



CN1162589

# X2Y LGBTQ+ Youth Group Trustees' Annual Report

2024-2025

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2024-2025



# Introduction



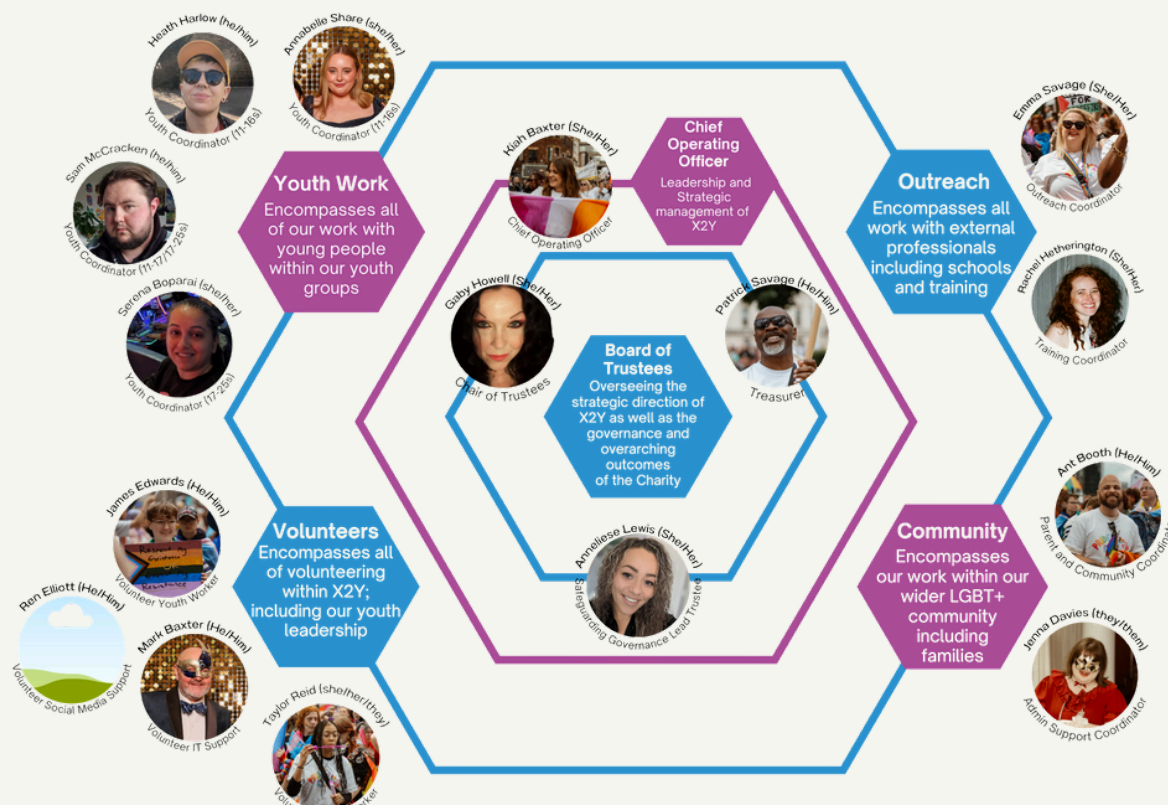
With an ever-evolving, anti-LGBTQ+ socio-political climate, LGBTQ+ communities fears have increased, whilst access to our communities and our local spaces has decreased.

At X2Y, however, our community has faced these challenges by blooming with love, care, joy and justice. We have strengthened our charity significantly over this last year, from moving into a stable home-base, hiring our first full-time member of the team to creating long-term relationships with local council and beyond to allow us to promote equality and challenge discrimination on a wider scale.

Internally, we have become the most reflective our team has ever been with 82% identifying as LGBTQ+, 25% are aged 16–25, and 63% hail from Wolverhampton and the Black Country. Among young participants, 91% aged 17–25 and 87% aged 11–16 identify as LGBTQ+, with others identifying as questioning or unsure and over 25% of the team identify within the global majority. These figures highlight our dedication to embedding and honouring lived experience at the core of our community. Externally, we have built connections between all local secondary and primary schools, through our training and support to transform people into active allies and advocates and continued to strengthen relationships in the wider council, other third sector organisations and beyond. We have supported local initiatives, such as Wolverhampton Pride, by centring and amplifying the voices and experiences of our young people and we have celebrated our joy, loudly and proudly.

Whether that has been top-surgery/gender affirming parties, a Masquerade ball, a pound-land drag challenge, attending local drag nights or celebrating counselling milestones, we hear our young people and support their wants and needs to become real, joyful experiences.

This project has allowed us to hold space, create safety and nurture our community at a time when young, LGBTQ+ people need us the most.



# Our Story (this year)

This year we have seen the end of our 2022-2025 strategy and subsequent project whilst beginning our 2025-2030 strategy by securing funding with The National Lottery for the initial 3 years of this.

We continued delivery of our training, offering a one-off day to Secondary schools due to the incredible levels of interest and looking to develop this as a refresher course beyond this project following feedback. We were able to build wider relationships by offering our training out to local charities at a discounted or free price, including Wolves Foundation, where we gifted in-kind our training and they, in return, provided the venue at their stadium for free. These partnerships are crucial and allow us to provide our training in-kind to other third sector organisations.



Our established relationship with the council, gave us the opportunity to work to become part of the EHWPB (Emotional Health and Wellbeing) toolkit – a live, working document available online for all schools, parents and beyond to look at information and support for LGBTQ+ young people. Once live, this will be another achievement in making X2Y more accessible to young people, parents/carers and the wider community and ensuring our support is reaching more of those who need it.

We held several engaging and exciting experiences for young, queer people to come together this year. In November, we held a Masquerade Ball, created by our young adults' group and seeing around 82 young people attending in a safe, queer space. This event saw us collaborating and connecting with grassroots and local LGBTQ+ provisions as well as the Students Union, Birmingham Pride Community Fund, a local law firm and our new corporate funder, Rebel Love Collective. In June, we attended Wolverhampton Pride where we connected as an entire community – parents marching alongside other parents and our young people, board members and wider team. In July, we attended the London Trans+ Pride Parade following our placard workshop empowering young people to use their voice to advocate for social justice causes they support whilst honouring the history and roots of Pride as a protest.

We trialled events for specific members within our own community to improve our accessibility and ability to centre further marginalised groups. This included trans-specific movie nights, spaces for LGBTQ+ people of the global majority and neurodiverse specific 'special interest' power point nights (now a core staple to our programme).









# Our Community

How we've included people from our community in the work that we do

## Co-production

We embody this by striving to work within the top 2 rungs of Hart's Ladder of Participation with our community. We do this through engaging our community in everything from activity planning to both operational and strategic work/decisions.

For example, our co-produced 5-year strategy, where we held discussions with our community as part of our SWOT (Strengths, Weaknesses, Opportunities and Threats) analysis. Once we understood our community (both internally and externally), we combined this into our overall strategy – this ensured that community voice shaped the next 5 years of our work.

## Marketing and Communication Strategy

Our marketing and communications saw us taking direct action from feedback from our community (via social media, feedback through recruitment processes and potential corporate sponsors) so we worked with an LGBTQ+ graphic design business to rebrand our logo and website. This consultation was worked across 2 months, giving people time to feedback critiques and thoughts before we decided on our final concept. This consultation also allowed us to reshape how we communicate with our community, for example the type of content on social media, a newsletter to be launched in late 2025 and a new social media volunteer to manage our accounts day-to-day. This not only indicates how we include our community but how we have developed our communication to continue that engagement.

## Volunteering

This project has also seen us develop our volunteering opportunities, seeing us double the number of volunteers we have operationally. Strengthening these opportunities is a great way for us to include our wider community in what we do, especially for those who want to give back or support LGBTQ+ young people and their wider communities.

Our counselling provision is largely ran by volunteer student counsellors, again, building a synergistic relationship supporting LGBTQ+ counsellors and LGBTQ+ affirming counsellors to gain the experience they need whilst supporting our community.





# Our Impact

The difference we have made (both big and small)

## ENGAGEMENT+GROWTH DATA

The below is an overview in our data across the last year.

Data 24/25		
Category	Average Unique Attendance Per Year	Target
11-17s Group	48	43
18-25s Group	47	25
Overall	95	34
Parent/Carer Group	6	4
Schools and Counselling	116	47
Organisations Trained	13	8

\*Unique Attendance is the count for every individual young person who has attended X2Y this year

### 246%

increase in number of young people supported through schools/counselling compared to target

### 279%

increase in the overall number of young people engaged compared to target

### 150%

increase in number of parents/carers who engaged with us this year compared to target

### Summary; Understanding the data

This data highlights the need for the work we do at X2Y. The consistent increase in attendance over the last 3 years also shows the trust we are building amongst our community - more people are referring colleagues to our training, more young people are recommending our groups to their friends and more schools are engaged in our outreach work.



# Our Impact

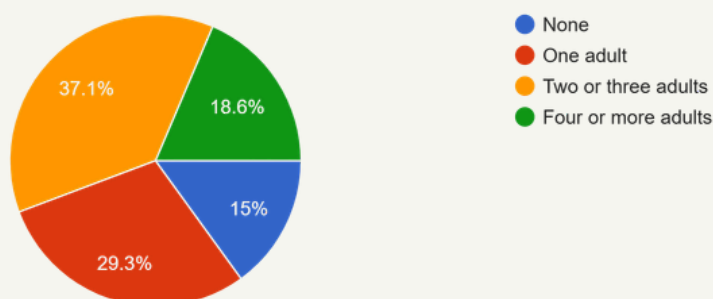
The difference we have made (both big and small)

Another vital way we measure our impact, is through understanding HOW we affect the young people we are working with. We are especially keen to track changes in confidence, feelings of isolation, self-esteem (especially within their identity) and building their community.

We do this through the youth work team guiding young people through check in forms where they can self-evaluate, they do this at their first group with and then at randomised points bi-annually.

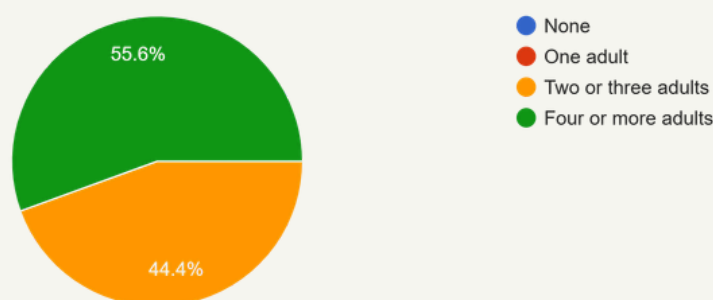
## Before X2Y:

How many adults do you have who you can talk to about being LGBTQ+ who you feel understand the issues and are empathetic?

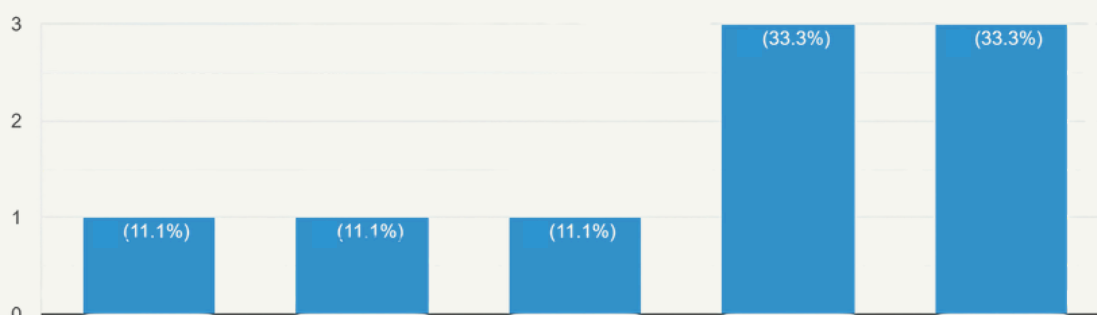


## After X2Y:

How many adults do you have who you can talk to about being LGBTQ+ who you feel understand the issues and are empathetic?



Do you feel less isolated than you did before you started coming to X2Y? (1= No I feel more isolated, 2= I feel about the same, 3= I feel a bit less isolated, 4= I feel much less isolated)

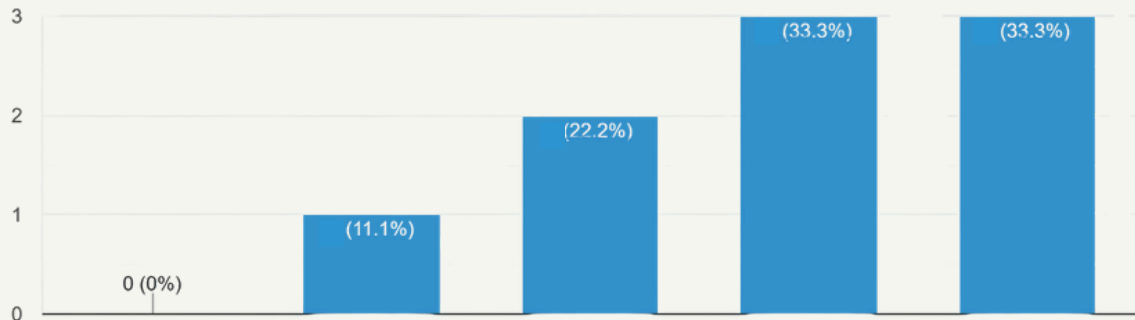




# Our Impact

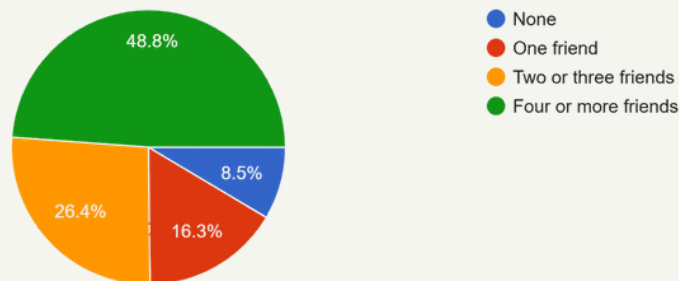
The difference we have made (both big and small)

How happy are you in general since coming to X2Y? (1 = not very happy, 5 = very happy)



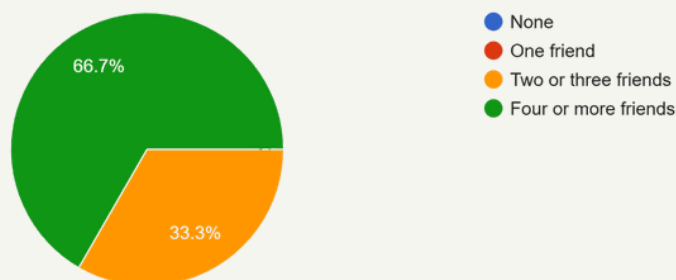
## Before X2Y:

How many LGBTQ+ friends do you have in your own age-group that you can share your experiences with?



## After X2Y:

How many LGBTQ+ friends do you have in your own age-group that you can share your experiences with?



# Our Impact

The difference we have made (both big and small)

## C's STORY

C, aged 16, is one of our young people who is homeschooled and began attending X2Y in October 2024.



### What brought you to X2Y?

I just left school, I dropped out again because I'd gone back to do my GCSEs, and had a terrible time, no one liked me. There were very few other queer people, I was friends with only 2 other trans people I knew of in the entire of Year 10 and 11, except in Year 11, one of them had gone off to college and the other one stopped talking to me, and so I just didn't have any friends. So my mom said, "I've been following this Facebook group for parents of trans teenagers, and they've been talking about this social group X2Y, do you want to go?" and I said "okay!"

### What was your first impression of X2Y?

There were a lot of people, but I suddenly kind of went, oh yeah, these are my people. I may not fully understand or connect with them just yet, because it's gonna take me a bit of time to do that,

**"but this feels way more safe than the school group did because those were all very clearly cisgender, heterosexual, alloromantic, "normal" people, and so I didn't feel very welcome or understood. [At X2Y] I kind of went, these people are cool."**

### What has changed for you since coming to X2Y?

When I was in school, I didn't feel like anyone really particularly liked me, especially after my friends stopped speaking to me, I sort of felt like I would never be first in someone's mind as a friend. It's like "you can aspire to second place at best", and I still kind of get a bit of that, but it's better here, because it really does feel, especially among the friends I have now, that I am wanted and liked, which is nice.

### What would you say to someone thinking about coming to X2Y?

Just come! You can just show up for a session, if you don't like it, you can not show up again. There's no consequences for just turning up, you can just go, you can just try it. Everyone's nice. There's a thing that some adults do, where they say that something's a safe space or that you can talk to them. And a lot of the time, I just go "Okay, prove it! You haven't proved it, why should I trust you?" This is not one of the situations.

**"These guys [the X2Y team] are chill, these guys I feel like I could actually talk to you about problems, and they'd understand what the problem is, and actually know how to help or want to help."**

There have been a lot of situations in my life where I've tried to explain the problem to adults and they've just not understood the problem, and not let me explain that they've not understood the problem. It's really frustrating for me, and this is not one of those situations or environments. You're not patronising, and you don't talk down to us or anything, it's really nice.



# Our Learnings

What we've learnt and consequently how we've changed what we do:

## Recruitment

Through this project we learned the importance of having young people be a part of the recruitment process. When there were relationship breakdowns, a common theme became that young people didn't choose these people, they were strangers and so found it difficult to want to rebuild relationships with essentially strangers – they had no empowered choices. So, for our most recent recruitment round, we create a youth panel. Young people volunteered to be a part of this and then created the questions we asked of our interviewees and held their own youth led interview. This shifted the power back to our young people and by giving them that choice it aided the overall cohesion and rapport of the entire team. This is now something which is standard practice for X2Y.

## Parent/Carer Group

This group became a niche cohort of parents of trans young people. This meant that other parents (eg. LGBTQ+ parents or parents of other LGBTQ+ young people) often felt the space wasn't meeting their needs and was too trans-specific. We also struggled to engage the parents/carers group into the wider X2Y community due to this specificity.

We have taken a pause in delivering this service as this was indicated by our SWOT analysis and a renewing the delivery of this provision in the next 3 years, it will look at specific parent/carers spaces and events. For example, a coffee morning for parents of trans young people or a picnic for LGBTQ+ families – this way we can begin to meet the needs of a range of parents/carers and our resources can be utilised effectively.

## Youth Leadership

Our young volunteers required a lot more support and supervision than initially anticipated so after the initial volunteers' placements have ended, we won't be re-opening this role to more young people.

We need to have more capacity within our team to manage this directly and we need to have a bigger time difference between engagement as a young person and becoming a volunteer to support in healthy boundaries.

## An Unexpected Learning

An unexpected learning for us, has been the willingness of our community to engage in mutual support and want to fundraise for their community, especially for those who need it most. We believe that this is linked with our increased efforts to centre community voice as people feel they have more ownership over the projects and events they are engaged with, they have care and connection with those around them and as a result, feel empowered to 'pay it forward', contribute directly or fundraise on behalf of X2Y. As an example, with our upcoming Trans Pride project, the adult group have all agreed on a higher ticket price to offset the cost of providing free tickets to trans people who couldn't otherwise afford to go and another member has raised over £300 through a sponsored 10K run.

# Our Future



This year we have seen an incredible increase in community fundraising – our community uplifting and supporting the work we do in a variety of creative and engaged ways.

In May, Leona ran the Birmingham 10K raising £346 (not including gift aid) for young, LGBTQ+ people in our groups.

In June (Pride Month of course!), All Cried Out! held an after party for Wolverhampton Pride managing to raise £335 (not including gift aid) and Mx Adam Khan nominated us as the Charity to be donated £250 after winning the Queer Student Awards.

Adam Khan attended X2Y as a young person and wished to give back to his local queer community in this way and Leona has attended current events we have held for our 18+ group.

This is not only going to show the long-term impact and community that X2Y cultivates but also the power of our empowered community. The impact of our community showing up and supporting us in this way has raised just under £1,000.

To put that into real terms, that could fund up to 40 young people's engagement in our community activities for a whole year – allowing them to build community, peer support and belong to a group that reflects who they are and what they experience. This is invaluable and something we hope can continue into 2025-2026 and beyond!

## Strategy:

We also launched our 5 year strategy this year!

This was a culmination of our community analysis, capturing exactly what our young people, young adults and their wider community needed/wanted as well as the external stakeholders, current socio-political climate and internal organisational demands.

This can be found through our website; [x2y.org.uk](https://x2y.org.uk)

## Our Strategy

Discover our vision for the future!

Download our strategy to learn more about our goals, initiatives, and how we plan to empower LGBTQ+ youth in our community.

Your support helps us make a difference!

DOWNLOAD





# Our Funders + Finances

## **Financial information**

Funding this year has come from 2 main sources: The National Lottery and The Black Country Healthcare Foundation (NHS).

Notably, this year we secured additional funding from The National Lottery, securing our provision for the next 3 years.

## **Brief statement of the charity's policy on reserves**

After reviewing in line with our current circumstances, we have achieved our aim to build up reserves of at least 3 months at full operational capacity (no more than £24,000). This is in order to ensure we are always able to carry out our obligations as an employer and to meet any unforeseen expenditure that may occur. We will review this position next year based on the current liabilities of employees, rent and contingencies etc.

## **Further financial review details**

We have one local organisation who pay a regular monthly sum via standing order and 3 individual fundraisers. Leona ran the Birmingham 10K raising £346 (not including gift aid),

All Cried Out! raising £335 (not including gift aid) and Mx Adam Khan nominated us as the Charity to be donated £250 after winning the Queer Student Awards.

We have one corporate funder, Rebel Love Collective, who donated through our diamond sponsorship.

We have also received £2551.15 in donations from Wolverhampton Pride, £1,500 from Birmingham Pride Community Fund and £609.4 from the Chiacgo theatre production.

## **Bank account**

We have a community account with the Co-operative Bank.

# Governance and Management

**Principle Address:** Pride House, 27 School Street, Wolverhampton, WV1 4LR

**Governing document:** Constitution adopted 21 May 2015

**How the charity is constituted:** We are a Charitable Incorporated Organisation (CIO) whose only voting members are its charity trustees

## **Trustee selection method**

Trustees are appointed or reappointed annually at the Annual General Meeting (AGM) held in September. Trustees are appointed for a term of three years. Additional trustees may be provisionally voted onto the board during the year and their appointments confirmed at the next AGM.

## **Additional governance issues**

The Trustees confirm they have complied with the duty in Section 4 of the Charities Act 2006 to have due regard to guidance on public benefit published by the Charity Commission.

X2Y has a safeguarding policy in place. Disclosure and Barring Service (DBS) checks are carried out on all members of staff and volunteers prior to employment or taking up voluntary placement.

All trustees give their time voluntarily and receive no remuneration or other benefits.

## **Summary of the objects of the charity**

To promote social inclusion of, and preserve the physical and mental health of, LGBTQ+ young people in Wolverhampton and the Black Country, and to promote equality and challenge discrimination particularly on the grounds of age, gender identity and sexual orientation.

Summary of the main activities undertaken for the public benefit in relation to these objects  
X2Y's core activity is to run two drop-in sessions per week for LGBTQ+ young people in a central location.

One is for young people aged 11-17; the other is for the 18-25 age group. Through this we aim to achieve our objects by:

1. Providing facilities and opportunities for recreation and education for young people in the interests of social welfare, in order to improve their conditions of life
2. Providing information, advice and emotional support
3. Raising awareness within Wolverhampton and surrounding areas of all aspects of discrimination through publications, training, events, media and other means of communication.

The group also provides support for secondary schools, and other services working with children and young people in Wolverhampton and surrounding area. This includes staff training, advice and guidance and short term 1-to-1 support for individual young people on request.

X2Y also relies heavily on the work of our volunteers, coordinators and Chief Operating Officer, who consistently go above and beyond in their commitment to our beneficiaries. We also appreciate the many hours trustees have spent applying for funding, handling finances, attending meetings.

# Summary

Our work remained deeply rooted in lived experience and co-production. Over 80% of its team and over 90% of young participants identify as LGBTQ+, with many also representing other marginalised identities. Programmes and strategy were co-designed with community input, including youth-led recruitment processes and a collaboratively developed five-year strategic plan.

Our charity expanded its outreach and support services significantly. LGBTQ+ awareness training was delivered to schools and organisations, leading to stronger allyship and policy change. Counselling services doubled in size, responding to a critical mental health need. Joyful, inclusive events – from masquerade balls to drag challenges – provided essential spaces for visibility, celebration, and connection.

Key learnings from this period have informed future planning. These include the need for clearer pathways and capacity around youth voice, more tailored support for diverse parent/carer needs, and the powerful role of mutual support and fundraising within the community. X2Y's growing visibility and partnerships with schools, local government, and third sector organisations have laid a strong foundation for sustained, systemic impact.

We hope you can see that this report reflects not just service delivery, but a movement – built on authenticity, youth leadership, and a collective drive for justice, care, and joy.



**X2Y LGBT YOUTH GROUP**

**Registered Charity Number 1162589**

**Independent Examiners Report and Accounts**

**Year end 31 July 2025**

**French Ludlam & Co Limited**

Mountfield House

661 High Street

Kingswinford

West Midlands

DY6 8AL

**X2Y LGBT YOUTH GROUP**

**Registered Charity Number 1162589**

**Independent Examiners Report and Accounts**

**Year end 31 July 2025**

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**X2Y LGBT YOUTH GROUP**

**Registered Charity Number 1162589**

**Accountants Certificate**

**Year end 31 July 2025**

In accordance with instructions given to us we have prepared without carrying out an audit the attached Receipts and Payments Account and Balance Sheet from the accounting records of X2Y LGBT Youth Group and from information and explanations supplied to us.

French Ludlam & Co Limited, Mountfield House, 661 High Street, Kingswinford, West Midlands, DY6 8AL

Date: 21st April 2026



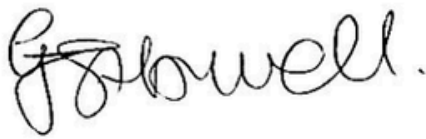
**X2Y LGBT YOUTH GROUP**

**Registered Charity Number 1162589**

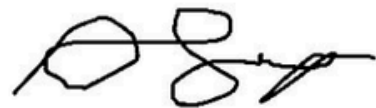
**Charity Approval**

**Year end 31 July 2025**

We approve the financial statements and confirm that we have made available all relevant records and information for their preparation.

A handwritten signature in cursive script, appearing to read 'G. Howell'.

Chair

A handwritten signature in cursive script, appearing to read 'O. S. [unclear]'.

Treasurer

Date: 21st April 2026

# **X2Y LGBT YOUTH GROUP**

Registered Charity Number 1162589

## **Receipts and Payments Account for the year ended 31 July 2025**

	<b>Unrestricted Funds £</b>	<b>Restricted Funds £</b>	<b>2025 Total £</b>	<b>2024 Total £</b>
<b>Receipts</b>				
National Lottery	-	81,638.00	81,638.00	69,321.50
Donations	3,470.55		3,470.55	2,945.96
Crowdfunder	684.83		684.83	-
Leaving gift	10.00		10.00	-
BCHF	-	21,557.44	21,557.44	28,410.87
Training CWC	-		-	5,262.00
Sponsorship	350.00		350.00	-
Events	1,013.32		1,013.32	-
Birmingham Pride Community Fund	1,500.00		1,500.00	-
			-	
	<u>7,028.70</u>	<u>103,195.44</u>	<u>110,224.14</u>	<u>105,940.33</u>
<b>Payments</b>				
Wages inc PAYE/NI		55,190.43	55,190.43	36,606.43
DBS Check		316.70	316.70	236.64
Events & Activities	13,068.90	10,593.06	23,661.96	2,239.82
Payroll Services		541.50	541.50	323.00
Training		2,018.89	2,018.89	1,100.00
Travel and volunteer expenses		843.89	843.89	14.99
Insurance		995.18	995.18	1,394.64
Computers and software		380.01	380.01	147.45
Room Hire		4,166.70	4,166.70	5,000.04
Consultancy/Counselling		14,790.00	14,790.00	14,444.17
Telephone		775.52	775.52	846.00
Stationery		195.61	195.61	143.89
Marketing		504.00	504.00	2,012.83
Accountancy		870.00	870.00	1,632.00
Repairs and shelving		318.85	318.85	542.94
Subscriptions	85.20	432.00	517.20	378.00
Sundry	-	309.24	309.24	204.64
Leaving gift			-	96.43
	<u>13,154.10</u>	<u>93,241.58</u>	<u>106,395.68</u>	<u>67,363.91</u>
Subtotal for the year	- 6,125.40	9,953.86	3,828.46	38,576.42
Transfer to unrestricted from restricted	5,016.94 -	5,016.94	-	-
Surplus / (Deficit) for the year	- 1,108.46	4,936.92	3,828.46	38,576.42

**X2Y LGBT YOUTH GROUP****Registered Charity Number 1162589****Balance Sheet as at 31 July 2025**

	<b>2025</b>	<b>2024</b>
	<b>£</b>	<b>£</b>
<b><u>Fixed Assets</u></b>		
Tangible Assets	2,541.89	2,541.89
<b><u>Current Assets</u></b>		
Bank Current Account	94,943.24	70,107.95
WCC Training	-	-
BCHF Funds received afterdate	-	21,276.20
Petty cash	16.18	16.18
	<b>97,501.31</b>	<b>93,942.22</b>
<b><u>Current Liabilities</u></b>		
Accruals	780.00	780.00
Inland revenue	-	269.37
	<b>780.00</b>	<b>1,049.37</b>
<b>Net Assets</b>	<b>96,721.31</b>	<b>92,892.85</b>
<b><u>Financed By</u></b>		
Unrestricted Funds	23,227.11	24,335.57
Restricted Funds	73,494.20	68,557.28
	<b>96,721.31</b>	<b>92,892.85</b>





07356 234645



[x2y.org.uk](https://x2y.org.uk)



[info@x2y.org.uk](mailto:info@x2y.org.uk)

CN 1162589

# THANK YOU!