worries and financial insecurity,

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4. greater LGBT+ phobia in Lockdown two compared with Lockdown one,
5. more young people were seeking one-to-one support by Lockdown two,
6. more young people were attending youth groups in Lockdown two compared with Lockdown one, though this tapered off due to what became known as 'Zoom fatigue'.

The one new question in the Lockdown two survey asked about returning to school, and showed that for those that had returned, one third of these said it has made things worse or harder for them.

We have begun to explore developing a research strategy for the organisation, through identifying the areas of research we would like to do, where we feel there are current gaps, and the good practice we want to encourage in potential research partners. This will be implemented in 2021-2022

7. Infrastructure support through structured networks and events

We continue to coordinate:

- The Ireland, UK and surrounding Islands (IUKI) LGBT+ workers network, with 250 members representing 131 youth groups
- The North West England regional LGBT+ Youth Workers Network
- The National Trans Youth Workers Network

We supported the transition of the youth work network for LGBT+ people of colour called 'Colours' to be independent this year, and hope to maintain a positive working relationship with them as they grow.

With these networks we have provided mutual support, training, resource development, sharing best practice, joint projects and events. We have produced joint statements for the public on topical issues.

During the whole pandemic, we continued to run our online network meetings for the LGBT+ youth sector nationally and regionally. Much of the focus of these meets has been about discussing the specific set of issues faced by LGBT+ young people in lockdown, and sharing learning about how to effectively reach out and deliver youth work on online platforms. This has included sharing good practice, sharing online based youth work resources (including the creation of a LGBT+ youth work hub on The Proud Trust website), problem solving, sharing information, and responding to national events.

This included providing for the IUKI network training on developing anti-racist practice, in response to the Black Lives Matter movement.

In response to anti-trans voices, organisations such as LGBT+ Consortium, The Proud Trust, Stonewall and Gendered Intelligence have come together to be able to provide a more coordinated and organised response to anti-trans messages for the LGBT+ sector at large, by forming a working group and engaging in social action and work with the media.

We are currently supporting some other regions in England to form regional LGBT+ youth work networks as well as participate in the national networks.

Achievements and Performance

Our key challenges during the year were shaped around the impacts of COVID-19 on our beneficiaries, as well as on our staff team.

Working remotely during a pandemic created opportunities but also has impacted staff wellbeing and sense of connection. We are learning ways to navigate this new territory. Like many organisations, we experienced more than usual staff turnover this year, which has been a challenge in terms of maintaining services, but has also provided us with opportunities to consider resources and structures in new ways. Previous business plans have been outwardly focussed, but as the organisation reaches a new level of maturity, and with it some growing pains, our organisational

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planning for the coming year is focussed more on internal improvement to ensure that we have enhanced strong systems and a health community ecosystem ready for the challenges of the coming years.

The main achievements during the year were shaped by the impacts of the pandemic across all aspects of our services:

- To develop digital youth work and one-to-one support services for LGBT+ young people in the North West of England, especially in Greater Manchester and Cheshire
- To help young people maintain social and health outcomes as well as a sense of connection, in spite of the impacts of COVID-19 and numerous lockdowns throughout most of the year
- To rebuild the LGBT+ Centre which will be a new resource for the LGBT+ Community of Greater Manchester
- To develop new services to meet gaps in current provision, including Proud Connections, Proud Futures and Under One Roof
- To maintain and grow engagement from schools to address homophobia, biphobia and transphobia, and to develop a step-up in delivery for this work through the training of new delivery organisations across the country.

March 2021 marked the end of our three-year Business Development Plan.

Many of the key targets in our plan were achieved or maintained such as the LGBT+ Centre rebuild project, implementation of job evaluation and competency framework systems and development of financial and fundraising systems.

However, the impact of the pandemic throughout the year also shifted the emphasis and priorities of the organisation, in line with a fast changing and uncertain environment.

For these reasons during the second half of the year it was decided to write an improvement plan that will run for one year rather than a new three-year business plan. This is so that the focus is on some areas that are important to the team of staff and trustees before our next business planning cycle starts in March 2022. Therefore, this plan is less about new business or even new services for young people, though of course The Proud Trust will continue to develop these areas through the coming year. The plan is rather about the things that have been identified as most important to about how staff and trustees work together.

Plans for the future

Our one-year improvement plan comes from:

- Ratings, comments and suggestions from staff and trustees: over 400 comments and more than 300 suggestions for the plan
- Discussions in workshops facilitated by taproot
- Co-production of an action plan by staff and trustees

The action plan prioritises our internal structures and development for 2021/22.

The action plan focuses on:

Governance: We found that the trustees have a good set of materials and resources to help them do their job. There were questions about whether they had enough information and processes in place to use them in practice, and whether staff and trustees know enough about each other's roles and have enough opportunities to connect, so these are priorities for the coming year.

Planning and leadership: We found that we have had good planning processes for understanding what young people need and the world around us. We are good at deciding future business strategy and help for young people, but we have missed out recently on time to share our experiences of working together as a team. We have been growing

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and changing quite a lot and we realised a review of how we work together felt overdue. Not all of us understand how senior roles connect and how we can all know about and take part in planning. We want to review how we hold true to our values in a changing context and how all of our important voices are heard in planning. In order to drive this forward, a new CEO post has been created, Lisa Harvey-Nevil is in post from September, 2021 to enhance our leadership and impact.

Our offer to young people: We have been working with more young people year-on-year. We are confident in the quality and impact of our work with young people, and that we listen to them and help them have control and choice. We are good at keeping vulnerable young people safe and at being creative. We want to make sure we reach all young people who need us and that we offer young people ways of progressing and moving on. We want to think about how we formalise youth participation internally across all levels of the organisation.

Management and support: Staff, volunteers and trustees enjoy their jobs and are proud of what they achieve with and for young people. Working environments are positive and well resourced. People feel accepted and supported. There are some specific issues that we will need to work on around feeling overworked and under pressure, pay rates, teams structures, staff progression, greater clarity on wellbeing processes for staff and ensuring we are a diverse and representative workforce

Internal communication: We found that how we communicate between and within teams needs some work this year. This was the most important theme for our staff and trustees when we were writing this plan. We wanted to spend more time together, especially after the difficult year we have had. We wanted to know more about each other's roles and work. We wanted to make sure we plan based on a good understanding of everyone's experiences and insight. We want to maintain a positive and respectful communication culture.

Managing money: The financial position of the charity is stable, though there is a continuing need to generate income to replace any funds that are lost.

Working with others and reputation: We found that The Proud Trust has a good reputation and is a brand that is recognised and trusted. It has good relationships and is good at networking. There are good communications resources, and the media position is strong. We wanted to be able to respond more quickly to media requests and to continue to enable all staff and trustees to communicate about us and what we do. We want to do more to reach out to any communities that we have not reached well in the past and to organisations outside of the LGBT+ sector

Assessing outcomes and impact: We found from the research across the staff team that there is a strong understanding of outcomes and we are good at routinely asking young people to report on the impact we are having. We have also recently done some work to understand our impact on wider society. We want to make sure the messages from our evaluation are used when we plan for the future.

Financial Review

Funders have been supportive and flexible in discussions to re-purposing funds allocated prior to covid-19, partly this stems from the online delivery model, generally, being a lower cost model and the need to look at new initiatives to respond to the challenges of covid-19 and greater numbers of LGBT+ young people needing support. An additional £58k of emergency funding was received from existing funders, specifically to respond to the pandemic with a further £19k from new response funds.

Commercial activity, most specifically the training delivery was impacted by covid-19 as most is face to face. Delivery was quickly switched to online, though there were a number of months where activity was heavily reduced, the loss of income was minimised. The café was closed for most of the year but due to it being in a temporary location while the rebuild was in progress, the loss of revenue again, was minimal. The reopening of the

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Trustees' Report for the year ended 31 March 2021

café in the new centre will not be considered until around March 2022 due to ongoing social distancing and the difficulty of building a workable operational and financial model.

The significant financial event during the year was the rebuild of the new LGBT+ Centre. The project was fully funded at £2.5m before building commenced, although some bids continued to be submitted for fit out. A 10% contingency of circa £250k was provided for the entire project and although the final outturn is still to be concluded, it is expected that a significant proportion of this can be returned to reserves.

Several staff were on furlough for a large part of the year and we claimed £46k from the government covid-19 scheme.

It has been a healthy financial year for the organisation. In addition, some surplus has been generated which will help us increase our levels of reserves in line with Charity Commission best practice levels, which is likely to prove essential due to the financial difficulties Covid-19 will cause to the economy and not-for-profit sector. This can be seen already where some councils are rolling over part years of funding in 2021/22 or at reduced levels, we are monitoring this carefully.

Risk management

The Trustees have conducted a review of the major risks to which the charity is exposed and systems have been established to mitigate those risks. The risk register for the organisation outlines and rates risks in relation to governance, management, operations, human resources, funding and resource procurement, finance, reputation and relationships, health and safety and compliance.

For each risk there is a record of recent developments to mitigate the risk, and future actions with a responsible person assigned to each and a date for completion or review. This is reviewed regularly by staff and by a different Trustee each quarter. Risks of staff burnout and workload have been addressed this year through increased access for all staff to counselling, and an increase in capacity (staff hours) for certain areas of work such as one-to-one support for young people, and two new managerial roles. Risks due to Covid-19 and Brexit have been recorded and mitigation implemented where possible.

The main risks, potential impact and mitigating action facing the charity are as follows:

Funder priorities change or differ from ours: this would mean that for the young people affected, we are less able to do the work needed, fewer projects and less income to pay for staff. To mitigate this, staff identify which funders are a good fit, assess the priorities of key funders and look at mission overlap. The size of the charity means we have options to avoid funders that don't fit with the organisation, and focus on those who do, as well as develop relationships with funders to help them prioritise equality and LGBT+ people as an often overlooked group amongst traditional grant giving organisations.

Failure to keep pace with changing market and sector environments: this would mean our services are no longer attractive to funders, schools or other markets, failure to meet income targets and the organisation's approach becomes irrelevant to achieving our purposes. To mitigate this, we keep up to date with in the field, training and networking, committee memberships, and conversations with young people and other beneficiaries, we carry out ongoing research into youth and community developments, and young people's lives.

Where key staff leave: this leads to loss of experience and skills, recruitment costs and lead time to replace, re-training costs with an operational impact on staff morale. To mitigate this, we put in place processes to have two staff familiar with each key area/ process to ensure knowledge transfer. We have staff showcase learnings to one another across programmes for knowledge transfers and work across teams. We have trialled the use of learning logs across three projects to improve cross organisational learning. Supervision is also in place to create awareness of one another's roles, and identify opportunities to share learning.

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Failure to respond to the impact of covid restrictions: this would mean that the young people we support would become isolated and lead to the many longer term issues of being excluded from targeted support, around gender, employment, finance, friendship and safe guarding. To mitigate this, we moved swiftly to an online delivery model in April 2020 for all our services throughout 2020/21 and looking forward we have applied for funding to assist young people throughout and beyond the pandemic.

Reserves Policy

The aim of the reserves policy is to ensure that the charity's ongoing and future activities are reasonably protected from unexpected fluctuations in its income and expenditure. The board reviewed the reserves policy and agreed that a minimum level of unrestricted general funds, also known as free reserves, of £300,000 is appropriate given the risks faced by the charity and the sustainability of its different income streams. Free reserves were £541,666.

The total reserves at 31 March 2020 was £3,489,258 (2020: £3,213,465) of which £1,126,762 (2020: £2,413,905) are held in restricted reserves. The balance held in unrestricted reserves at 31st March 2021 was £2,362,496 (2020: £799,560), of which £541,666 (2020: £477,560) are free reserves, after allowing for funds tied up in tangible fixed assets and designated funds.

Structure, governance and management

The organisation is a charitable company limited by guarantee, incorporated on 6th October 2005 and registered as a charity on 27th March 2015.

The company was established under a memorandum of association which established the objects and powers of the charitable company and is governed under its articles of association.

All trustees give their time voluntarily and receive no benefits from the charity. Any expenses reclaimed from the charity are set out in note 12 to the accounts.

Related parties and relationships with other organisations

Any connection between a trustee or senior manager and any service providers must be disclosed to the full board of trustees in the same way as any other contractual relationship with a related party. In the current year the charity has invoiced the Young Women's Health Project (YWHP) for £18,985 across three projects; Sally Carr, Operations Director and Amelia Lee, Strategic Director are/were members of the YWHP which is an un-incorporated body. Amelia Lee resigned from the YWHP on 6th November 2020.

Remuneration policy for key management personnel

The Trustees have implemented a Job Evaluation Scheme in order to evaluate the need for any change to remuneration, this includes all management roles. Additionally, any change to the pay of a Director or of the CEO requires approval from 3 Trustees.

Recruitment and appointment of trustees

Trustees are elected annually by the members of the charitable company attending the Annual General meeting and serve for a period of three years, after which they retire but can be re-elected or co-opted back on to the board.

Induction and training of trustees

New trustees receive a buddy through the existing Board, who sets out their roles and responsibilities, how the Board functions, and goes through the Trustee Induction policy with them. This includes a checklist of reading and activities, including gov.uk guidelines 'The Essential Trustee'; meeting key members of staff; access to all policies, recent papers and minutes and strategic plans. They have access to the scheme of delegation, which lays out the role of the trustee board, and to the terms of reference for any sub-committees they join. They also complete conflict of interest documentation.

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Trustees' Report for the year ended 31 March 2021

Trustees have the opportunity to undertake regular training, such as safeguarding and 'Duties of a Trustee' and financial training. This training is paid for by the organisation. In addition, they have access to best practice online guidance through ACAS (The Advisory, Conciliation and Arbitration Service) and the Charity Commission.

Organisational structure

The Board of Trustees administers the charity. All Trustees meet quarterly as a main Board and then as sub-committees with a group covering each of HR, Finance and Quality Assurance. Significant decision making comes to the main Board for approval.

The Board shapes the priorities of the organisation alongside the staff, and contributes to Business Development Plans through workshops and meetings. The Board holds the staff to account through feedback on quarterly reports from the staff regarding organisational plans and targets.

Trustees attend an away day each year to reflect on current developments/priorities.

As the Operations Director left during the year the trustees took the opportunity to create a new senior leadership structure with the appointment of a CEO and the recruitment of a Head of Fundraising and Business Development. After the year end a number of long serving trustees stood down, and so there has been an opportunity to upskill the board with the recruitment of new trustees. A vigorous recruitment campaign was carried out which resulted in a new skilled board with experience in senior management and governance. The Proud Trust is a young charity and this transformation of leadership and governance is part of a move away from a more informal, founder-led culture to a more professional and larger organisation with necessarily more formal systems and structures.

Statement of policies

The Proud Trust has a large suite of policies and procedures in place to safeguard and support staff, young people and volunteers. These include policies covering equality and diversity; environment and sustainability; recruitment and personnel; complaints and whistleblowing; safeguarding vulnerable people including DBS checks for staff and volunteers; data protection; health and safety; anti-bribery; disciplinary; grievance and modern slavery. These are all on a review rotation of 1-3 years, the Trustees take an active role in via the sub-committees.

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Trustees' Report for the year ended 31 March 2021

Statement of responsibilities of the trustees

The trustees (who are also directors of The Proud Trust for the purposes of company law) are responsible for preparing the trustees' annual report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable group and of the incoming resources and application of resources, including the income and expenditure, of the charitable group for that period. In preparing these financial statements, the trustees are required to:

- Select suitable accounting policies and then apply them consistently
- Observe the methods and principles in the Charities SORP
- Make judgements and estimates that are reasonable and prudent
- State whether applicable UK Accounting Standards and statements of recommended practice have been followed, subject to any material departures disclosed and explained in the financial statements
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation

The trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charitable group and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

This report has been prepared in accordance with the provisions applicable to company's subject to the small companies' regime of the Companies Act 2006.

03 / 09 / 2021

The trustees' annual report has been approved by the trustees on _____ and signed on their behalf by:

Chris Murphy

Christopher Murphy

Company Secretary and Trustee

Report to the trustees of The Proud Trust Limited

I report on the accounts of the charity for the year ended 31 March 2021 set out on pages 16 to 40.

Respective responsibilities of trustees and examiner

The charity's trustees are responsible for the preparation of the accounts. The charity's trustees consider that an audit is not required for this year under section 144 of the Charities Act 2011 ("the Charities Act") and that an independent examination is needed. The charity's gross income exceeded £250,000 and I am qualified to undertake the examination by being a qualified member of the Institute of Chartered Accountants in England and Wales.

It is my responsibility to:

- examine the accounts under section 145 of the Charities Act,
- to follow the procedures laid down in the general Directions given by the Charity Commission (under section 145(5)(b) of the Charities Act, and
- to state whether particular matters have come to my attention.

Basis of independent examiner's statement

My examination was carried out in accordance with general Directions given by the Charity Commission. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, and seeking explanations from the trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit, and consequently no opinion is given as to whether the accounts present a 'true and fair' view and the report is limited to those matters set out in the statement below.

Independent examiner's statement

In connection with my examination, no matter has come to my attention:

1. which gives me reasonable cause to believe that, in any material respect, the requirements:
 - to keep accounting records in accordance with section 130 of the Charities Act; and
 - to prepare accounts which accord with the accounting records and comply with the accounting requirements of the Charities Acthave not been met; or
2. to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.

P Morrello

Patrick Morrello ACA
Third Sector Accountancy Limited
Holyoake House
Hanover Street
Manchester
M60 0AS

03 / 09 / 2021

The Proud Trust Ltd
Statement of Financial Activities
(including Income and Expenditure account)
for the year ended 31 March 2021

| | Note | Unrestricted funds £ | Restricted funds £ | Total funds 2021 £ | Unrestricted funds £ | Restricted funds £ | Total funds 2020 £ |
|--|------|-------------------------|-----------------------|--------------------------|-------------------------|-----------------------|--------------------------|
| Income from: | | | | | | | |
| Donations and legacies | 3 | 65,275 | 57,895 | 123,170 | 4,571 | 2,069,252 | 2,073,823 |
| Charitable activities | 4 | 38,241 | 803,384 | 841,625 | 115,428 | 779,364 | 894,792 |
| Other trading activities | 5 | 26,334 | - | 26,334 | 10,215 | - | 10,215 |
| Investments | 6 | 2,872 | - | 2,872 | 4,386 | - | 4,386 |
| Total income | | 132,722 | 861,279 | 994,001 | 134,600 | 2,848,616 | 2,983,216 |
| Expenditure on: | | | | | | | |
| Raising funds | 7 | 708 | - | 708 | 2,893 | - | 2,893 |
| Charitable activities | 8 | 67,220 | 650,280 | 717,500 | 52,584 | 713,094 | 765,678 |
| Total expenditure | | 67,928 | 650,280 | 718,208 | 55,477 | 713,094 | 768,571 |
| Net income/(expenditure) for the year | 10 | 64,794 | 210,999 | 275,793 | 79,123 | 2,135,522 | 2,214,645 |
| Transfer between funds | | 1,498,142 | (1,498,142) | - | - | - | - |
| Net movement in funds for the year | | 1,562,936 | (1,287,143) | 275,793 | 79,123 | 2,135,522 | 2,214,645 |
| Reconciliation of funds | | | | | | | |
| Total funds brought forward | | 799,560 | 2,413,905 | 3,213,465 | 720,437 | 278,383 | 998,820 |
| Total funds carried forward | | 2,362,496 | 1,126,762 | 3,489,258 | 799,560 | 2,413,905 | 3,213,465 |

The statement of financial activities includes all gains and losses recognised in the year.
All income and expenditure derive from continuing activities.

The Proud Trust Ltd
Company number 5885290

Balance sheet as at 31 March 2021

| | Note | | 2021 | | 2020 |
|--|------|------------------|------------------|------------------|------------------|
| | | £ | | £ | £ |
| Fixed assets | | | | | |
| Tangible assets | 15 | | 1,500,552 | | 242,670 |
| Current assets | | | | | |
| Debtors | 16 | 133,153 | | 1,635,899 | |
| Cash at bank and in hand | | 2,215,791 | | 1,553,723 | |
| | | <hr/> | | <hr/> | |
| Total current assets | | 2,348,944 | | 3,189,622 | |
| Liabilities | | | | | |
| Creditors: amounts falling due in less than one year | 17 | (360,238) | | (218,827) | |
| | | <hr/> | | <hr/> | |
| Net current assets | | | 1,988,706 | | 2,970,795 |
| | | | <hr/> | | <hr/> |
| Net assets | | | 3,489,258 | | 3,213,465 |
| | | | <hr/> <hr/> | | <hr/> <hr/> |
| The funds of the charity: | | | | | |
| Restricted income funds | 19 | | 1,126,762 | | 2,413,905 |
| Unrestricted income funds | 20 | | 2,362,496 | | 799,560 |
| | | | <hr/> | | <hr/> |
| Total charity funds | | | 3,489,258 | | 3,213,465 |
| | | | <hr/> <hr/> | | <hr/> <hr/> |

For the year in question, the company was entitled to exemption from an audit under section 477 of the Companies Act 2006 relating to small companies.

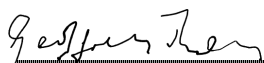
Directors' responsibilities:

- The members have not required the company to obtain an audit of its accounts for the year in question in accordance with section 476 of the Companies Act 2006,
- The directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of accounts.

These accounts are prepared in accordance with the special provisions of part 15 of the Companies Act 2006 relating to small companies and constitute the annual accounts required by the Companies Act 2006 and are for circulation to members of the company.

The notes on pages 19 to 40 form part of these accounts.

Approved by the trustees on 03 / 09 / 2021 and signed on their behalf by:



Geoffrey Thomas (Chair)

The Proud Trust Ltd

Statement of Cash Flows
for the year ending 31 March 2021

| | Note | 2021 £ | 2020 £ |
|--|------|--------------------|------------------|
| Cash provided by/(used in) operating activities | 24 | 1,917,356 | 680,910 |
| <i>Cash flows from investing activities:</i> | | | |
| Dividends, interest, and rents from investments | | 2,872 | 4,386 |
| Purchase of tangible fixed assets | | (1,258,160) | (134,851) |
| Cash provided by/(used in) investing activities | | (1,255,288) | (130,465) |
| Increase/(decrease) in cash and cash equivalents in the year | | 662,068 | 550,445 |
| Cash and cash equivalents at the beginning of the year | | 1,553,723 | 1,003,278 |
| Cash and cash equivalents at the end of the year | | 2,215,791 | 1,553,723 |

1 Accounting policies

The principal accounting policies adopted, judgments and key sources of estimation uncertainty in the preparation of the financial statements are as follows:

a Basis of preparation

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) issued in October 2019 - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

The Proud Trust Ltd meets the definition of a public benefit entity under FRS102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note.

The financial statements are presented in sterling which is the functional currency of the charity and rounded to the nearest £ sterling.

b Judgments and estimates

The trustees have made no key judgments which have a significant effect on the accounts. The trustees do not consider that there are any sources of estimation uncertainty at the reporting date that have a significant risk of causing a material adjustment to the carrying amount of assets and liabilities within the next reporting period.

c Preparation of the accounts on a going concern basis

The trustees consider that there are no material uncertainties about the charitable company's ability to continue as a going concern.

d Income

Income is recognised when the charity has entitlement to the funds, any performance conditions attached to the item(s) of income have been met, it is probable that the income will be received and the amount can be measured reliably.

Income from government and other grants, whether 'capital' grants or 'revenue' grants, is recognised when the charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably and is not deferred.

Income received in advance of a provision of a specified service is deferred until the criteria for income recognition are met.

Notes to the accounts for the year ended 31 March 2021 (continued)

e Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the charity; this is normally upon notification of the interest paid or payable by the Bank.

f Fund accounting

Unrestricted funds are available to spend on activities that further any of the purposes of charity.

Designated funds are unrestricted funds of the charity which the trustees have decided at their discretion to set aside to use for a specific purpose.

Restricted funds are donations which the donor has specified are to be solely used for particular areas of the charity's work or for specific projects being undertaken by the charity.

g Expenditure and irrecoverable VAT

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably. Expenditure is classified under the following activity headings:

- Costs of raising funds comprise the costs of commercial trading including merchandise sales.
- Expenditure on charitable activities includes the costs of the four activities identified in the notes, undertaken to further the purposes of the charity, and their associated support costs.

Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

h Allocation of support costs

Support costs are those functions that assist the work of the charity but do not directly undertake charitable activities. Support costs include back office costs, finance, personnel, payroll and governance costs which support the charity's programmes and activities. These costs have been allocated between cost of raising funds and expenditure on charitable activities. The bases on which support costs have been allocated are set out in note 9.

i Operating leases

Operating leases are leases in which the title to the assets, and the risks and rewards of ownership, remain with the lessor. Rental charges are charged on a straight line basis over the term of the lease.

j Tangible fixed assets

Individual fixed assets costing £500 or more are capitalised at cost and are depreciated over their estimated useful economic lives on a straight line basis as follows:

| | |
|---|-----|
| Freehold building - assets under construction | 0% |
| Office fixtures and equipment | 33% |

The freehold building has not been brought into use yet and so no depreciation has been charged.

Notes to the accounts for the year ended 31 March 2021 (continued)

k Debtors

Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

l Cash at bank and in hand

Cash at bank and cash in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

m Creditors and provisions

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

n Financial instruments

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

o Pensions

Employees of the charity are entitled to join a defined contribution 'money purchase' scheme. The charity's contribution is restricted to the contributions disclosed in note 11. There were no outstanding contributions at the year end. The costs of the defined contribution scheme are included within support and governance costs and allocated to the funds of the charity using the methodology set out in note 9.

2 Legal status of the charity

The charity is a company limited by guarantee registered in England and Wales and has no share capital. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the charity. The registered office address is disclosed on page 1.

The Proud Trust Ltd

Notes to the accounts for the year ended 31 March 2021 (continued)

3 Income from donations and legacies

| | Unrestricted £ | Restricted £ | Total 2021 £ | <i>Unrestricted</i> £ | <i>Restricted</i> £ | <i>Total 2020</i> £ |
|---------------------------------|-------------------|-----------------|-----------------|--------------------------|------------------------|------------------------|
| Donations | 18,942 | - | 18,942 | 4,571 | 747 | 5,318 |
| Cornavirus Job Retention Scheme | 46,333 | - | 46,333 | - | - | - |
| Donations for capital project | - | 57,895 | 57,895 | - | 2,068,505 | 2,068,505 |
| Total | 65,275 | 57,895 | 123,170 | 4,571 | 2,069,252 | 2,073,823 |

4 Income from charitable activities

| | Unrestricted £ | Restricted £ | Total 2021 £ | <i>Unrestricted</i> £ | <i>Restricted</i> £ | <i>Total 2020</i> £ |
|--|-------------------|-----------------|-----------------|--------------------------|------------------------|------------------------|
| Young peoples services | 6,750 | 564,258 | 571,008 | 9,278 | 529,417 | 538,695 |
| Training resources and research | 24,638 | 10,000 | 34,638 | 73,238 | 24,924 | 98,162 |
| LGBT+ centre and café | 6,853 | 65,067 | 71,920 | 32,912 | 69,215 | 102,127 |
| Infrastructure support for LGBT+ youth support | - | 164,059 | 164,059 | - | 155,808 | 155,808 |
| Total | 38,241 | 803,384 | 841,625 | 115,428 | 779,364 | 894,792 |

The Proud Trust Ltd

Notes to the accounts for the year ended 31 March 2021 (continued)

5 Income from other trading activities

| | Unrestricted £ | Restricted £ | Total 2021 £ | <i>Unrestricted</i> £ | <i>Restricted</i> £ | <i>Total 2020</i> £ |
|--------------|-------------------|-----------------|-----------------|--------------------------|------------------------|------------------------|
| Merchandise | 7,250 | - | 7,250 | 10,215 | - | 10,215 |
| Other income | 19,084 | - | 19,084 | - | - | - |
| | <u>26,334</u> | <u>-</u> | <u>26,334</u> | <u>10,215</u> | <u>-</u> | <u>10,215</u> |

6 Investment income

| | Unrestricted £ | Restricted £ | Total 2021 £ | <i>Unrestricted</i> £ | <i>Restricted</i> £ | <i>Total 2020</i> £ |
|---------------------------|-------------------|-----------------|-----------------|--------------------------|------------------------|------------------------|
| Income from bank deposits | 2,872 | - | 2,872 | 4,386 | - | 4,386 |
| | <u>2,872</u> | <u>-</u> | <u>2,872</u> | <u>4,386</u> | <u>-</u> | <u>4,386</u> |

7 Cost of raising funds

| | Unrestricted £ | Restricted £ | 2021 £ | <i>Unrestricted</i> £ | <i>Restricted</i> £ | <i>2020</i> £ |
|---|-------------------|-----------------|------------|--------------------------|------------------------|------------------|
| Merchandise costs | 465 | - | 465 | 2,893 | - | 2,893 |
| Support and governance costs (see note 9) | 243 | - | 243 | - | - | - |
| | <u>708</u> | <u>-</u> | <u>708</u> | <u>2,893</u> | <u>-</u> | <u>2,893</u> |

The Proud Trust Ltd

Notes to the accounts for the year ended 31 March 2021 (continued)

8 Analysis of expenditure on charitable activities

Current year

| | Young peoples services £ | Training, resources and research £ | LGBT+ centre and café £ | Infrastructure support for LGBT+ youth support | Total 2021 £ |
|---|-----------------------------|---------------------------------------|----------------------------|--|-----------------|
| Direct costs | 307,672 | 9,535 | 51,038 | 110,687 | 478,932 |
| Support and governance costs (see note 9) | 176,065 | 2,777 | 13,837 | 45,889 | 238,568 |
| | <u>483,737</u> | <u>12,312</u> | <u>64,875</u> | <u>156,576</u> | <u>717,500</u> |
| Restricted expenditure | 439,995 | 10,000 | 51,934 | 148,351 | 650,280 |
| Unrestricted expenditure | 43,742 | 2,312 | 12,941 | 8,225 | 67,220 |
| | <u>483,737</u> | <u>12,312</u> | <u>64,875</u> | <u>156,576</u> | <u>717,500</u> |

Comparative year

| | | | | | |
|---|----------------|---------------|---------------|----------------|----------------|
| Direct costs | 475,189 | 29,770 | 86,498 | 105,118 | 696,575 |
| Support and governance costs (see note 9) | 57,974 | 1,901 | 2,712 | 6,516 | 69,103 |
| | <u>533,163</u> | <u>31,671</u> | <u>89,210</u> | <u>111,634</u> | <u>765,678</u> |

The Proud Trust Ltd

Notes to the accounts for the year ended 31 March 2021 (continued)

9 Analysis of governance and support costs

| | Support £ | Governance £ | Total 2021 £ | Support £ | Governance £ | Total 2020 £ |
|--|----------------|-----------------|-----------------|---------------|-----------------|-----------------|
| Staff costs | 137,328 | - | 137,328 | - | - | - |
| Consultancy | 71,612 | - | 71,612 | - | - | - |
| Unreclaimable VAT | 14,551 | - | 14,551 | - | - | - |
| Accountancy | - | 2,660 | 2,660 | - | 7,328 | 7,328 |
| Staff costs | - | - | - | - | 1,639 | 1,639 |
| Administration costs | 12,660 | - | 12,660 | 40,956 | - | 40,956 |
| Management costs | - | - | - | 19,180 | - | 19,180 |
| | <u>236,151</u> | <u>2,660</u> | <u>238,811</u> | <u>60,136</u> | <u>8,967</u> | <u>69,103</u> |
| Allocated as follows: | | | | | | |
| Young peoples services | 176,065 | - | 176,065 | 49,007 | 8,967 | 57,974 |
| Training resources and research | 2,777 | - | 2,777 | 1,901 | - | 1,901 |
| LGBT+ centre and café | 13,837 | - | 13,837 | 2,712 | - | 2,712 |
| Infrastructure support for LGBT+ youth | 45,889 | - | 45,889 | 6,516 | - | 6,516 |
| Cost of raising funds | 243 | - | 243 | - | - | - |
| | <u>238,811</u> | <u>-</u> | <u>238,811</u> | <u>60,136</u> | <u>8,967</u> | <u>69,103</u> |

The cost of staff involved in managing and supporting the charity as a whole have been included in support costs in 2021 and allocated to charitable activities on the basis of time spent. This is a change in presentation from the previous year, when the cost of those staff was included in expenditure on charitable activities (note 8).

Notes to the accounts for the year ended 31 March 2021 (continued)

10 Net income/(expenditure) for the year

| This is stated after charging/(crediting): | 2021 £ | 2020 £ |
|--|-------------------|-------------------|
| Depreciation | 278 | - |
| Auditor's remuneration - audit fees | - | 5,100 |
| Auditor's remuneration - accountancy fees | - | 1,750 |
| Independent examiner's fee | 2,000 | - |
| | <u> </u> | <u> </u> |

11 Staff costs

Staff costs during the year were as follows:

| | 2021 £ | 2020 £ |
|------------------------------|-------------------|-------------------|
| Wages and salaries | 445,406 | 425,092 |
| Social security costs | 30,309 | 28,252 |
| Pension costs | 11,956 | 10,906 |
| | <u> </u> | <u> </u> |
| | 487,671 | 464,250 |
| | <u> </u> | <u> </u> |
| Allocated as follows: | | |
| Charitable activities | 483,761 | - |
| Support costs | 3,910 | - |
| Governance costs | - | - |
| | <u> </u> | <u> </u> |
| | 487,671 | - |
| | <u> </u> | <u> </u> |

No employees has employee benefits in excess of £60,000 (2020: Nil).

The average number of staff employed during the period was 33 (2020: 40).

The average full time equivalent number of staff employed during the period was 17.9 (2020: 17).

The key management personnel of the charity comprise the trustees, the Operational Director and the Strategic Director. The total employee benefits of the key management personnel of the charity were £73,764 (2020: £73,000).

12 Trustee remuneration and expenses, and related party transactions

Neither the management committee nor any persons connected with them received any remuneration or reimbursed expenses during the year (2020: Nil).

Aggregate donations from related parties were £0 (2020: £50,000).

There are no donations from related parties which are outside the normal course of business and no restricted donations from related parties.

No trustee or other person related to the charity had any personal interest in any contract or transaction entered into by the charity, including guarantees, during the year (2020: nil).

13 Government grants

The government grants recognised in the accounts were as follows:

| | 2021 £ |
|--|-------------|
| Bolton CCG | 1,185 |
| Manchester Health and Care Commissioning | 23,106 |
| Manchester City Council | 36,000 |
| GreaterSports | 26,986 |
| NHS West Cheshire CCG | 17,084 |
| Cheshire West & Chester Council Payments | 38,000 |
| Stockport Council | 9,562 |
| Trafford MBC | 14,250 |
| NHS Heywood, Middleton and Rochdale CCG | 25,000 |
| Power to Change | 6,440 |
| Greater Manchester Combined Authority | 14,924 |
| Manchester City Council | 5,000 |
| Department of Work and Pensions | 521 |
| | <hr/> |
| | 218,058 |
| | <hr/> <hr/> |

14 Corporation tax

The charity is exempt from tax on income and gains falling within Chapter 3 of Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992 to the extent that these are applied to its charitable objects. No tax charges have arisen in the charity.

Notes to the accounts for the year ended 31 March 2021 (continued)

15 Fixed assets: tangible assets

| | Assets under construction £ | Furniture and office equipment £ | Total £ |
|-------------------------|-----------------------------------|---|----------------|
| Cost | | | |
| At 1 April 2020 | 242,670 | 15,570 | 258,240 |
| Additions | 1,256,160 | 2,000 | 1,258,160 |
| | <hr/> | <hr/> | <hr/> |
| At 31 March 2021 | 1,498,830 | 17,570 | 1,516,400 |
| | <hr/> <hr/> | <hr/> <hr/> | <hr/> <hr/> |
| Depreciation | | | |
| At 1 April 2020 | - | 15,570 | 15,570 |
| Charge for the year | - | 278 | 278 |
| | <hr/> | <hr/> | <hr/> |
| At 31 March 2021 | - | 15,848 | 15,848 |
| | <hr/> <hr/> | <hr/> <hr/> | <hr/> <hr/> |
| Net book value | | | |
| At 31 March 2021 | 1,498,830 | 1,722 | 1,500,552 |
| | <hr/> <hr/> | <hr/> <hr/> | <hr/> <hr/> |
| <i>At 31 March 2020</i> | <i>242,670</i> | <i>-</i> | <i>242,670</i> |
| | <hr/> <hr/> | <hr/> <hr/> | <hr/> <hr/> |

16 Debtors

| | 2021 £ | 2020 £ |
|----------------|-------------|-------------|
| Trade debtors | 42,867 | 32,668 |
| Other debtors | 41,242 | 2,879 |
| Prepayments | 1,264 | 1,072 |
| Accrued income | 47,780 | 1,599,280 |
| | <hr/> | <hr/> |
| | 133,153 | 1,635,899 |
| | <hr/> <hr/> | <hr/> <hr/> |

17 Creditors: amounts falling due within one year

| | 2021 £ | 2020 £ |
|------------------------------------|-------------|-------------|
| Trade creditors | 264,559 | 39,236 |
| Other creditors and accruals | 15,759 | 15,796 |
| Deferred income | 70,563 | 148,891 |
| Taxation and social security costs | 9,357 | 14,904 |
| | <hr/> | <hr/> |
| | 360,238 | 218,827 |
| | <hr/> <hr/> | <hr/> <hr/> |

Notes to the accounts for the year ended 31 March 2021 (continued)

18 Deferred income

| | 2021 £ | 2020 £ |
|---|-------------|-------------|
| Deferred income brought forward | 148,891 | 142,524 |
| Income deferred in the period | 70,563 | 148,891 |
| Released to income from charitable activities | (148,891) | (142,524) |
| | <hr/> | <hr/> |
| Deferred grant carried forward | 70,563 | 148,891 |
| | <hr/> <hr/> | <hr/> <hr/> |

The Proud Trust Ltd

Notes to the accounts for the year ended 31 March 2021 (continued)

19 Analysis of movements in restricted funds

| Funder and project name | Description of nature and purposes | Balance at 1 April 2020 £ | Income £ | Expenditure £ | Transfers £ | Balance at 31 March 2021 £ |
|---|--|------------------------------------|-------------|------------------|----------------|-------------------------------------|
| Young peoples services | | | | | | |
| Bolton NHS CCG | Programme for LGBT+ young people providing peer support & for professionals working with young people in Bolton. | 6,767 | 1,185 | (4,850) | - | 3,102 |
| Children in Need | Delivery of trans and LGBT BAME young people's support | 4,123 | - | - | (4,123) | - |
| Co-op Foundation #iwill | To reduce youth loneliness for LGBT+ people of faith across England. | 3,692 | 24,348 | (28,040) | - | - |
| CWAC Equality and Diversity Third Sector Fund | LGBT+ awareness raising faith communities including resources, events & Safer Person Projects training for young people. | 8,448 | - | - | - | 8,448 |
| The Empowerment People | Youth worker time for young womens support | - | 1,710 | (1,710) | - | - |
| Hate Crime MCC | Prevention through mobile wear-a-trans resource box. | - | - | - | - | - |
| Home Office Hate Crime Community Projects | Ticket To Pride Projects | 103 | - | - | (103) | - |
| Manchester Pride | Package of BAME LGBT+ support for young people, events and allies training. | 5,966 | - | (40) | - | 5,926 |
| MHCC Thrive | Mental health and wellbeing support for LGBT+ people and their families. | 3,443 | 18,230 | (21,673) | - | - |
| National Lottery Awards For All | Youth groups & rainbow playground. | 9,715 | - | (4,438) | - | 5,277 |
| NHS Manchester CCG and VCSE Health and Wellbeing Fund | Trans health care navigator one to one support for young people. | 3,839 | 23,106 | (18,904) | - | 8,041 |
| Oldham Council Youth Fund Kerrching | Package of LGBT+ support for young people in Oldham. | 2,906 | - | (2,906) | - | - |
| Our Manchester, MCC | Equalities programme for LGBT+ communities through the LGBT+ Centre and Community Cafe. | 16,545 | 36,000 | (21,781) | - | 30,764 |
| Paul Hamlyn Foundation | Towards core salaries of senior staff. | 12,500 | 50,000 | (45,806) | - | 16,694 |
| Young Womens Health Project | A package of support for young women. | - | 8,320 | (5,654) | - | 2,666 |
| The Charity Service | Post therapeutic youth work, and volunteer scheme development. | - | 7,280 | (7,280) | - | - |
| GreaterSport | Programmes of activity, also training staff and young leaders in coaching based qualifications. | - | 26,986 | (24,712) | - | 2,274 |

The Proud Trust Ltd

Notes to the accounts for the year ended 31 March 2021 (continued)

19 Analysis of movements in restricted funds

| Funder and project name | Description of nature and purposes | Balance at 1 April 2020 £ | Income £ | Expenditure £ | Transfers £ | Balance at 31 March 2021 £ |
|--|---|------------------------------------|-------------|------------------|----------------|-------------------------------------|
| BBC Children in Need - CiN Trans | Support for trans and non-binary young people | - | 42,583 | (26,134) | 1,623 | 18,072 |
| Young Manchester - YMCR Main 2020-22 | LGBT+ youth support and services across Manchester | 19,861 | 65,700 | (60,714) | - | 24,847 |
| Young Manchgester- YMCR Creative 2020-22 | Programme of creative projects for LGBT+ young people across Manchester | - | 15,000 | (13,190) | - | 1,810 |
| Cheshire Clinical Comissioning Group | LGBT+ Outreach Support in West Cheshire & Safer Person Project | - | 17,084 | (14,989) | - | 2,095 |
| Cheshire West & Chester Borough Council - CWAC YP | Package of LGBT+ support, outreach and training in Cheshire | 32,938 | 38,000 | (26,788) | - | 44,150 |
| The Gaddum Centre - Getting Help Rochdale | Package of LGBT+ group work and one-to-one support in Rochdale | 24,955 | 19,014 | (17,190) | - | 26,779 |
| Stockport SMBC | Package of LGBT+ support, outreach and training in Stockport | 10,140 | 9,562 | (6,467) | - | 13,235 |
| Trafford MBC - 2020-22 | Package of LGBT+ support, outreach and training in Trafford | 22,604 | 14,250 | (11,108) | - | 25,746 |
| Wythenshawe Community Housing Group | Package of LGBT+ support, outreach and training in Wythenshawe | 12,979 | 8,833 | (4,709) | - | 17,103 |
| Heywood, Middleton & Rochdale Clinical Commissioning Group | Package of LGBT+ support, outreach and training in Rochdale | 12,558 | 25,000 | (19,423) | - | 18,135 |
| The WEA, ESF Community Grant | To develop work place skills to enable access into employment and training for LGBT+ young people | - | 19,741 | (19,741) | - | - |
| Cheshire Community Foundation/Steve Morgan Foundation | Support for LGBT+ young people during covid | - | 9,640 | (9,640) | - | - |
| BBC Children in Need - Youth Futures | Employability programme for LGBT+ young people whose mental health has been affected by COVID-19 | - | 34,935 | (2,198) | - | 32,737 |
| BBC Children in Need - A Million & Me | Help Services LGBT+ national support through online contact & content | - | 32,450 | (12,126) | - | 20,324 |
| The National Lottery Community Fund - Catalyst | Development of the Help Services national line | - | 7,784 | (7,784) | - | - |
| The Empowerment People | Residential for young people | - | 7,517 | - | - | 7,517 |

The Proud Trust Ltd

Notes to the accounts for the year ended 31 March 2021 (continued)

19 Analysis of movements in restricted funds

| Funder and project name | Description of nature and purposes | Balance at 1 April 2020 £ | Income £ | Expenditure £ | Transfers £ | Balance at 31 March 2021 £ |
|---|---|------------------------------------|-------------|------------------|----------------|-------------------------------------|
| | | 214,082 | 564,258 | (439,995) | (2,603) | 335,742 |
| Training, resources and research | | | | | | |
| Classroom | | - | 10,000 | (10,000) | - | - |
| LGBT+ centre and café | | | | | | |
| Henry Smith Charity: Improving Lives | Community cafe providing work experience, volunteering scheme, training & group support & activities for LGBT+ people in Manchester. | - | 59,900 | (49,048) | - | 10,852 |
| Trafford Housing Trust | Roadshow for Trafford to promote LGBT+ services available to residents. | 13,465 | - | (507) | (9) | 12,949 |
| Rainbow Flag Award | Fund to develop the RFA programme scope in schools | - | 2,792 | (4) | 3,300 | 6,088 |
| We Love Manchester | | - | 2,375 | (2,375) | - | - |
| | | 13,465 | 65,067 | (51,934) | 3,291 | 29,889 |
| Infrastructure support for LGBT+ youth support | | | | | | |
| Esmee Fairbairn Foundation | Develop the quality & quantity of youth work with LGBT+ young people in England, including infrastructure support to the education and youth sectors. | 32,268 | 109,135 | (84,062) | - | 57,341 |
| GMCA cultural and social impact fund | Creative engagement with young people including BAME LGBT young people and development of volunteering across Greater Manchester. | - | 14,924 | (14,924) | - | - |

The Proud Trust Ltd

Notes to the accounts for the year ended 31 March 2021 (continued)

19 Analysis of movements in restricted funds

| Funder and project name | Description of nature and purposes | Balance at 1 April 2020 £ | Income £ | Expenditure £ | Transfers £ | Balance at 31 March 2021 £ |
|--------------------------|---|------------------------------------|-------------|------------------|----------------|-------------------------------------|
| LGBT Consortium | Support the development of LGBT+ futures fund & the LGBT+ sector's role in the Government's LGBT+ action plan work. | - | 3,000 | (3,000) | - | - |
| NESTA Digital | Development of pilot online mentoring services & related bespoke CRM system. | 15,194 | - | (15,194) | - | - |
| Tudor Trust | Staffing for core posts, LGBT+ mentor/peer support development & organisational developments. | - | 32,000 | (31,171) | - | 829 |
| MCC Covid | | - | 5,000 | - | - | 5,000 |
| | | 47,462 | 164,059 | (148,351) | - | 63,170 |
| New build project | | | | | | |
| Various funders | For the new centre build project | 2,138,896 | 57,895 | - | (1,498,830) | 697,961 |
| Total | | 2,413,905 | 861,279 | (650,280) | (1,498,142) | 1,126,762 |

The Proud Trust Ltd

Notes to the accounts for the year ended 31 March 2021 (continued)

19 Analysis of movements in restricted funds

Comparative period

| <i>Funder and project name</i> | <i>Description of nature and purposes</i> | <i>Balance at</i> | <i>Income</i> | <i>Expenditure</i> | <i>Transfers</i> | <i>Balance at</i> |
|--|--|-------------------|---------------|--------------------|------------------|-------------------|
| | | <i>1 April</i> | | | | <i>2020</i> |
| | | <i>2019</i> | <i>£</i> | <i>£</i> | <i>£</i> | <i>2020</i> |
| | | <i>£</i> | <i>£</i> | <i>£</i> | <i>£</i> | <i>£</i> |
| <i>Young peoples services</i> | | | | | | |
| <i>Bolton NHS CCG</i> | <i>Programme for LGBT+ young people providing peer support & for professionals working with young people in Bolton.</i> | <i>3,600</i> | <i>5,000</i> | <i>(1,833)</i> | <i>-</i> | <i>6,767</i> |
| <i>Bolton Thrive and Bolton CVS</i> | <i>Deliver safer person project housing training to young people, outreach & pride.</i> | <i>-</i> | <i>1,650</i> | <i>(1,650)</i> | <i>-</i> | <i>-</i> |
| <i>Children in Need</i> | <i>Delivery of trans and LGBT BAME young people's support</i> | <i>4,186</i> | <i>10,000</i> | <i>(10,063)</i> | <i>-</i> | <i>4,123</i> |
| <i>Comic Relief</i> | <i>Development funding for scale up programmes in training, youth work & marketing services.</i> | <i>-</i> | <i>33,809</i> | <i>(33,809)</i> | <i>-</i> | <i>-</i> |
| <i>Co-op Foundation #iwill</i> | <i>To reduce youth loneliness for LGBT+ people of faith across England.</i> | <i>1,070</i> | <i>37,826</i> | <i>(35,204)</i> | <i>-</i> | <i>3,692</i> |
| <i>Co-op Foundation #iwill Research Challenge</i> | <i>To explore with LGBT+ young people the benefits of youth social action.</i> | <i>-</i> | <i>10,000</i> | <i>(10,000)</i> | <i>-</i> | <i>-</i> |
| <i>CWAC Equality and Diversity Third Sector Fund</i> | <i>Happy Ever After filming gay positive play for primary schools</i> | <i>25,807</i> | <i>-</i> | <i>(25,807)</i> | <i>-</i> | <i>-</i> |
| <i>CWAC Equality and Diversity Third Sector Fund</i> | <i>LGBT+ awareness raising faith communities including resources, events & Safer Person Projects training for young people.</i> | <i>-</i> | <i>11,526</i> | <i>(3,078)</i> | <i>-</i> | <i>8,448</i> |
| <i>CWAC LGBT+ Youth Commission</i> | <i>Package of LGBT+ support including group work, one to one support, outreach and professionals' training in Cheshire West and Chester.</i> | <i>27,221</i> | <i>37,950</i> | <i>(32,233)</i> | <i>-</i> | <i>32,938</i> |
| <i>Hate Crime MCC</i> | <i>Prevention through mobile wear-a-trans resource box.</i> | <i>390</i> | <i>-</i> | <i>(390)</i> | <i>-</i> | <i>-</i> |
| <i>Heywood, Middleton & Rochdale CCG</i> | <i>Package of LGBT+ support, outreach & training for young people & professionals in Rochdale</i> | <i>1,181</i> | <i>31,250</i> | <i>(19,873)</i> | <i>-</i> | <i>12,558</i> |
| <i>Home Office Hate Crime Community Projects</i> | <i>Ticket To Pride Projects</i> | <i>-</i> | <i>75,103</i> | <i>(75,000)</i> | <i>-</i> | <i>103</i> |

The Proud Trust Ltd

Notes to the accounts for the year ended 31 March 2021 (continued)

19 Analysis of movements in restricted funds

Comparative period

| <i>Funder and project name</i> | <i>Description of nature and purposes</i> | <i>Balance at</i> | | | | <i>Balance at</i> |
|--|--|-------------------|---------------|--------------------|------------------|-------------------|
| | | <i>1 April</i> | <i>Income</i> | <i>Expenditure</i> | <i>Transfers</i> | <i>31 March</i> |
| | | <i>2019</i> | | | | <i>2020</i> |
| | | <i>£</i> | <i>£</i> | <i>£</i> | <i>£</i> | <i>£</i> |
| <i>Kerrching - Oldham Council Youth Fund</i> | <i>Provide a weekly youth support group for LGBT+ young people in Oldham.</i> | - | 5,000 | (5,000) | - | - |
| <i>Manchester Pride</i> | <i>Package of BAME LGBT+ support for young people, events and allies training.</i> | 7,736 | 6,962 | (8,732) | - | 5,966 |
| <i>Manchester Wellbeing Fund</i> | <i>Safer Persons Project</i> | - | 3,750 | (3,750) | - | - |
| <i>MHCC Thrive</i> | <i>Mental health and wellbeing support for LGBT+ people and their families.</i> | - | 6,076 | (2,633) | - | 3,443 |
| <i>National Lottery Awards For All</i> | <i>Youth groups & rainbow playground.</i> | - | 10,000 | (285) | - | 9,715 |
| <i>NESTA Digital</i> | <i>Development of pilot online mentoring services & related bespoke CRM system.</i> | - | 25,034 | (9,840) | - | 15,194 |
| <i>NHS Manchester CCG and VCSE Health and Wellbeing Fund</i> | <i>Trans health care navigator one to one support for young people.</i> | 3,878 | 23,070 | (23,109) | - | 3,839 |
| <i>Oldham Action Together</i> | <i>Package of PGBT+ support, outreach, training & awareness-raising showcase for Oldham.</i> | - | 10,000 | (10,000) | - | - |
| <i>Oldham Council Youth Fund Kerrching</i> | <i>Package of LGBT+ support for young people in Oldham.</i> | 4,383 | - | (1,477) | - | 2,906 |
| <i>Our Manchester, MCC</i> | <i>Equalities programme for LGBT+ communities through the LGBT+ Centre and Community Cafe.</i> | 6,719 | 36,000 | (26,174) | - | 16,545 |
| <i>Paul Hamlyn Foundation</i> | <i>Towards core salaries of senior staff.</i> | 22,413 | 30,000 | (39,913) | - | 12,500 |
| <i>Rochdale Mental Health Commission</i> | <i>Package of LGBT+ group work and one to one support</i> | 19,860 | 19,214 | (14,119) | - | 24,955 |
| <i>Sport England</i> | <i>To improve access to sport for LGBT+ young people and deliver the Pride Youth Games.</i> | 698 | 8,829 | (9,527) | - | - |
| <i>Stockport MBC</i> | <i>Package of LGBT+ support, outreach and training in Stockport</i> | 8,736 | 9,145 | (7,741) | - | 10,140 |
| <i>Tameside & Glossop CCG</i> | <i>Contribution to a programme of young assessors to help CAMHS improve their LGBT+ inclusion.</i> | - | 6,800 | (6,800) | - | - |
| <i>Tampon Tax Fund DCMS</i> | <i>Package of work with young LGBT+ women, volunteers & trainees to increase LGBT+ women's civic engagement.</i> | 7,856 | 33,440 | (41,296) | - | - |

The Proud Trust Ltd

Notes to the accounts for the year ended 31 March 2021 (continued)

19 Analysis of movements in restricted funds

Comparative period

| <i>Funder and project name</i> | <i>Description of nature and purposes</i> | <i>Balance at</i> | | | | <i>Balance at</i> |
|---|--|-------------------|----------------|--------------------|------------------|-------------------|
| | | <i>1 April</i> | <i>Income</i> | <i>Expenditure</i> | <i>Transfers</i> | <i>31 March</i> |
| | | <i>2019</i> | | | | <i>2020</i> |
| | | <i>£</i> | <i>£</i> | <i>£</i> | <i>£</i> | <i>£</i> |
| <i>Tesco Bags of Help</i> | <i>Funding towards LGBT+ Centre activities</i> | 1,935 | - | (1,935) | - | - |
| <i>Trafford Hoousing Trust</i> | <i>Contribution towards a residential training weekend for LGBT+ young people.</i> | 369 | - | (369) | - | - |
| <i>Trafford Housing Trust</i> | <i>Roadshow for Trafford to promote LGBT+ services available to residents.</i> | - | 16,115 | (2,650) | - | 13,465 |
| <i>Trafford MBC</i> | <i>Package of LGBT+ support, outreach & training in Trafford.</i> | 19,087 | 14,997 | (11,480) | - | 22,604 |
| <i>West Cheshire CCG</i> | <i>LGBT+ outreach, staffing & safer person project delivery to young people with a focus on those with disabilities & disadvantages.</i> | - | 16,848 | (16,848) | - | - |
| <i>Wythenshawe Community Housing Group</i> | <i>Package of LGBT+ support, outreach and training in Wythenshawe, Manchester</i> | 10,326 | 11,402 | (8,749) | - | 12,979 |
| <i>Young Manchester</i> | <i>LGBT+ youth support, one to ones & group work plus targeted trans, LGBT+ women's and LGBT+ BAME services across Manchester.</i> | 19,880 | 60,290 | (60,309) | - | 19,861 |
| <i>Young Womens Health Project</i> | <i>A package of support for young women.</i> | - | 8,000 | (8,000) | - | - |
| | | 197,331 | 615,086 | (569,676) | - | 242,741 |
| LGBT+ centre and café | | | | | | |
| <i>Henry Smith Charity: Improving Lives</i> | <i>Community cafe providing work experience, volunteering scheme, training & group support & activities for LGBT+ people in Manchester.</i> | - | 53,100 | (53,100) | - | - |
| Infrastructure support for LGBT+ youth support | | | | | | |
| <i>Esmee Fairbairn Foundation</i> | <i>Develop the quality & quantity of youth work with LGBT+ young people in England, including infrastructure support to the education and youth sectors.</i> | - | 70,000 | (37,732) | - | 32,268 |

Notes to the accounts for the year ended 31 March 2021 (continued)

19 Analysis of movements in restricted funds

Comparative period

| <i>Funder and project name</i> | <i>Description of nature and purposes</i> | <i>Balance at</i> | | | | <i>Balance at</i> |
|---|--|-------------------|------------------|--------------------|------------------|-------------------|
| | | <i>1 April</i> | <i>Income</i> | <i>Expenditure</i> | <i>Transfers</i> | <i>31 March</i> |
| | | <i>2019</i> | | | | <i>2020</i> |
| | | <i>£</i> | <i>£</i> | <i>£</i> | <i>£</i> | <i>£</i> |
| <i>GMCA cultural and social impact fund</i> | <i>Creative engagement with young people including BAME LGBT young people and development of volunteering across Greater Manchester.</i> | 5,786 | 14,924 | (20,710) | - | - |
| <i>LGBT Consortium</i> | <i>Support the development of LGBT+ futures fund & the LGBT+ sector's role in the Government's LGBT+ action plan work.</i> | - | 4,500 | (4,500) | - | - |
| <i>Tudor Trust</i> | <i>Staffing for core posts, LGBT+ mentor/peer support development & organisational developments.</i> | 3,252 | 22,500 | (25,752) | - | - |
| | | 9,038 | 111,924 | (88,694) | - | 32,268 |
| <i>New build project</i> | | | | | | |
| <i>Garfield Weston Foundation</i> | <i>For the new centre build project</i> | - | 100,000 | - | - | 100,000 |
| <i>Trafford Housing Trust</i> | <i>For the new centre build project</i> | - | 70,000 | - | - | 70,000 |
| <i>The Clothworkers' Foundation</i> | <i>For the new centre build project</i> | - | 100,000 | - | - | 100,000 |
| <i>GMCA</i> | <i>For the new centre build project</i> | - | 450,000 | - | - | 450,000 |
| <i>MCC</i> | <i>For the new centre build project</i> | - | 250,000 | - | - | 250,000 |
| <i>The Tudor Trust</i> | <i>For the new centre build project</i> | - | 100,000 | - | - | 100,000 |
| <i>Power to Change</i> | <i>For the new centre build project</i> | - | 148,771 | - | - | 148,771 |
| <i>Other</i> | <i>For the new centre build project</i> | - | 103,989 | (1,624) | - | 102,365 |
| <i>Morrisons Foundation</i> | <i>For the new centre build project</i> | - | 17,760 | - | - | 17,760 |
| <i>The National Lottery Community Fund</i> | <i>For the new centre build project.</i> | 72,014 | 727,986 | - | - | 800,000 |
| | | 72,014 | 2,068,506 | (1,624) | - | 2,138,896 |
| <i>Total</i> | | 278,383 | 2,848,616 | (713,094) | - | 2,413,905 |

The Proud Trust Ltd

Notes to the accounts for the year ended 31 March 2021 (continued)

20 Analysis of movement in unrestricted funds

| | Balance at 1 April 2020 £ | Income £ | Expenditure £ | Transfers £ | As at 31 March 2021 £ |
|---------------------------------|---------------------------------|-------------|------------------|----------------|-----------------------------|
| Free reserves | 477,560 | 132,722 | (67,928) | (688) | 541,666 |
| Designated funds | | | | | |
| LGBT+ centre rebuild | 280,000 | - | - | - | 280,000 |
| New fundraiser post | 42,000 | - | - | - | 42,000 |
| Designated property | - | - | - | 1,498,830 | 1,498,830 |
| Total designated funds | 322,000 | - | - | 1,498,830 | 1,820,830 |
| Total unrestricted funds | 799,560 | 132,722 | (67,928) | 1,498,142 | 2,362,496 |
| Comparative period | | | | | |
| | Balance at 1 April 2019 £ | Income £ | Expenditure £ | Transfers £ | As at 31 March 2020 £ |
| General fund | 398,437 | 134,600 | (55,477) | - | 477,560 |
| LGBT+ centre rebuild | 280,000 | - | - | - | 280,000 |
| New fundraiser post | 42,000 | - | - | - | 42,000 |
| Designated property | - | - | - | - | - |
| | 720,437 | 134,600 | (55,477) | - | 799,560 |

| Name of | Description, nature and purposes of the fund |
|----------------------|---|
| General fund | The free reserves after allowing for all designated funds |
| LGBT+ centre rebuild | Funds set aside for the new building project |
| New fundraiser post | Funds designated for the new fundraiser post |
| Designated property | The fixed assets are essential for the future operation of the charity and so are |

The Proud Trust Ltd

Notes to the accounts for the year ended 31 March 2021 (continued)

21 Analysis of net assets between funds

| | General fund £ | Designated funds £ | Restricted funds £ | Total 2021 £ |
|----------------------------------|----------------------|--------------------------|--------------------------|-----------------|
| Tangible fixed assets | 1,722 | 1,498,830 | - | 1,500,552 |
| Net current assets/(liabilities) | 539,944 | 322,000 | 1,126,762 | 1,988,706 |
| | <hr/> | <hr/> | <hr/> | <hr/> |
| Total | 541,666 | 1,820,830 | 1,126,762 | 3,489,258 |
| | <hr/> <hr/> | <hr/> <hr/> | <hr/> <hr/> | <hr/> <hr/> |

Comparative period

| | General fund £ | Designated funds £ | Restricted funds £ | Total 2020 £ |
|----------------------------------|----------------------|--------------------------|--------------------------|-----------------|
| Tangible fixed assets | 242,670 | - | - | 242,670 |
| Net current assets/(liabilities) | 234,890 | 322,000 | 2,413,905 | 2,970,795 |
| | <hr/> | <hr/> | <hr/> | <hr/> |
| Total | 477,560 | 322,000 | 2,413,905 | 3,213,465 |
| | <hr/> <hr/> | <hr/> <hr/> | <hr/> <hr/> | <hr/> <hr/> |

22 Analysis of net debt

| | At 1 April 2020 £ | Cash flows £ | At 31 March 2021 £ |
|--------------------------|-------------------------|-----------------|--------------------------|
| Cash at bank and in hand | 1,553,723 | 662,068 | 2,215,791 |
| | <hr/> | <hr/> | <hr/> |
| Net debt | 1,553,723 | 662,068 | 2,215,791 |
| | <hr/> <hr/> | <hr/> <hr/> | <hr/> <hr/> |
| | At 1 April 2019 £ | Cash flows £ | At 31 March 2020 £ |
| Cash at bank and in hand | 1,003,278 | 550,444 | 1,553,722 |
| | <hr/> | <hr/> | <hr/> |
| Net debt | 1,003,278 | 550,444 | 1,553,722 |
| | <hr/> <hr/> | <hr/> <hr/> | <hr/> <hr/> |

The Proud Trust Ltd

Notes to the accounts for the year ended 31 March 2021 (continued)

23 Commitments

The total amount contracted for but not provided in the financial statements was £449,137 (2020: £1,709,362). This capital commitment relates to the new centre build project.

24 Reconciliation of net movement in funds to net cash flow from operating activities

| | 2021 £ | 2020 £ |
|--|------------------|----------------|
| Net income/(expenditure) for the year | 275,793 | 2,214,645 |
| Adjustments for: | | |
| Depreciation charge | 278 | - |
| Loss/(profit) on sale of fixed assets | - | - |
| (Gains)/losses on investments | - | - |
| Dividends, interest and rents from investments | (2,872) | (4,386) |
| Decrease/(increase) in debtors | 1,502,746 | (1,536,344) |
| Increase/(decrease) in creditors | 141,411 | 6,995 |
| | <hr/> | <hr/> |
| Net cash provided by/(used in) operating activities | 1,917,356 | 680,910 |
| | <hr/> <hr/> | <hr/> <hr/> |

Patrick Morrello
Third Sector Accountancy Limited
Holyoake House
Hanover Street
Manchester
M60 0AS

Dear Patrick

This representation letter is provided in connection with your independent examination of the financial statements of The Proud Trust Ltd for the year ending 31 March 2021.

Audit exemption

We confirm that the company was entitled to exemption under section 477 of the Companies Act 2006 from the requirement to have its financial statements for the financial year audited. We also confirm that the members have not required the company to obtain an audit of its financial statements for the financial year in accordance with section 476 of the Companies Act 2006.

Financial statements

1. We have fulfilled our responsibilities as board, as set out in the terms of your engagement dated 3 December 2020 for preparing financial statements in accordance with the Charities Act 2011 / Companies Act 2006 and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice). You have drafted these financial statements on our behalf. The financial statements give a true and fair view of the financial position of The Proud Trust Ltd as of 31 March 2021 and of the results of its operations and its cash flows for the year then ended. We have fulfilled our responsibilities for making accurate representations to you.
2. Significant assumptions used by us in making accounting estimates, including those measured at fair value, are reasonable.
3. We have no plans or intentions that may materially alter the carrying value and where relevant the fair value measurements or classification of assets and liabilities reflected in the financial statements.
4. We have disclosed all known actual or possible litigation and claims whose effects should be considered when preparing the financial statements and these have been disclosed in accordance with the requirements of accounting standards.
5. Related party relationships and transactions have been appropriately accounted for and disclosed in accordance with the requirements of accounting standards.
6. All events since the balance sheet date which require disclosure or which would materially affect the amounts in the financial statements have been adjusted or disclosed in the financial statements.
7. We confirm the financial statements are free of material misstatements, including omissions.

8. We confirm that, having considered our expectations and intentions for the next twelve months, and the availability of working capital, the charity is a going concern. We confirm that the disclosures in the accounting policies are an accurate reflection of the reasons for our consideration that the financial statements should be drawn up on a going concern basis.

Information provided

1. All accounting records and relevant information have been made available to you for the purpose of your independent examination of the financial statements. We have provided to you all other information requested and given unrestricted access to persons within the charity from whom you have deemed it necessary to request information. All other records and related information including minutes of all management and shareholders meetings have been made available to you.
2. We confirm that we have disclosed all bank accounts and cash holdings in our control to you, and that all transactions through those accounts and balances on them at the balance sheet date are adequately reflected in the accounting records and the financial statements. *(We have no loan or overdraft facilities with any bank) or (the terms of all loan and overdraft facilities have been disclosed to you, and have been adequately disclosed in the financial statements).*
3. All transactions undertaken by the charity have been properly reflected in the accounting records and are reflected in the financial statements.
4. We acknowledge our responsibility for the design, implementation and maintenance of controls to prevent and detect fraud. We have disclosed to you the results of our assessment of the risk that the financial statements may be materially misstated as a result of fraud.
5. We have disclosed to you all information in relation to allegations of fraud, or suspected fraud affecting the charity's financial statements communicated by employees, former employees, analysts, regulators or others.
6. We confirm that we are not aware of any possible or actual instance of non-compliance with those laws and regulations which provide a legal framework within which the charity conducts its business and which could affect the financial statements. The charity has complied with all aspects of contractual agreements that could have a material effect on the financial statements in the event of non-compliance.
7. We confirm that we have disclosed to you the identity of the charity's related parties and all related party relationships and transactions relevant to the charity that we are aware of.
8. The charity has satisfactory title to all assets, and there are no liens or encumbrances on the assets except for those disclosed in the financial statements.
9. There are no liabilities, contingent liabilities or guarantees to third parties other than those disclosed in the financial statements.
10. The company has at no time during the year entered into any arrangement, transaction or agreement to provide credit facilities (including loans, quasi loans or

credit transactions) for directors, nor to guarantee or provide security for such matters, except as disclosed in the financial statements.

Charity specific representations

1. All income to which the charity is entitled has been recorded in the accounting records and is reflected in the accounts, including donations collected by supporters and other third parties.
2. Restricted funds have been applied to the purpose for which they were intended by the funder or donor.
3. Where an intended recipient of a grant has been made aware that a grant will be paid to them, any resulting constructive obligation has been recognised in the accounts.
4. All correspondence with the regulators has been made available to you including any serious incident reports.
5. Appropriate controls are in place to ensure overseas payments are applied for charitable purposes.

We confirm to the best of our knowledge and belief that the above representations are made on the basis of enquiries of management and staff with relevant knowledge and experience and, where appropriate, of inspection of supporting documentation sufficient to satisfy ourselves that we can properly make each of the above representations to you.

Yours sincerely

Signed on behalf of the board of directors by:

.....(Geoffrey Thomas, Chair, The Proud Trust Ltd)

Date.....

| | |
|--------------------------------|--|
| TITLE | The proud Trust - accounts and representations letter for... |
| FILE NAME | T13 final accounts 2021.pdf and 1 other |
| DOCUMENT ID | d2207576eae8c92df1ad3fcab04e1f3eb25b9697 |
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Document history



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03 / 09 / 2021

15:18:36 UTC+1

Sent for signature to Geoffrey Thomas (geoffrey.thomas33@gmail.com), Christopher Murphy (chris.murphy@traffordhousingtrust.co.uk) and Patrick Morrello (patrick@thirdsectoraccountancy.coop) from info@manchesteraccountancy.org
IP: 213.48.83.173



VIEWED

03 / 09 / 2021

16:00:31 UTC+1

Viewed by Geoffrey Thomas (geoffrey.thomas33@gmail.com)
IP: 5.68.106.141



SIGNED

03 / 09 / 2021

16:00:51 UTC+1

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IP: 5.68.106.141



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