

# LGBT+ NETWORK FOR CHANGE

England & Wales - Charity number 1171911

## Details

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**Other names** LGB&T; DORSET EQUALITY NETWORK

**Status** Registered

**Legal form** CIO

**Registered** 2017-03-06

**Register** [View on the Charity Commission register](#)

## Contact

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**Address** Gipsy Cottage  
Bridge  
Canterbury  
Kent  
CT4 5HJ

**Phone** 07811269454

**Email** [contact.lgbdorsetequality@gmail.com](mailto:contact.lgbdorsetequality@gmail.com)

**Website** <https://lgbtnetwork4change.com/>

## Activities

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**Objects:** (1) The promotion of equality and diversity for the public benefit in the UK (including rural areas such as but not restricted to Dorset and adjacent areas, conurbations, such as but not limited to Bournemouth-Christchurch-Poole, and metropolitan areas), and in the broader British Isles (UK and Ireland), by the elimination of discrimination on the grounds of sexual orientation and gender identity by;(a) advancing education and raising awareness in the issues (such as prejudice, poor mental health due to prejudice, hate, discrimination, superficial acceptance, rejection) faced by lesbian, gay, bisexual and trans & non-binary people ('LGBT+' and 'LGBTQ');(b) promoting activities and services, orientated towards practical and policy solutions to the issues faced by LGBT+ & LGBTQ people, and in conjunction with the latter to foster understanding between LGBT+ & LGBTQ people and those from other backgrounds;(c) conducting or commissioning research on LGBT+ & LGBTQ issues, particularly for more marginalised or disempowered sections of the LGBT+ & LGBTQ community, publishing the results to the public, and creation and provision of related information resources to assist in addressing LGBT+ & LGBTQ issues;(d) cultivating a sentiment in favour of LGBT+ & LGBTQ inclusion, and equality and diversity.

**Activities:** The charity activities include but are not limited to: LGBT community members advocacy, LGBT supportive policy advocacy, training & related online and direct educational services, research, information resources creation & dissemination, volunteering, partnering activity to support LGBT and LGBT Allies in

counteracting anti-LGBT behaviour & discrimination across Dorset, Wessex & beyond (UK level)

## Classification

- **How:** Provides Services, Provides Advocacy/advice/information, Sponsors Or Undertakes Research
- **What:** General Charitable Purposes, Education/training, Arts/culture/heritage/science, Human Rights/religious Or Racial Harmony/equality Or Diversity
- **Who:** Children/young People, Elderly/old People, Other Defined Groups, The General Public/mankind

## Geography

- Bournemouth
- Dorset
- Hampshire
- Poole
- Wiltshire

## Finances

Period end	Income	Expenditure	Assets	Employees
2025-01-30	£0	£1,012	-	-
2024-01-30	£9,190	£8,860	-	-
2023-01-30	£3,296	£10,708	-	-
2022-01-30	£12,904	£4,900	-	-
2021-01-30	£1,030	£6,330	-	-

## Trustees

Name	Role	Appointed
ALAN MERCEL-SANCA		2024-05-22
Deepak Tamrakar		2025-11-20
ERIN GREENSLADE		2016-09-08

**LGBT+ NETWORK FOR CHANGE**

England & Wales - Charity number 1171911

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# Accounts

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# LGBT+ Network for Change Trustees Annual Report 2024 – 2025 & Financial Statement



**Charity Commission Registered charity number:** 1171911

The document comprises two components, the Annual Report and the Financial Statement:

- Trustees Report (pages 1 – 8) which includes an Appendix 'Notes from our Constitution on Structure, Governance & Management,' and the main section on Charitable Activities in the 31st January 2024 to 30th January 2025 period
- Financial Statement (pages 9 – 12)

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## Trustees Annual Report

Information concerning trustees, staff, charity address, and bank account:

**Trustees** for the 31<sup>st</sup> January 2024 to 30<sup>th</sup> January 2025 period:

Erin Greenslade  
Alan Mercel-Sanca (Chair)  
Connor Dybowski  
Daniel Clarke

**Paid Staff:** none by end of the period as former charity Lead Officer Alan Mercel-Sanca transferred his contribution to the charity in a shrinking of activity stage, to become a trustee and Chairperson of the Board to

**Charity Address:**

Gipsy Cottage  
Bridge  
Canterbury  
Kent  
CT4 5HJ

**Charity Bank Account:**

HSBC (Canterbury branch)  
Account Name: LGB&T Dorset Equality Network  
Sort Code: 40 – 46 – 11  
Account Number: 71654284

**1. Name:** The name of the Charitable Incorporated Organisation (“the CIO”) is LGBT+ Network for Change (formerly, the ‘LGB&T Dorset Equality Network’: a pan-Dorset area section continues under the revised, Charity Commission approved, Charity constitutional Objects, where the area is specifically referred to and many of its operational activities continue).

**2 Office:** The office of the CIO is in England, Bridge near Canterbury, Kent.

**3. Objects:** The Charitable Objects of the LGBT+ Network for Change CIO are:

(1) The promotion of equality and diversity for the public benefit in the UK (including rural areas such as but not restricted to Dorset and adjacent areas, conurbations, such as but not limited to Bournemouth-Christchurch-Poole, and metropolitan areas), and in the broader British Isles (UK and Ireland), by the elimination of discrimination on the grounds of sexual orientation and gender identity by;

(a) advancing education and raising awareness in the issues (such as prejudice, poor mental health due to prejudice, hate, discrimination, superficial acceptance, rejection) faced by lesbian, gay, bisexual and trans & non-binary people (‘LGBT+’ and ‘LGBTQ’);

(b) promoting activities and services, orientated towards practical and policy solutions to the issues faced by LGBT+ & LGBTQ people, and in conjunction with the latter to foster understanding between LGBT+ & LGBTQ people and those from other backgrounds;

(c) conducting or commissioning research on LGBT+ & LGBTQ issues, particularly for more marginalised or disempowered sections of the LGBT+ & LGBTQ community, publishing the results to the public, and creation and provision of related information resources to assist in addressing LGBT+ & LGBTQ issues;

(d) cultivating a sentiment in favour of LGBT+ & LGBTQ inclusion, and equality and diversity.

Source: <https://register-of-charities.charitycommission.gov.uk/charity-search/-/charity-details/5089151/governing-document>

**4. Network services beneficiaries:**

Network principal beneficiaries include in particular members of sexual & gender minorities (LGBT+) and those who are coming Out or to self-realisation that they belong to a sexual orientation or gender minority (LGBTQ+). Network secondary beneficiaries include, but are not limited to the following:

- Those identifying, as individuals and/or organisations/agencies [statutory sector, business/private sector, and voluntary the community & voluntary sectors] as LGBTQ+ ‘Allies’

- All public, private, voluntary & community sectors organisations/agencies/entities that are seeking to of their own volition, or required to demonstrate compliance with Equality Act 2010 legal obligations compliance on counteracting and eradication direct and indirect discrimination and prejudice against sexual & gender minorities

#### **5. Structure, governance & management:**

Particulars are detailed below.

#### **Notes from our Constitution on Structure, Governance & Management:**

#### **4. Powers**

The CIO has power to do anything which is calculated to further its objects or is conducive or incidental to doing so. In particular, the CIO has power to:

- (1) borrow money and to charge the whole or any part of its property as security for the repayment of the money borrowed. The CIO must comply as appropriate with sections 124 and 125 of the Charities Act 2011, if it wishes to mortgage land,
- (2) buy, take on lease or in exchange, hire or otherwise acquire any property and to maintain and equip it for use;
- (3) sell, lease or otherwise dispose of all or any part of the property belonging to the CIO. In exercising this power, the CIO must comply as appropriate with sections 117 and 119-123 of the Charities Act 2011;
- (4) employ and remunerate such staff as are necessary for carrying out the work of the CIO. The CIO may employ or remunerate a charity trustee only to the extent that it is permitted to do so by clause 6 (Benefits and payments to charity trustees and connected persons) and provided it complies with the conditions of that clause;
- (5) deposit or invest funds, employ a professional fund-manager, and arrange for the investments or other property of the CIO to be held in the name of a nominee, in the same manner and subject to the same conditions as the trustees of a trust are permitted to do so by the Trustee Act 2000.

#### **5. Application of income and property**

##### **(1) The income and property of the CIO must be applied solely towards the promotion of the objects.**

- (a) A charity trustee is entitled to be reimbursed from the property of the CIO or may pay out of such property reasonable expenses properly incurred by him or her when acting on behalf of the CIO.
- (b) A charity trustee may benefit from trustee indemnity insurance cover purchased at the CIO's expense in accordance with, and subject to the conditions in, section 189 of the Charities Act 2011.

##### **(2) None of the income or property of the CIO may be paid or transferred directly or indirectly by way of dividend, bonus or otherwise by way of profit to any member of the CIO.**

##### **(3) Nothing in this clause shall prevent a charity trustee or connected person receiving any benefit or payment which is authorised by Clause 6.**

#### **6. Benefits and payments to charity trustees and connected persons**

##### **(1) General provisions**

No charity trustee or connected person may:

- (e) buy or receive any goods or services from the CIO on terms preferential to those applicable to members of the public;
- (f) sell goods, services, or any interest in land to the CIO;
- (g) be employed by, or receive any remuneration from, the CIO;
- (h) receive any other financial benefit from the CIO;

unless the payment or benefit is permitted by sub-clause (2) of this clause or authorised by the court or prior written consent of the Charity Commission (“the Commission”). In this clause, a “financial benefit” means a benefit, direct or indirect, which is either money or has a monetary value.

(2) Scope and powers permitting trustees’ or connected persons’ benefits

(a) A charity trustee or connected person may receive a benefit from the CIO as a beneficiary provided that it is available generally to the beneficiaries of the CIO

(b) A charity trustee or connected person may enter into a contract for the supply of services, or of goods that are supplied in connection with the provision of services, to the CIO where that is permitted in accordance with, and subject to the conditions in, sections 185 to 188 of the Charities Act 2011.

(c) Subject to sub-clause (3) of this clause a charity trustee or connected person may provide the CIO with goods that are not supplied in connection with services provided to the CIO by the charity trustee or connected person.

(d) A charity trustee or connected person may receive interest on money lent to the CIO at a reasonable and proper rate which must be not more than the Bank of England bank rate (also known as the base rate).

(e) A charity trustee or connected person may receive rent for premises let by the trustee or connected person to the CIO. The amount of the rent and other terms of the lease must be reasonable and proper. The charity trustee concerned must withdraw from any meeting at which such a proposal or the rent or other terms of the lease are under discussion.

(f) A charity trustee or connected person may take part in the normal trading and fundraising activities of the CIO on the same terms as members of the public.

### **(3) Payment for supply of goods only – control:**

The CIO and its charity trustees may only rely upon the authority provided by sub-clause (2)(c) of this clause if each of the following conditions is satisfied:

(a) The amount or maximum amount of the payment for the goods is set out in a written agreement between the CIO and the charity trustee or connected person supplying the goods (“the supplier”).

(b) The amount or maximum amount of the payment for the goods does not exceed what is reasonable in the circumstances for the supply of the goods in question.

(c) The other charity trustees are satisfied that it is in the best interests of the CIO to contract with the supplier rather than with someone who is not a charity trustee or connected person. In reaching that decision the charity trustees must balance the advantage of contracting with a charity trustee or connected person against the disadvantages of doing so.

(d) The supplier is absent from the part of any meeting at which there is discussion of the proposal to enter into a contract or arrangement with him or her or it with regard to the supply of goods to the CIO.

(e) The supplier does not vote on any such matter and is not to be counted when calculating whether a quorum of charity trustees is present at the meeting.

(f) The reason for their decision is recorded by the charity trustees in the minute book.

(g) A majority of the charity trustees then in office are not in receipt of remuneration or payments authorised by clause 6.

### **(4) In sub-clauses (2) and (3) of this clause:**

(a) “the CIO” includes any company in which the CIO: i. holds more than 50% of the shares; or

ii. controls more than 50% of the voting rights attached to the shares; or

iii. has the right to appoint one or more directors to the board of the company;

(b) “connected person” includes any person within the definition set out in clause 30 (Interpretation);

### **Conflicts of interest and conflicts of loyalty:**

A charity trustee must:

(1) declare the nature and extent of any interest, direct or indirect, which he or she has in a proposed transaction or arrangement with the CIO or in any transaction or arrangement entered into by the CIO which has not previously been declared; and

(2) absent himself or herself from any discussions of the charity trustees in which it is possible that a conflict of interest will arise between his or her duty to act solely in the interests of the CIO and any personal interest (including but not limited to any financial interest).

Any charity trustee absenting himself or herself from any discussions in accordance with this clause must not vote or be counted as part of the quorum in any decision of the charity trustees on the matter.

8. Liability of members to contribute to the assets of the CIO if it is wound up:

If the CIO is wound up, the members of the CIO have no liability to contribute to its assets and no personal responsibility for settling its debts and liabilities.

9. Charity trustees:

(1) Functions and duties of charity trustees

The charity trustees shall manage the affairs of the CIO and may for that purpose exercise all the powers of the CIO. It is the duty of each charity trustee:

(a) to exercise his or her powers and to perform his or her functions in his or her capacity as a trustee of the CIO in the way he or she decides in good faith would be most likely to further the purposes of the CIO; and

(b) to exercise, in the performance of those functions, such care and skill as is reasonable in the circumstances having regard in particular to: i. any special knowledge or experience that he or she has or holds himself or herself out as having; and,

ii. if he or she acts as a charity trustee of the CIO in the course of a business or profession, to any special knowledge or experience that it is reasonable to expect of a person acting in the course of that kind of business or profession.

(2) Eligibility for trusteeship

(a) Every charity trustee must be a natural person.

(b) No individual may be appointed as a charity trustee of the CIO: • If he or she is under the age of 18 years; or

• If he or she would automatically cease to hold office under the provisions of clause 12(1)(e).

(c) No one is entitled to act as a charity trustee whether on appointment or on any re-appointment until he or she has expressly acknowledged, in whatever way the charity trustees decide, his or her acceptance of the office of charity trustee.

(3) Number of charity trustees

(a) There must be at least three charity trustees. If the number falls below this minimum, the remaining trustee or trustees may act only to call a meeting of the charity trustees, or appoint a new charity trustee

(b) There is no maximum number of charity trustees that may be appointed to the CIO. 12

Report of the Trustees - Financial Statement

**The Board:**

The Board/Trustees of the Charity meets four times a year. The Convenor/Lead Officer is responsible for ensuring that the charity delivers its specified services (linked to/derived from the Charity's 'Objects') to the satisfaction of the Board.

During the 31<sup>st</sup> January 2024 to 30<sup>th</sup> January 2025 period, a volunteer, Connor Dybowski progressed to trustee status/membership of the board and in an honorary capacity on the basis of skills he presented and had demonstrated, undertook deputy CEO and treasurer support roles. Later, Connor Dybowski's partner – Daniel Clarke, a respected drag artiste with a developing national level profile and following – was invited to join the Board, to contribute profiling of the Network and its initiatives and work. In this period, the charity's Convenor/Lead Officer, Alan Mercel-Sanca, stepped back from this role, as the charity continued to just concentrate on maintaining and supporting two longstanding initiatives (prisons and homeless community related) and two international (Ireland, and Africa) areas of supportive to LGBTQ+ communities activity {counteraction of conversion practices}.

**Volunteers:**

Over the 31<sup>st</sup> January 2024 to 30<sup>th</sup> January 2025 period we had one volunteer, who subsequently transitioned to become a trustee (Daniel Clarke).

**Financial Year:**

The Charity received nor applied for any grants in the 31<sup>st</sup> January 2024 to 30<sup>th</sup> January 2025 period.

**Reserves Policy:**

The Network postponed developing its reserves policy during/across the period (as in the preceding 12 months) once organisation structure development work relating to the name change and Objects adjustments and related changes have been completed. In the 2024 – 2025 period we maintained a positive bank balance, and with because of the planned for eventual closing of the charity or its standing active work/initiatives activities being transferred to an appropriate registered charity, the Chairperson continuing to provide their time and experience and expertise voluntarily [no grants or donations being sought] on an unremunerated basis where standing/continuing LGBT+ Network for Change initiatives and activities were concerned.

## **Charitable Activities in the 31st January 2024 to 30th January 2025 period included, but were not limited to:**

**Prison Service initiative:**

Our work with HMP & YOI Portland through the steering group initiative continued, with the initiative itself in this period firming up into a durable and replicable mechanism and model to maintain and organically develop all it had achieved. So successful was it that at the prison aspects of it formed the basis for creating an across the Protected Characteristics a multiple stakeholders group on a similar model.

**Bournemouth-Christchurch-Poole LGBTQ+ Homeless & sofa surfing initiative:**

In the period the Network continued to provide essential guidance and input to the towards the end of the latter the Network succeeded in the Bournemouth-Christchurch-Poole Council's Homeless

multiple stakeholders Group (referred to in our 2023 – 2024 Annual Report) that was in origin and key dynamics and purpose the result of the Network’s initiative, whose purpose was realised in this.

**International:**

Ireland:

In this period, there was a change of government in the UK. As a result of the Network lead Alan Mercel-Sanca support of the preceding year regarding ensuring that both governments/jurisdictions (Ireland and the UK) would ensure (through the relevant parliamentary joint committees oversight) that the issue of potential evasion of conversion practices banning legislation through use of the border, this was confirmed to be acted on/ensured, in a communication we received from the Office of the new Secretary of State for Northern Ireland. So, this major pan-British Isles campaign was seen to have completed its core purpose. The Network continued to be an active member of the Ban Conversion Therapies (BCT) Coalition, inputting on All Ireland and some other international areas.

**Partnerships:**

In the 2024 – 2025 period, as in the previous one we continued our participation in and contribution, as mentioned above, to the Ban Conversion Therapy (BCT) Coalition.

**Advocacy cases & Policy Advocacy:**

During the 2024 – 2025 period the charity Lead Officer took up and successfully concluded a Trans community member of the Bristol area case initially taken up by former charity volunteer and subsequently a trustee, Connor Dybowski. The case concerned the community member in question being homeless and encountering poor, reported to our charity, support from their NHS service providers and from homeless support services in the area.

The charity Lead Officer also across several months provided advocacy support of vital and effective kind to an asylum applicant from the Caribbean. They were in an extreme situation of threatened deportation to their land of origin where they would have faced strong likelihood of suicide through certain ‘conversion practices’ being inflicted on them by family and religious anti-LGBTQI+ values influenced/directed community due to their sexual orientation. They were twice placed on the infamous name ‘Bibi Stockholm’ Home Office overseen, barge: the charity was engaged to, successfully, protect them from dangers faced.

**Grants:**

The charity applied for no grants in this period

**Other: fundraising – donations:**

No donations were sought or received in this period

**Total of grant and donations for the period: £0**

**Our Plans for the January 2025 – January 2026 period:**

- Our plans for the period include but aren’t limited to:

- Complete our contributions to the two core initiatives (prisons and homelessness) we have been responsible for enabling and subsequently contributing across the past 3 years to see successfully developed
- Maintain our input to the BCT Coalition
- Prepare for the probable closure within the 2025-2026 period of the charity, as having through its work record effectively fulfilled its Objects-based purposes. The main factor determining this direction being that the former lead officer/convenor and now chairperson is based in another country (Ireland), and as such with his work being central to the charity's outputs delivery from its start a decade ago, and it having continued to prove very difficult for this to be taken up by another, we shall though explore if it can be taken in a new tenable and credible direction, without its essentials being lost in terms of the outputs referred to
- We shall also consider closure but transference of core initiatives connection and continuity, by exploring an existing appropriate charity to include these, so these achievements aren't lost

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## Statement of Responsibility of the Trustees:

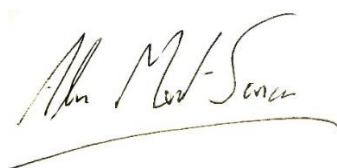
Network Trustees are responsible for preparing the Financial Statement and report of the Trustees in accordance with relevant law and United Kingdom Accounting Standards.

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 company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing these financial statements, the Trustees are required to: 8

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

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

Signed on behalf of the Board of Trustees:



Alan Mercel-Sanca (Chairperson, and Trustee)

21<sup>st</sup> November 2025

## STATEMENT OF FINANCIAL ACTIVITIES 2024 - 2025

INCLUDING INCOME AND EXPENDITURE ACCOUNT FOR THE YEAR ENDED 30th January 2025, COMMENCED FROM 31st January 2024, for the LGBT+ NETWORK for CHANGE, (Charity Commission Registration Number: 1151652)

### Taxation:

As a charity, the LGBT+ Network for Change is exempt from tax on income and gains falling within section 505 of the Taxes Act 1988 or s256 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.

### Income:

£0

**Total income: £0**

**Bank account servicing charge (taken monthly and being £5) for the period: £55**

### Expenditure:

Two charity supportive costs, relating to purchase of a refurbished laptop by new charity Trustee (Connor Dybowski) exclusively for their honorary work, which focuses on exploring the charity's development in relevant and credible and feasible directions commensurate with the charity's core and constitutional Objects, and undertaking some existing initiatives support: £207

Monthly bank account servicing charges for the period: £55

**Total for costs on time spent on charitable activities delivery comprised of Convenor/Lead Officer remunerated work and website hosting: £0**

**Governance costs:** No dedicated governance costs, as covered under admin activity/officer time re communications & liaison calls and emails with the Board

### Excess of income over expenditure:

£1,016 (figure rounded/corrected from preceding as closer to £1,016) carried over from the 31st January 2023 – 30th January 2024 period.

In the 31/01/2024 to 30/01/2025 period we sought no grants or donations (income) due to progressing winding the charity down emphasis.

In the period we spent £1,012

**Balance (bank account) at 31<sup>st</sup> January 2024: £1,016**

**Balance (bank account) at 30th January 2025: £4**

Fixed assets: -- NONE (organisation banners which are depreciable in value, as is our gazebo for info stall provision at events) we estimate that in total these items would realistically have a depreciated value from the preceding year of in the region of (half of value of that for the items in the preceding year, which total: £0

Current assets – due to age and use: £0

Debtors: NONE

Cash at bank (exclusively at bank, and NONE 'in hand') at 31<sup>st</sup> January 2025: £0

Creditors (amounts falling due within one year): NONE

Net current assets -- pull up panels value: £0

**Total assets less liabilities:** £0 – at 30th January 2025 (see above 'Net current assets' for total) we had no liabilities

**Funds/bank balance** (on 30<sup>th</sup> January 2025): £4

**NOTES to income & expenditure:**

Income (31/01/2024– 30/01/2025): £0

Balance in Bank on 31<sup>st</sup> January 2025: £4

**Income items:** £0

Total at 31<sup>st</sup> January 2025: £4 **Calculated from: £1,016 LESS £957 [750 + 150 + 57] – EQUALS £59 (LESS £55 for Seven months monthly service charges at £4 = £4)**

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**£0**

Total at 31<sup>st</sup> January 2025: £4 **Calculated from: £1,016 LESS £957 [750 + 150 + 57] – EQUALS £59 (LESS £55 for Seven months monthly service charges at £4 = £4)**

**Expenditure (31/01/2024 – 30/01/2025): not including bank charges: £957**

**Expenditure including travel costs by Network Lead Officer/Convenor + website work and hosting + volunteers travel costs: £0**

**NOTES:**

a) in the period the charity Lead Officer/Convenor stepped down in those capacities, but continued to support continuation of the existing work of the charity on an unremunerated basis as Chairperson of the Board of Trustees.

This was in order to assist the charity in its important work, but doing so as transition of the charity had been envisaged, including a possible to probable closure or adoption into an appropriate existing charity due to the situation of the Lead Officer/Convenor, subsequently Chairperson having continued residency in Ireland, and as such while responsible directly for the substantial successful projects work of now some years standing the charity, not being in a position to provide [as a non-resident] key support work. And at the same time needing to see if one of the two most recent trustees could in practice capably undertake deputy CEO and treasurer roles, and especially honour promised capability for engaging with and sustaining the existing work, and to competently evidence successful PR for the charity from its reputation/work.

b) very generously the charity website host for the period provided their technical support and hosting at no charge

c) there were no proof of travel costs for clear demonstrable charity supportive work in this period from any of the trustees

**Note regarding Lead Officer/Network services and project delivery lead activities:** Please see 'a)' above

**Expenditure items for the period:**

£150 provided for Connor Dybowski on his request for a refurbished laptop for his use in regard to his work for the charity in the capacities/roles detailed above

£56.99 remaining balance for the CEX shop (Bristol area) sourced refurbished laptop reported as outstanding paid for by him from his own funds

£750 payment to the charity Lead Officer/Convenor [04/03/2024] for completion of HMP & YOI Portland and Bournemouth Christchurch and Poole LGBTQI+ homelessness project work

**Total: £957**

Total at 31<sup>st</sup> January 2025: £4 **Calculated from: £1,016 LESS £957 [750 + 150 + 57] – EQUALS £59 (LESS £55 for Seven months monthly service charges at £4 = £4)**

**Total combined expenditure (items above + seven months £5 charity bank account monthly service charges [£55]) for the period: £1,012**

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**APPENDIX – itemised details of Expenditure:**

**Lead Officer total remuneration received** (includes travel expenses, which are detailed in the cheques schedule below): £750

This total expenditure figure excludes bank charges for the period -- £60: £8,799. **With this amount included the total Outgoings (combined expenditure + bank interest charges) is: £8,859**

**Lead Officer** cheque payments for the period for projects delivery work and other charity services and activity work:

04/03/2024 cheque [cheque number: 100232] of £750 – projects delivery activities

**Total: £750**

**Other:**

Cheque number 100233 (NOTE: date omitted in error) for £150 – Connor Dybowski refurbished laptop from CEX store (Bristol)

07/06/2024 £57 – Connor Dybowski outstanding balance payment for refurbished laptop

**Combined Total: £957** – excludes **Bank account charges** for the period of £55

**LGBT+ NETWORK FOR CHANGE**

England & Wales - Charity number 1171911

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# Accounts

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# LGBT+ Network for Change Trustees Annual Report 2023 – 2024 & Financial Statement



**Charity Commission Registered charity number: 1171911**

The document comprises two components, the Annual Report and the Financial Statement:

- Trustees Report (pages 1 – 10) which includes an Appendix ‘Notes from our Constitution on Structure, Governance & Management,’ and the main section on Charitable Activities in the 31st January 2023 to 30th January 2024 period
- Financial Statement (pages 11 – 14)

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## Trustees Annual Report

Information concerning trustees, staff, charity address, and bank account:

**Trustees** for the 31<sup>st</sup> January 2023 to 30<sup>th</sup> January 2024 period:

Erin Greenslade (Chair)  
Ria Patel (Honorary Secretary and PR Officer)  
John Hyde (Deputy Chair)

**NOTE:** in early November 2023 after long illness, charity co-founder and Deputy Chair John Hyde passed on after a period of long illness. Consequently, the Board being reduced to two members for the remainder of the 31st January 2023 to 30th January 2024 period the charity took no actions in regard to new projects or grant applications. Existing work and projects continued for the November 2023 to 30<sup>th</sup> January 2024 period (these involved no funding or expenditure as in the exceptional circumstances the charity operational lead volunteered his time at no cost to maintain existing work and initiatives).

Charity Commission website reference: <https://register-of-charities.charitycommission.gov.uk/charity-search/-/charity-details/5089151/trustees>

Paid Staff (1 only – part-time: paid, subject to dedicated projects grants receipt, and with remainder of time per week given on a voluntary, unremunerated basis). Network Lead Officer/Convenor: Alan Mercel-Sanca

**Charity Address:**

Gipsy Cottage  
Bridge  
Canterbury  
Kent  
CT4 5HJ

**Charity Bank Account:**

HSBC  
Account Name: LGB&T Dorset Equality Network  
Sort Code: 40 – 46 – 11  
Account Number: 71654284

**1. Name:** The name of the Charitable Incorporated Organisation (“the CIO”) is LGBT+ Network for Change (formerly, the ‘LGB&T Dorset Equality Network’: a pan-Dorset area section continues under the revised, Charity Commission approved, Charity constitutional Objects, where the area is specifically referred to and many of its operational activities continue).

**2 Office:** The office of the CIO is in England, Bridge near Canterbury, Kent.

**3. Objects:** The Charitable Objects of the LGBT+ Network for Change CIO are:

(1) The promotion of equality and diversity for the public benefit in the UK (including rural areas such as but not restricted to Dorset and adjacent areas, conurbations, such as but not limited to Bournemouth-Christchurch-Poole, and metropolitan areas), and in the broader British Isles (UK and Ireland), by the elimination of discrimination on the grounds of sexual orientation and gender identity by;

(a) advancing education and raising awareness in the issues (such as prejudice, poor mental health due to prejudice, hate, discrimination, superficial acceptance, rejection) faced by lesbian, gay, bisexual and trans & non-binary people (‘LGBT+’ and ‘LGBTQ’);

(b) promoting activities and services, orientated towards practical and policy solutions to the issues faced by LGBT+ & LGBTQ people, and in conjunction with the latter to foster understanding between LGBT+ & LGBTQ people and those from other backgrounds;

(c) conducting or commissioning research on LGBT+ & LGBTQ issues, particularly for more marginalised or disempowered sections of the LGBT+ & LGBTQ community, publishing the results to the public, and creation and provision of related information resources to assist in addressing LGBT+ & LGBTQ issues;

(d) cultivating a sentiment in favour of LGBT+ & LGBTQ inclusion, and equality and diversity.

Source: <https://register-of-charities.charitycommission.gov.uk/charity-search/-/charity-details/5089151/governing-document>

#### **4. Network services beneficiaries:**

Network principal beneficiaries include in particular members of sexual & gender minorities (LGBT+) and those who are coming Out or to self-realisation that they belong to a sexual orientation or gender minority (LGBTQ+). Network secondary beneficiaries include, but are not limited to the following:

- Those identifying, as individuals and/or organisations/agencies [statutory sector, business/private sector, and voluntary the community & voluntary sectors] as LGBTQ+ 'Allies'
- All public, private, voluntary & community sectors organisations/agencies/entities that are seeking to of their own volition, or required to demonstrate compliance with Equality Act 2010 legal obligations compliance on counteracting and eradication direct and indirect discrimination and prejudice against sexual & gender minorities

#### **5. Structure, governance & management:**

Particulars are detailed below.

#### **Notes from our Constitution on Structure, Governance & Management:**

##### **4. Powers**

The CIO has power to do anything which is calculated to further its objects or is conducive or incidental to doing so. In particular, the CIO has power to:

- (1) borrow money and to charge the whole or any part of its property as security for the repayment of the money borrowed. The CIO must comply as appropriate with sections 124 and 125 of the Charities Act 2011, if it wishes to mortgage land,
- (2) buy, take on lease or in exchange, hire or otherwise acquire any property and to maintain and equip it for use;
- (3) sell, lease or otherwise dispose of all or any part of the property belonging to the CIO. In exercising this power, the CIO must comply as appropriate with sections 117 and 119-123 of the Charities Act 2011;
- (4) employ and remunerate such staff as are necessary for carrying out the work of the CIO. The CIO may employ or remunerate a charity trustee only to the extent that it is permitted to do so by clause 6 (Benefits and payments to charity trustees and connected persons) and provided it complies with the conditions of that clause;
- (5) deposit or invest funds, employ a professional fund-manager, and arrange for the investments or other property of the CIO to be held in the name of a nominee, in the same manner and subject to the same conditions as the trustees of a trust are permitted to do so by the Trustee Act 2000.

##### **5. Application of income and property**

**(1) The income and property of the CIO must be applied solely towards the promotion of the objects.**

- (a) A charity trustee is entitled to be reimbursed from the property of the CIO or may pay out of such property reasonable expenses properly incurred by him or her when acting on behalf of the CIO.
- (b) A charity trustee may benefit from trustee indemnity insurance cover purchased at the CIO's expense in accordance with, and subject to the conditions in, section 189 of the Charities Act 2011.

**(2) None of the income or property of the CIO may be paid or transferred directly or indirectly by way of dividend, bonus or otherwise by way of profit to any member of the CIO.**

**(3) Nothing in this clause shall prevent a charity trustee or connected person receiving any benefit or payment which is authorised by Clause 6.**

6. Benefits and payments to charity trustees and connected persons

### (1) General provisions

No charity trustee or connected person may:

- (e) buy or receive any goods or services from the CIO on terms preferential to those applicable to members of the public;
- (f) sell goods, services, or any interest in land to the CIO;
- (g) be employed by, or receive any remuneration from, the CIO;
- (h) receive any other financial benefit from the CIO;

unless the payment or benefit is permitted by sub-clause (2) of this clause or authorised by the court or prior written consent of the Charity Commission (“the Commission”). In this clause, a “financial benefit” means a benefit, direct or indirect, which is either money or has a monetary value.

### (2) Scope and powers permitting trustees’ or connected persons’ benefits

(a) A charity trustee or connected person may receive a benefit from the CIO as a beneficiary provided that it is available generally to the beneficiaries of the CIO

(b) A charity trustee or connected person may enter into a contract for the supply of services, or of goods that are supplied in connection with the provision of services, to the CIO where that is permitted in accordance with, and subject to the conditions in, sections 185 to 188 of the Charities Act 2011.

(c) Subject to sub-clause (3) of this clause a charity trustee or connected person may provide the CIO with goods that are not supplied in connection with services provided to the CIO by the charity trustee or connected person.

(d) A charity trustee or connected person may receive interest on money lent to the CIO at a reasonable and proper rate which must be not more than the Bank of England bank rate (also known as the base rate).

(e) A charity trustee or connected person may receive rent for premises let by the trustee or connected person to the CIO. The amount of the rent and other terms of the lease must be reasonable and proper. The charity trustee concerned must withdraw from any meeting at which such a proposal or the rent or other terms of the lease are under discussion.

(f) A charity trustee or connected person may take part in the normal trading and fundraising activities of the CIO on the same terms as members of the public.

### **(3) Payment for supply of goods only – control:**

The CIO and its charity trustees may only rely upon the authority provided by sub-clause (2)(c) of this clause if each of the following conditions is satisfied:

(a) The amount or maximum amount of the payment for the goods is set out in a written agreement between the CIO and the charity trustee or connected person supplying the goods (“the supplier”).

(b) The amount or maximum amount of the payment for the goods does not exceed what is reasonable in the circumstances for the supply of the goods in question.

(c) The other charity trustees are satisfied that it is in the best interests of the CIO to contract with the supplier rather than with someone who is not a charity trustee or connected person. In reaching that decision the charity trustees must balance the advantage of contracting with a charity trustee or connected person against the disadvantages of doing so.

(d) The supplier is absent from the part of any meeting at which there is discussion of the proposal to enter into a contract or arrangement with him or her or it with regard to the supply of goods to the CIO.

(e) The supplier does not vote on any such matter and is not to be counted when calculating whether a quorum of charity trustees is present at the meeting.

(f) The reason for their decision is recorded by the charity trustees in the minute book.

(g) A majority of the charity trustees then in office are not in receipt of remuneration or payments authorised by clause 6.

**(4) In sub-clauses (2) and (3) of this clause:**

- (a) “the CIO” includes any company in which the CIO: i. holds more than 50% of the shares; or
- ii. controls more than 50% of the voting rights attached to the shares; or
- iii. has the right to appoint one or more directors to the board of the company;
- (b) “connected person” includes any person within the definition set out in clause 30 (Interpretation);

**Conflicts of interest and conflicts of loyalty:**

A charity trustee must:

(1) declare the nature and extent of any interest, direct or indirect, which he or she has in a proposed transaction or arrangement with the CIO or in any transaction or arrangement entered into by the CIO which has not previously been declared; and

(2) absent himself or herself from any discussions of the charity trustees in which it is possible that a conflict of interest will arise between his or her duty to act solely in the interests of the CIO and any personal interest (including but not limited to any financial interest).

Any charity trustee absenting himself or herself from any discussions in accordance with this clause must not vote or be counted as part of the quorum in any decision of the charity trustees on the matter.

8. Liability of members to contribute to the assets of the CIO if it is wound up:

If the CIO is wound up, the members of the CIO have no liability to contribute to its assets and no personal responsibility for settling its debts and liabilities.

9. Charity trustees:

(1) Functions and duties of charity trustees

The charity trustees shall manage the affairs of the CIO and may for that purpose exercise all the powers of the CIO. It is the duty of each charity trustee:

(a) to exercise his or her powers and to perform his or her functions in his or her capacity as a trustee of the CIO in the way he or she decides in good faith would be most likely to further the purposes of the CIO; and

(b) to exercise, in the performance of those functions, such care and skill as is reasonable in the circumstances having regard in particular to: i. any special knowledge or experience that he or she has or holds himself or herself out as having; and,

ii. if he or she acts as a charity trustee of the CIO in the course of a business or profession, to any special knowledge or experience that it is reasonable to expect of a person acting in the course of that kind of business or profession.

(2) Eligibility for trusteeship

(a) Every charity trustee must be a natural person.

(b) No individual may be appointed as a charity trustee of the CIO: • If he or she is under the age of 18 years; or

• If he or she would automatically cease to hold office under the provisions of clause 12(1)(e).

(c) No one is entitled to act as a charity trustee whether on appointment or on any re-appointment until he or she has expressly acknowledged, in whatever way the charity trustees decide, his or her acceptance of the office of charity trustee.

(3) Number of charity trustees

(a) There must be at least three charity trustees. If the number falls below this minimum, the remaining trustee or trustees may act only to call a meeting of the charity trustees, or appoint a new charity trustee

(b) There is no maximum number of charity trustees that may be appointed to the CIO. 12  
Report of the Trustees - Financial Statement

#### **The Board:**

The Board/Trustees of the Charity meets four times a year. The Convenor/Lead Officer is responsible for ensuring that the charity delivers its specified services (linked to/derived from the Charity's 'Objects') to the satisfaction of the Board.

**In this period Trustees Fr John Hyde in early November 2023 sadly passed on, and earlier in the year/2023 Trustee Mattie Viner had to step down due to a combination of work commitments and poor health.**

#### **Volunteers:**

Over the 31<sup>st</sup> January 2023 to 30<sup>th</sup> January 2024 period we continued with three volunteers.

#### **Financial Year:**

The Charity received no grants in the 31<sup>st</sup> January 2023 to 30<sup>th</sup> January 2024 period. We received a donation of ... in ... 2023 to the amount of from ..

#### **Reserves Policy:**

The Network postponed developing its reserves policy until the 2022 – 2023 period once organisation structure development work relating to the name change and Objects adjustments and related changes have been completed. In the 2021 – 2022 period we continued with our policy of holding minor funds in a positive bank balance, reflecting the Trustees commitment to supporting organisation activities and meeting the following:

- safeguarding the charity's service commitment in the event of delays in receipt of grants or other income.
- Having a financial buffer against risk and future uncertainties.

## **Charitable Activities in the 31st January 2023 to 30th January 2024 period included, but were not limited to:**

#### **Prison Service initiative:**

Our work with HMP & YOI Portland through the monthly LGBTQ+ Steering Group 2+ years initiative saw towards the end of the January 2023 to January 2024 period finalisation of the latter. In this its transformational achievement of culture change [from two years earlier] when the prison was near the bottom of UK prisons and YOIs regarding LGBTQI+ safety, inclusion, and equity, to by the end of this period it being a best practice lead, saw the recording by the Network of the key elements of this transformation so that the model produced could be applied to other prisons and YOIs as a solid and proven and tested basis for effecting comparable change.

**Bournemouth-Christchurch-Poole LGBTQ+ Homeless & sofa surfing initiative:**

In the January 2023 to January 2024 period towards the end of the latter the Network succeeded in the Bournemouth-Christchurch-Poole Council's Homeless multiple stakeholders Group moving to fully enable the Network's 2+ years joined-up relevant stakeholders initiative to be established under instituting under the BCP Council's Group, a dedicated [LGBTQ+ and LGBTQI+ and allies] 'Disproportionately Affected Sub-Group.'

**International:**

Ireland:

In this period, Network lead Alan Mercel-Sanca advanced Network support under a dedicated Network Ireland and UK campaign to ensure that an evasion of envisaged conversion practices banning legislation by the Government of Ireland [Republic of Ireland] and the UK Government [including Northern Ireland] evasion of legislation on south [Republic] to north [UK/NI] cross-border de-facto human trafficking of LGBTQI+ and LGBTQ+ minors and young vulnerable adults be counteracted, and the loophole closed.

Our approach was to engage with as well as governments ministers and their departments in the two jurisdictions, to in particular secure awareness support for closing the cross-border evasion danger, by engaging with both states parliament's all party parliamentary committees. This was secured with the Irish Parliament's Committee on Children, Equality, Disability, Integration and Youth, and the UK Westminster Parliament's House of Commons Women and Equalities Committee. Copy of the latter's response recording the success of our campaign/initiative is provided here:

**HOC Women and Equalities Committee <womeqcom@parliament.uk>**

Fri, Feb 23,  
10:11 AM

Dear Alan

Thank you for raising your concerns with the Committee, including those regarding the potential effects of having different policy approaches on the island of Ireland – or rather policy and absence of policy in the case of the UK Government. As you note, the Committee has pressed the Minister to come forward with the legislation. We have also offered to undertake prelegislative scrutiny of it and stand ready to do so if requested. Comparison between UK legislative proposals and international examples would be part of that scrutiny.

Kind regards

Phil

Phil Jones

Clerk, Women and Equalities Committee

Rwanda:

The Network in the 2023 – 2024 period we continued our partnership work with Rwanda's Human Rights First Rwanda Association (HRFRA: <http://rightsrwanda.com/Mission.html>) including a HRFRA enabled with the Network video conference call with leads of Rwanda's lesbian, gay, bisexual, and

Trans communities organisations. This assisting us with our representation about the countries LGBTQI+ community needs to the UK Government's FCDO and a number of MPs, and also via Ireland, the EU.

### **Partnerships:**

In the 2023 – 2024 period we continued our contribution to the Ban Conversion Therapy Coalition, contributing to the latter in regard to All Ireland relevant aspects (please see above) and for the broader international dimension's importance for credible conversion practices banning legislation.

### **Advocacy cases & Policy Advocacy:**

In the 2023 – 2024 period the charity indirectly, at one hand remove supported through our NHS, Portland Prison and broader SW England area prisons [including Bristol], and Bournemouth-Christchurch-Poole conurbation LGBTQ+ homeless initiatives work approximately 75 LGBTQ+ and LGBTQI+ community members. Direct Network supported complex and high degree of seriousness of the cases, advocacy work involved three of the latter – an example of which is referred to below.

Support to international asylum applicant: In this period we continued our support to a Bournemouth-based, Caribbean in origin LGBT [gay male] community member facing extreme danger and persecution from family and socio-religious homophobic elements in his land of origin, and who was legally in the UK.

In this period we were privileged to enable the individual in question to become on his request a volunteer with our charity to support our work for proven/genuine overseas LGBT community members seeking asylum in the UK on homophobic persecution grounds of grave life-threatening kinds. We in the period also introduced the individual in question to local area NHS mental health support and to be able to volunteer with a local LGBT Pride charity.

### **Grants:**

The charity received a National Lottery Awards for All Grant for continuation and consolidation of our HMPPS Portland Prison partnering LGBTQ Steering Group project and for our Bournemouth-Christchurch-Poole LGBTQ+ homeless initiative. The amount was £8,169, and was received on 17<sup>th</sup> February 2023.

### **Other: fundraising – donations:**

For our international engagements/initiatives work [Ireland and Africa], most of this work was volunteered by our charity lead on a non-remunerated basis, and a small donation was received supportive to this area of work from Grant Thornton LLP from a dedicated fundraising event by the latter for our charity. Two two-part £500 each donations from the fundraising event, totalling £1,000, were received into the charity bank account on the 22<sup>nd</sup> January 2024 and the 26<sup>th</sup> January 2024.

A £15 donation was also provided to the charity by its lead, Alan Mercel-Sanca, due to a brief period of deficit due to an online fraud (AA and DVLA) that the Network's bank statements revealed, and its bank HSBC subsequently took action on to recover the fraudulently taken funds.

TOTAL for donations: £1,015

**Total of grant and donations for the period: £9,184**

### Some example news items from the January 2023 – January 2024 period:

- [Pan-British Isles work by the Network sees improvement prospects for more robust legislation to ban conversion practices](#)
- <https://lgbtnetwork4change.com/trans-awareness-and-anti-bullying-week-2023-thank-you-to-grant-thornton-llp-for-fundraising-for-the-network-for-our-work/>
- [Statement on Network action concerning UK registered charities using conversion ‘therapies’ and their international impacts against LGBT+ & LGBTQ+ human rights and good mental health](#)
- [Updates concerning our UK prisons LGBTQ+ initiative, and our LGBTQ+ homeless & sofa surfing initiative](#)
- [Rwanda update — UK Government engagement by the Network on behalf of the Rwandan LGBT+ & LGBTQ+ community](#)

### Our Plans for the 2024 – 2025 period:

Our plans for the period include but aren’t limited to:

- Enabling our HMP & YOI Portland ‘LGBTQ+ Steering Group’ initiative work to be finalised with the purpose of the model of working established across two years to be able to be transferable to other UK prisons and YOIs
- For our Bournemouth-Christchurch-Poole area LGBTQ+ homeless & sofa-surfing communities multi-agencies and stakeholders joined-up approach 2+ years initiative to be taken forward and consolidated in the Bournemouth-Christchurch-Poole conurbation with the BCP Council Homeless community support stakeholders group, so that the impact of the initiative [as with our prisons initiative] model can be replicable
- To complete our All Ireland parliaments of Ireland and the UK initiative work – ahead of UK Government or Government of Ireland legislation in this area of central support to LGBTQ+ community members] on banning conversion practices with removal of the cross-border ‘loophole’ evasion risk: in this supporting NI and Republic of Ireland protection of and support to LGBTQ+ community members at All Ireland level vulnerable to these suicides and extreme mental health harming mental cruelty practices
- To undertake dedicated Trans community support in parliaments of the UK and Ireland, policy and especially state healthcare services areas
- To advance where able our individual members of our LGBTQ+ community advocacy support where more needful and extreme cases have been not supported by other directions
- To ensure that in regard to our experiences of engagement support to African countries (in particular Rwanda and Uganda) LGBTQ+ communities human rights, safety, and equality that FCDO policy at operational level equals policy statements

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### Statement of Responsibility of the Trustees:

Network Trustees are responsible for preparing the Financial Statement and report of the Trustees in accordance with relevant law and United Kingdom Accounting Standards.

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 company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing these financial statements, the Trustees are required to: 8

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

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

Signed on behalf of the Trustees:

Connor Dybowski (Maxine Dybowski)

**Trustee and Deputy CEO, and Treasurer, LGBT+ Network for Change**

25<sup>th</sup> November 2024

## STATEMENT OF FINANCIAL ACTIVITIES 2023 - 2024

INCLUDING INCOME AND EXPENDITURE ACCOUNT FOR THE YEAR ENDED 30th January 2024, COMMENCED FROM 31st January 2023, for the LGBT+ NETWORK for CHANGE, (Charity Commission Registration Number: 1151652)

### Taxation:

As a charity, the LGBT+ Network for Change is exempt from tax on income and gains falling within section 505 of the Taxes Act 1988 or s256 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.

### Income:

Grants for 31st January 2023 – 30th January 2024 period (restricted funds): £8,169

Donations/unrestricted funds: £1,015

**Total income: £9,184**

**Bank Interest for the period (£5 x 12): £60**

### Expenditure:

Projects delivery: the Network is a predominantly specific projects delivering orientated organisation, and as such these are detailed on the Expenditure section and as well as restricted funds projects work and beyond this advocacy cases support and especially national and international work in the policy domain [especially counteraction of conversion practices] in Ireland and in Africa. In these are also included some minor volunteer costs and website work and hosting -- **Total activities delivery and related costs: £8,799**

Fundraising expenses: £0 -- because these are included within Convenor/Lead Officer activity and travel costs.

Charitable activities (for activities covered, please see Annual Report activities, and Notes on Lead Officer activities at the end of this financial statement, and the schedule of delivered activities on the Trustees Annual Report). Total activities and related (miscellaneous items listed)

**Total for costs on time spent on charitable activities delivery comprised of Convenor/Lead Officer remunerated work and website hosting: £8,799**

**Governance costs:** No dedicated governance costs, as covered under admin activity/officer time re communications & liaison calls and emails with the Board

### Excess of income over expenditure:

£3.13 carried over from the 31st January 2022 – 30th January 2023 period.

Subsequently in the 31/01/2023 to 30/01/2024 period we received through a grant and donations a total of £9,184

Prior bank balance combined with income for the period consequently amounted to £9,187,13

In the period we spent £8.799 in total on designated projects related activities and support costs.

Consequently the income including £3.13 balance in bank account at 31<sup>st</sup> January 2023 combined with the £9,184 income for the period (£9,187,13) over expenditure total of £8.799 for the period amounted to a difference of **£388.13**

**Balance (bank account) at 31st January 2023:** £3.13

**Balance (bank account) at 30th January 2024:** £1,016

Fixed assets: -- NONE (organisation banners which are depreciable in value, as is our gazebo for info stall provision at events) we estimate that in total these items would realistically have a depreciated value from the preceding year of in the region of (half of value of that for the items in the preceding year, which total: £0

Current assets – due to age and use: £0

Debtors: NONE

Cash at bank (exclusively at bank, and NONE 'in hand') at 31<sup>st</sup> January 2024: £1,016

Creditors (amounts falling due within one year): NONE

Net current assets -- pull up panels value: £0

**Total assets less liabilities:** £0 – at 30th January 2024 (see above 'Net current assets' for total) we had no liabilities

**Funds/bank balance** (on 30<sup>th</sup> January 2024): £1,016

#### **NOTES to income & expenditure:**

Income (31/01/2023 – 30/01/2024): £9,184

Balance in Bank on 30th January 2024: £1,016

#### **Income items:**

Restricted funds (grants with specific activity/project purposes defined in their conditions):

National Lottery Awards 4 All grant: £8,169

**Total:** £8,169

#### Unrestricted funds:

Grant Thornton LLP donation raised from fundraising event for the Network: £1,000

Lead officer donation: £15

**Total: £1,015**

Total income for the 31st January 2023 to 30th January 2024 period: **£9,184**

**Expenditure (31/01/2023 – 30/01/2024): not including bank charges (£60 total at £5 per month): £8,799**

**Expenditure including travel costs by Network Lead Officer/Convenor + website work and hosting + volunteers travel costs: : £8,799**

**Note regarding Lead Officer/Network services and project delivery lead activities:** The only staff member, without a salary but paid for funded projects delivery. Responsible for organisation consolidation & development, main representation activity and all work on documents creation, email communications, panels and consultations representation, funding applications, partnerships development, website content, as well as projects development and management + advocacy work, by agreement of the Trustees when the Network was registered as a charity. Activities costs less travel: **Total: £8,250** (with an additional dedicated £250 for travel costs, making a £8,500 total)

**Other expenditure items separate to lead officer activities delivery:**

£199 (website work and hosting), Lead Officer travel £250, with £350 drawn to include the latter and £100 sum for volunteers travel and related costs

**Total: £549**

**Total combined expenditure: £8,799**

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## APPENDIX – itemised details of Expenditure:

**Lead Officer total remuneration received** (includes travel expenses, which are detailed in the cheques schedule below): £8,500.

**Combined Lead Officer projects delivery costs, and Other (volunteers and trustees travel costs, printing, and website hosting and related support) TOTAL: £8,799**

This total expenditure figure excludes bank charges for the period -- £60: £8,799. **With this amount included the total Outgoings (combined expenditure + bank interest charges) is: £8,859**

**Lead Officer** cheque payments for the period for projects delivery work and other charity services and activity work:

16/02/2023 cheque of £4,900 – projects delivery and other charity activities by lead officer

24/02/2023 cheque of £2600 -- projects delivery and other charity activities by lead officer

04/03/2023 cheque of £750 – projects delivery and other charity activities by lead officer

**Total: £8,250**

**Other:**

24/02/2023 cheque of £199 – website hosting and work

14/03/2023 cheque of £350 – lead officer travel (train and bus fares) total of £250, combined with volunteers travel and related charity activities delivery amount of £100

**Combined Total: £8,799**

**Bank account charges for the period: £60**

Signature:

A handwritten signature in black ink, appearing to be 'Connor Dybowski', written over a large, faint, circular watermark or background mark.

Name: Connor Dybowski

Position: Deputy CEO, Trustee & Treasurer

Date: 23/11/2024

**LGBT+ NETWORK FOR CHANGE**

England & Wales - Charity number 1171911

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# Accounts

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# LGBT+ Network for Change Trustees Annual Report 2022 – 2023 & Financial Statement



**Charity Commission Registered charity number:** 1171911

The document comprises two components, the Annual Report and the Financial Statement:

- Trustees Report (pages 1 – 10) which includes an Appendix 'Notes from our Constitution on Structure, Governance & Management,' and the main section on Charitable Activities in the 31st January 2022 to 30th January 2023 period
- Financial Statement (pages 11 – 14)

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## Trustees Annual Report

Information concerning trustees, staff, charity address, and bank account:

**Trustees** for the 31<sup>st</sup> January 2022 to 30<sup>th</sup> January 2023 period:

Erin Greenslade (Chair)  
Ria Patel (Honorary Secretary and PR Officer)  
John Hyde (Deputy Chair)

Charity Commission website reference: <https://register-of-charities.charitycommission.gov.uk/charity-search/-/charity-details/5089151/trustees>

Paid Staff (1 only – part-time: paid, subject to dedicated projects grants receipt, and with remainder of time per week given on a voluntary, unremunerated basis). Network Lead Officer/Convenor: Alan Mercel-Sanca

**Charity Address:**

Gipsy Cottage  
Bridge  
Canterbury  
Kent  
CT4 5HJ

**Charity Bank Account:**

HSBC (Westbourne)  
Account Name: LGB&T Dorset Equality Network  
Sort Code: 40 – 46 – 11  
Account Number: 71654284

**1. Name:** The name of the Charitable Incorporated Organisation (“the CIO”) is LGBT+ Network for Change (formerly, the ‘LGB&T Dorset Equality Network’: a pan-Dorset area section continues under the revised, Charity Commission approved, Charity constitutional Objects, where the area is specifically referred to and many of its operational activities continue).

**2 Office:** The office of the CIO is in England, Bridge near Canterbury, Kent.

**3. Objects:** The Charitable Objects of the LGBT+ Network for Change CIO are:

(1) The promotion of equality and diversity for the public benefit in the UK (including rural areas such as but not restricted to Dorset and adjacent areas, conurbations, such as but not limited to Bournemouth-Christchurch-Poole, and metropolitan areas), and in the broader British Isles (UK and Ireland), by the elimination of discrimination on the grounds of sexual orientation and gender identity by;

(a) advancing education and raising awareness in the issues (such as prejudice, poor mental health due to prejudice, hate, discrimination, superficial acceptance, rejection) faced by lesbian, gay, bisexual and trans & non-binary people (‘LGBT+’ and ‘LGBTQ’);

(b) promoting activities and services, orientated towards practical and policy solutions to the issues faced by LGBT+ & LGBTQ people, and in conjunction with the latter to foster understanding between LGBT+ & LGBTQ people and those from other backgrounds;

(c) conducting or commissioning research on LGBT+ & LGBTQ issues, particularly for more marginalised or disempowered sections of the LGBT+ & LGBTQ community, publishing the results to the public, and creation and provision of related information resources to assist in addressing LGBT+ & LGBTQ issues;

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Source: <https://register-of-charities.charitycommission.gov.uk/charity-search/-/charity-details/5089151/governing-document>

**4. Network services beneficiaries:**

Network principal beneficiaries include in particular members of sexual & gender minorities (LGBT+) and those who are coming Out or to self-realisation that they belong to a sexual orientation or gender minority (LGBTQ+). Network secondary beneficiaries include, but are not limited to the following:

- Those identifying, as individuals and/or organisations/agencies [statutory sector, business/private sector, and voluntary the community & voluntary sectors] as LGBTQ+ 'Allies'
- All public, private, voluntary & community sectors organisations/agencies/entities that are seeking to of their own volition, or required to demonstrate compliance with Equality Act 2010 legal obligations compliance on counteracting and eradication direct and indirect discrimination and prejudice against sexual & gender minorities

#### **5. Structure, governance & management:**

Particulars are detailed below.

#### **Notes from our Constitution on Structure, Governance & Management:**

#### **4. Powers**

The CIO has power to do anything which is calculated to further its objects or is conducive or incidental to doing so. In particular, the CIO has power to:

- (1) borrow money and to charge the whole or any part of its property as security for the repayment of the money borrowed. The CIO must comply as appropriate with sections 124 and 125 of the Charities Act 2011, if it wishes to mortgage land,
- (2) buy, take on lease or in exchange, hire or otherwise acquire any property and to maintain and equip it for use;
- (3) sell, lease or otherwise dispose of all or any part of the property belonging to the CIO. In exercising this power, the CIO must comply as appropriate with sections 117 and 119-123 of the Charities Act 2011;
- (4) employ and remunerate such staff as are necessary for carrying out the work of the CIO. The CIO may employ or remunerate a charity trustee only to the extent that it is permitted to do so by clause 6 (Benefits and payments to charity trustees and connected persons) and provided it complies with the conditions of that clause;
- (5) deposit or invest funds, employ a professional fund-manager, and arrange for the investments or other property of the CIO to be held in the name of a nominee, in the same manner and subject to the same conditions as the trustees of a trust are permitted to do so by the Trustee Act 2000.

#### **5. Application of income and property**

##### **(1) The income and property of the CIO must be applied solely towards the promotion of the objects.**

- (a) A charity trustee is entitled to be reimbursed from the property of the CIO or may pay out of such property reasonable expenses properly incurred by him or her when acting on behalf of the CIO.
- (b) A charity trustee may benefit from trustee indemnity insurance cover purchased at the CIO's expense in accordance with, and subject to the conditions in, section 189 of the Charities Act 2011.

##### **(2) None of the income or property of the CIO may be paid or transferred directly or indirectly by way of dividend, bonus or otherwise by way of profit to any member of the CIO.**

##### **(3) Nothing in this clause shall prevent a charity trustee or connected person receiving any benefit or payment which is authorised by Clause 6.**

#### **6. Benefits and payments to charity trustees and connected persons**

##### **(1) General provisions**

No charity trustee or connected person may:

- (e) buy or receive any goods or services from the CIO on terms preferential to those applicable to members of the public;
- (f) sell goods, services, or any interest in land to the CIO;
- (g) be employed by, or receive any remuneration from, the CIO;

(h) receive any other financial benefit from the CIO;

unless the payment or benefit is permitted by sub-clause (2) of this clause or authorised by the court or prior written consent of the Charity Commission (“the Commission”). In this clause, a “financial benefit” means a benefit, direct or indirect, which is either money or has a monetary value.

(2) Scope and powers permitting trustees’ or connected persons’ benefits

(a) A charity trustee or connected person may receive a benefit from the CIO as a beneficiary provided that it is available generally to the beneficiaries of the CIO

(b) A charity trustee or connected person may enter into a contract for the supply of services, or of goods that are supplied in connection with the provision of services, to the CIO where that is permitted in accordance with, and subject to the conditions in, sections 185 to 188 of the Charities Act 2011.

(c) Subject to sub-clause (3) of this clause a charity trustee or connected person may provide the CIO with goods that are not supplied in connection with services provided to the CIO by the charity trustee or connected person.

(d) A charity trustee or connected person may receive interest on money lent to the CIO at a reasonable and proper rate which must be not more than the Bank of England bank rate (also known as the base rate).

(e) A charity trustee or connected person may receive rent for premises let by the trustee or connected person to the CIO. The amount of the rent and other terms of the lease must be reasonable and proper. The charity trustee concerned must withdraw from any meeting at which such a proposal or the rent or other terms of the lease are under discussion.

(f) A charity trustee or connected person may take part in the normal trading and fundraising activities of the CIO on the same terms as members of the public.

### **(3) Payment for supply of goods only – control:**

The CIO and its charity trustees may only rely upon the authority provided by sub-clause (2)(c) of this clause if each of the following conditions is satisfied:

(a) The amount or maximum amount of the payment for the goods is set out in a written agreement between the CIO and the charity trustee or connected person supplying the goods (“the supplier”).

(b) The amount or maximum amount of the payment for the goods does not exceed what is reasonable in the circumstances for the supply of the goods in question.

(c) The other charity trustees are satisfied that it is in the best interests of the CIO to contract with the supplier rather than with someone who is not a charity trustee or connected person. In reaching that decision the charity trustees must balance the advantage of contracting with a charity trustee or connected person against the disadvantages of doing so.

(d) The supplier is absent from the part of any meeting at which there is discussion of the proposal to enter into a contract or arrangement with him or her or it with regard to the supply of goods to the CIO.

(e) The supplier does not vote on any such matter and is not to be counted when calculating whether a quorum of charity trustees is present at the meeting.

(f) The reason for their decision is recorded by the charity trustees in the minute book.

(g) A majority of the charity trustees then in office are not in receipt of remuneration or payments authorised by clause 6.

### **(4) In sub-clauses (2) and (3) of this clause:**

(a) “the CIO” includes any company in which the CIO: i. holds more than 50% of the shares; or

ii. controls more than 50% of the voting rights attached to the shares; or

iii. has the right to appoint one or more directors to the board of the company;

(b) “connected person” includes any person within the definition set out in clause 30 (Interpretation);

## **Conflicts of interest and conflicts of loyalty:**

A charity trustee must:

- (1) declare the nature and extent of any interest, direct or indirect, which he or she has in a proposed transaction or arrangement with the CIO or in any transaction or arrangement entered into by the CIO which has not previously been declared; and
- (2) absent himself or herself from any discussions of the charity trustees in which it is possible that a conflict of interest will arise between his or her duty to act solely in the interests of the CIO and any personal interest (including but not limited to any financial interest).

Any charity trustee absents himself or herself from any discussions in accordance with this clause must not vote or be counted as part of the quorum in any decision of the charity trustees on the matter.

### **8. Liability of members to contribute to the assets of the CIO if it is wound up:**

If the CIO is wound up, the members of the CIO have no liability to contribute to its assets and no personal responsibility for settling its debts and liabilities.

### **9. Charity trustees:**

#### **(1) Functions and duties of charity trustees**

The charity trustees shall manage the affairs of the CIO and may for that purpose exercise all the powers of the CIO. It is the duty of each charity trustee:

- (a) to exercise his or her powers and to perform his or her functions in his or her capacity as a trustee of the CIO in the way he or she decides in good faith would be most likely to further the purposes of the CIO; and
- (b) to exercise, in the performance of those functions, such care and skill as is reasonable in the circumstances having regard in particular to:
  - i. any special knowledge or experience that he or she has or holds himself or herself out as having; and,
  - ii. if he or she acts as a charity trustee of the CIO in the course of a business or profession, to any special knowledge or experience that it is reasonable to expect of a person acting in the course of that kind of business or profession.

#### **(2) Eligibility for trusteeship**

- (a) Every charity trustee must be a natural person.
- (b) No individual may be appointed as a charity trustee of the CIO:
  - If he or she is under the age of 18 years; or
  - If he or she would automatically cease to hold office under the provisions of clause 12(1)(e).

(c) No one is entitled to act as a charity trustee whether on appointment or on any re-appointment until he or she has expressly acknowledged, in whatever way the charity trustees decide, his or her acceptance of the office of charity trustee.

#### **(3) Number of charity trustees**

(a) There must be at least three charity trustees. If the number falls below this minimum, the remaining trustee or trustees may act only to call a meeting of the charity trustees, or appoint a new charity trustee

(b) There is no maximum number of charity trustees that may be appointed to the CIO. 12

Report of the Trustees - Financial Statement

**The Board:**

The Board/Trustees of the Charity meets four times a year. The Convenor/Lead Officer is responsible for ensuring that the charity delivers its specified services (linked to/derived from the Charity's 'Objects') to the satisfaction of the Board.

**In this period we welcomed two new Trustees:**

The Network welcomed two new Trustees, Mx Ria Patel, and Mx Mattie Viner to the Board.

**Volunteers:**

Over the 2021 – 2022 period we had 4 volunteers, contributing, as in the 2020 - 2021 period, mainly with aspects of our research and report writing activities and projects, and in one case in regard to the Bournemouth University events management, LGBT international film festival initiative.

**Financial Year:**

The Charity received three grants in this period, and minor donations through the Rainbow Lottery, with income totalling £12,600. The total expenditure for the same period was: £4,900. Full details are provided in the STATEMENT OF FINANCIAL ACTIVITIES 2021 – 2022 section of this Annual Report.

**Reserves Policy:**

The Network postponed developing its reserves policy until the 2022 – 2023 period once organisation structure development work relating to the name change and Objects adjustments and related changes have been completed. In the 2021 – 2022 period we continued with our policy of holding minor funds in a positive bank balance, reflecting the Trustees commitment to supporting organisation activities and meeting the following:

- safeguarding the charity's service commitment in the event of delays in receipt of grants or other income.
- Having a financial buffer against risk and future uncertainties.

**Charitable Activities in the 31st January 2022 to 30th January 2023 period included, but were not limited to:**

Initiatives/projects, and activities:

**NHS related:**

Building on the 2021 – 2022 period training sessions delivered to the Dorset Healthcare NHS Foundation Trust's 'Steps to Wellbeing' (S2W) programme's healthcare professionals and admin staff (referred to in our 2021 – 2022 Annual report NHS entry) a number of further dedicated training sessions were provided to Dorset Healthcare S2W healthcare professionals and admin staff.

These in the January 2022 – January 2023 period focussed on S2W engagement with high-end NHS mental healthcare services needs from LGBTQ+ members from the LGBTQ+ homeless & sofa-surfing community. The latter being a substantial sub-group of LGBTQ+ community members accessing or seeking to access NHS mental health services due to trauma caused by being caused to leave their parental, family, and family to broader socio-cultural homes and settings due to extreme anti-LGBTQI+ prejudice/rejection in regard to same sex-love and/or being non-Cisgender.

The resources and training of the 2021 - 2022 period were for generic LGBTQ+ engagement and communication with patients topics. In the 2022 – 2023 period we provided a separate and new set of specific information resources and a number of related online/video conference enabled training sessions for Dorset Healthcare health care professionals and admin staff (in total approximately 100 individuals across the two NHS staff categories referred to) in regard to engaging with LGBTQ+ community members in the pan-Dorset area experiencing extreme anti-LGBTQ+ prejudice caused homelessness & sofa-surfing.

#### **Prison Service initiative:**

Our work with HMP & YOI Portland in the period saw monthly HMP Portland internal sections stakeholders with external associated stakeholders with the Network LGBTQ+ Steering Group meetings with detailed actions orientated agendas. The result of this initiative saw major improvement of culture and practical changes in regard to LGBTQI+ and LGBTQ+ community members inclusion and safety, and concomitant LGBTQI+ ‘allies’ growth and position of influence in regard to challenging those opposed to seeing LGBTQI+ community bullying ended. The outcomes from this change through the initiative with the Network have seen HMP & YOI Portland rise to be at the forefront of best practice in HMPPS: the Network having a major advisory level and practical inputs at detailed level in the steering group initiative. The work will be continued in the 2023 – 2024 period, this being through the monthly LGBTQ+ Steering Group mentioned.

#### **Homeless & sofa surfing initiative:**

In this period, building on the first stage of the initiative in the 2020 – 2021 period we continued to expand the next stage of our multi-agency initiative, with mental healthcare services being its anchor dynamic (please see ‘NHS’ above). We also developed information resources for the Further Education colleges sector, with planning for using these in the 2022 – 2023 period through training sessions provided to the Bournemouth & Poole College staff and students union. As with Steps 2 Wellbeing, the approach developed with the college was to focus on just specific staff and students union officers groups most in touch with students at risk of or having friends at risk of in particular sofa surfing.

#### **Intersectional ethnic minorities LGBT+ community and international related:**

##### Intersectional community support:

Building on our 2021 – 2022 work for our Intersectional ethnic minorities LGBT+ & LGBTQ+ community, we in the 2022 – 2023 period undertook substantial activity in our Portland Prison initiative.

In addition, in the Spring of 2022 the LGBT International Film Festival project with Bournemouth University’s events management department referred to in our 2021 – 2022 Annual Report took place, with the Network’s support being extensive on enablement and engaging relevant participants. For the scale and impact of the very successful event please see

<https://lgbtnetwork4change.com/commendation-of-bournemouth-university-events-management-team-concerning-lgbt-international-film-festival/>

##### Uganda:

In the 2022 - 2023 period we continued to provide support at formal communications representation level to BHC Kampala and the Africa section of the FCDO in Whitehall concerning the plight of the Kampala lesbian safe house.

#### Rwanda:

The Network in the 2022 – 2023 period entered into preparations for an MoU (Memorandum of Understanding) based partnership with Rwanda’s Human Rights First Rwanda Association (HRFRA: <http://rightswanda.com/Mission.html>) on the association’s contact to us in regard to its pan-African level courageous work in support to Rwandan LGBTQI+ and LGBTQ+ community members. HRFRA’s contact to us relating to their awareness of our LGBTQ+ community members mental healthcare support work in NHS contexts.

#### Ireland:

Network lead Alan Mercel-Sanca enabling significant advance of realisation of the Network’s pan-British Isles activity relating to the charity’s UK and Republic of Ireland constitution Object pan-British Isles remit (please see ‘**3. Objects: The Charitable Objects of the LGBT+ Network for Change CIO**’ above on **Page 2** of this Annual Report) contributed to public input to the Republic of Ireland’s Bill to Ban Conversion Therapies. His input regarding the latter was submitted to the Republic of Ireland parliamentary committee and was accepted.

The input the Network lead provided drew on Network experience of assisting through our NHS mental health services support in southern England [Dorset] to LGBTQ+ community members, many of whom had fled their homes due to conversion ‘therapies’ experiences, in regard to state mental health conversion therapies ‘debriefing’ services being a necessary component of the Republic of Ireland’s envisaged draft Bill to Ban Conversion Therapies. The Network lead in his representation on the draft Bill also referred to the importance of considering international dimensions aspects of such envisaged legislation. Both of these points were accepted by the Republic of Ireland parliamentary committee that received the Network lead’s submission.

#### **Partnerships:**

During the 2022 – 2023 period the LGBT+ Network for Change joined and became an active member of the Ban Conversion Therapy (BCT) Alliance/Coalition, contributing to the latter in particular – but not limited to -- the domain of cross-borders and international dimensions of envisaged effective legislation in this area.

#### **Advocacy cases & Policy Advocacy:**

In the 2022 – 2023 period our community members support advocacy cases (in the area of 100) continued to concentrate on the pan-Dorset area, mainly through our Portland Prison work, and also our LGBTQ+ homeless community initiative work in the Bournemouth-Poole conurbation area. However, we continued to expand in other areas, such as preparations for work in the Bristol area. Further support was provided to international community members in Uganda, and increasingly on demand and requests we received, Rwanda too.

#### **Grants:**

The charity received the grants detailed below in the 31<sup>st</sup> January 2022 to 30<sup>th</sup> January 2023 period.

- Dorset Community Foundation [DCF] 18/02/2022 -- £2000
- Cheque (401611) of £750 at 28/03/2022
- HMPPS donation of £500 at 30/03/2022

### **Organisation evolution related:**

Due to some of the main areas of Network activity in the January 2022 – January 2023 period seeing increasing demand for both in Ireland, and broader international [outside of the pan-British Isles UK and the Republic of Ireland area of constitution-based Objects remit] work/engagement and especially educational resources and related activities and services, in the January 2023 – January 2024 period the charity will consider whether it needs to make constitution related and broader adjustments.

In any such review in the period in question the charity will also consider if it has been achieving or has achieved its key purposes for existing as were present at and defined its reason for being created at the time of its foundation. This envisaged potential review in the January 2023 – January 2024 period would in particular focus on its main initiatives success and degree of achievement, and how these could be continued and consolidated in the event of any major change in the nature and purpose of the charity going forward.

It could be necessary to consider admission of trustees from outside of the UK, and potentially outside of the British Isles if its Ireland and broader international [non-UK and non-British Isles] work becomes on demand much greater than its current mainly UK work and activities. In such a case UK deregistration may be a natural and necessary option, and registration outside of the UK.

### **Some example news items from the January 2022 – January 2023 period:**

- <https://lgbtnetwork4change.com/bourne-free-pride-2022-network-congratulations-to-the-bourne-free-team-for-a-fantastic-pride/>
- <https://lgbtnetwork4change.com/international-transgender-day-of-visibility-2022/>
- <https://lgbtnetwork4change.com/commendation-of-bournemouth-university-events-management-team-concerning-lgbt-international-film-festival/>
- <https://lgbtnetwork4change.com/network-lgbtq-homeless-community-support-initiative-sees-further-breakthroughs-and-our-initiative-with-the-prison-service-advances-strongly/>
- <https://lgbtnetwork4change.com/rwanda-update-network-and-hrfra-progress-mou-implementation-the-network-provides-a-representation-to-british-high-commission-rwanda-on-formal-request-for-support-from-relevant-uk-gove/>
- <https://lgbtnetwork4change.com/update-on-network-portland-prison-lgbt-lgbtq-initiative-and-related-hmpps-engagement/>
- <https://lgbtnetwork4change.com/the-network-institutes-official-friend-of-the-network-supporter-role-further-to-contact-from-the-agent-of-ms-amelie-jat-london-based-emerging-global-lgbt-supportive-pop-star/>

### **Our Plans for the 2023 – 2024 period:**

Our plans for the period involve but are not limited to:

- Continuing to consolidate our initiatives of a) work with HMPPS through the LGBT+ Network for Change – HMP & YOI Portland ‘LGBTQ+ Steering Group’ initiative; b) our Bournemouth-Christchurch-Poole area LGBTQ+ homeless & sofa-surfing work; c) our NHS Dorset area Dorset Healthcare NHS Foundation Trust work. In particular we envisage (and have been requested to extend our HMP Portland work to other UK prisons.

- Greater/expanded work on support to intersectional [ethnic minorities – LGBTQI+ & LGBTQ+] community members through both our main initiatives (please see action area immediately above)
- Developing greater [as per our relevant Constitution ‘Objects’ remit] pan-British Isles LGBTQI+ community support work and related furtherance: this with an emphasis on support to ban conversion ‘therapies’/practices in the Republic of Ireland and the UK
- Extending LGBT+ Network for Change’s support to the international LGBTQI+ community, with particular emphasis on the Africa region of the ‘Global South’ due to community members from countries such as Uganda and Rwanda turning to our Charity for support on areas that relate to UK Government performance in regard to LGBTQI+ human rights in their lands

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## Statement of Responsibility of the Trustees:

Network Trustees are responsible for preparing the Financial Statement and report of the Trustees in accordance with relevant law and United Kingdom Accounting Standards.

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 company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing these financial statements, the Trustees are required to: 8

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

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

Signed on behalf of the Trustees:



Erin Greenslade

**Chairperson, LGBT+ Network for Change**

29<sup>TH</sup> November 2023

## STATEMENT OF FINANCIAL ACTIVITIES 2022 - 2023

INCLUDING INCOME AND EXPENDITURE ACCOUNT FOR THE YEAR ENDED 30th January 2023, COMMENCED FROM 31st January 2022, for the LGBT+ NETWORK for CHANGE, (Charity Commission Registration Number: 1151652)

### Taxation:

As a charity, the LGBT+ Network for Change is exempt from tax on income and gains falling within section 505 of the Taxes Act 1988 or s256 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.

### Income:

Grants for 31st January 2022 – 30th January 2023 period (restricted funds): £3,250

Donations/unrestricted funds: £46

**Total income: £3,296**

**Bank Interest for the period: £69**

### Expenditure:

Projects delivery: the Network is a predominantly specific projects delivering orientated organisation, and as such these are detailed on the Expenditure section -- **Total activities delivery and related costs: £10,708**

Fundraising expenses: £0 -- because these are included within Convenor/Lead Officer activity costs and donated/free time provided by Convenor/Lead Officer, and in terms of travel costs of the Network's Chair Network related activities.

Charitable activities (for activities covered, please see Annual Report activities, and Notes on Lead Officer activities at the end of this financial statement, and the schedule of delivered activities on the Trustees Annual Report). Total activities and related (miscellaneous items listed)

**Total for costs on time spent on charitable activities delivery comprised of Convenor/Lead Officer remunerated work and related activities, and other activities and costs in regard to volunteers and Trustees and for printing and website hosting: £10,708**

Governance costs: No dedicated governance costs, as covered under admin activity/officer time re communications & liaison calls and emails with the Board

### Excess of income over expenditure:

£7,515 was carried over from the 31st January 2021 – 30th January 2022 period.

Subsequently in the 31/01/2022 to 30/01/2023 period we received in grants and donations a total of £3,296

Prior bank balance combined with income for the period consequently amounted to £10,811

In the period we spent £10,777 in total on designated projects related activities and support costs.

Consequently the income over expenditure total for the period amounted to: £34

**Balance (bank account) at 31st January 2022: £7,515**

**Balance (bank account) at 30th January 2023: £3.13**

Fixed assets: -- NONE (organisation banners which are depreciable in value, as is our gazebo for info stall provision at events) we estimate that in total these items would realistically have a depreciated value from the preceding year of in the region of (half of value of that for the items in the preceding year, which totalled for all £37.50): £0

Current assets – due to age and use: £0

Debtors: NONE

Cash at bank (exclusively at bank, and NONE 'in hand'): £3.13

Creditors (amounts falling due within one year): NONE

Net current assets -- pull up panels + gazebo: £0

**Total assets less liabilities: £0** – at 30th January 2023 (see above 'Net current assets' for total) we had no liabilities

**Funds/bank balance** (on 30<sup>th</sup> January 2023): £3.13

#### **NOTES to income & expenditure:**

Income (31/01/2022 – 30/01/2023): £3,296

Balance in Bank on 30th January 2023: £3.13

#### **Income items:**

##### Restricted funds (grants with specific activity/project purposes defined in their conditions):

Dorset Community Foundation (DCF) grant: £2,000

Bourne Free grant: £750

HMP Portland grant-donation: £500

**Total: £3,250**

##### Unrestricted funds:

Lead officer donation: £10

Rainbow Lottery: £36

**Total: £46**

**Total income for the 31st January 2022 to 30th January 2023 period: £3,296**

**Expenditure (31/01/2022 – 30/01/2023):**

**Expenditure including travel costs by Network Lead Officer/Convenor: £10,235**

**Note regarding Lead Officer/Network services and project delivery lead activities:** The only staff member, without a salary but paid for funded projects delivery. Responsible for organisation consolidation & development, main representation activity and all work on documents creation, email communications, panels and consultations representation, funding applications, partnerships development, website content, as well as projects development and management + advocacy work, by agreement of the Trustees when the Network was registered as a charity

**Other expenditure items – related to restricted funds/grants activities delivery -- for the period total: £473**

**Total combined expenditure: £10,708**

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## APPENDIX – itemised details of Expenditure:

**Lead Officer total remuneration received** (includes travel expenses, but these were minimal for the period as most work online and through e-meetings) – see Appendix: £10,235

**Other expenditure related to grant supported projects** – see Appendix: £473

**Combined Lead Officer projects delivery costs, and Other (volunteers and trustees travel costs, printing, and website hosting and related support) TOTAL: £10,708**

This total expenditure figure excludes bank charges for the period -- £69 **With this amount included the total Outgoings (combined expenditure + bank interest charges) is: £10,777**

**Lead Officer cheque payments for the period for both remaining work on preexisting restricted funds/grants projects work carried over from the January 2021 to January 2022 period, and for restricted funds/grants projects work for the January 2022 to January 2023 period up to time of provision of this Financial Statement for the January 2022 to January 2023 period at 19<sup>th</sup> November 2023:**

03/02/2022 cheque of £650

03/02/2022 cheque of £3000

17/03/2022 cheque of £2000

04/05/2022 cheque of £550

04/05/2022 cheque of £350

04/05/2022 cheque of £1900

25/05/2022 cheque of £400

17/06/2022 cheque of £1200

31/10/2022 cheque of £185

**Total: £10,235**

**Other:**

22/02/2022: cheque to Mx Ria Patel, Portland Prison visit travel costs -- £50

23/02/2022 cheque of £60 – John Hyde (Network Chairperson) HMP The Verne visits travel costs

15/03/2022 cheque of £70 – Network website hosting and related support (Andrew Yearp)

25/05/2022 cheque of £173 Network pull up banners and flyers printing (MBE Bournemouth Triangle, Poole Hill)

14/06/2022 cheque of £120 – David Vina, Network volunteer travel costs for Flirt Café Bar [Bournemouth Triangle] Network events, including LGBT international film festival hosted there

**Total: £473**

**Combined Lead Officer projects delivery costs, and Other (volunteers and trustees travel costs, printing, and website hosting and related support) TOTAL: £10,708**

**Bank account charges for the period: £69.2**

**LGBT+ NETWORK FOR CHANGE**

England & Wales - Charity number 1171911

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# Accounts

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# LGBT+ Network for Change Trustees Annual Report 2021 – 2022 & Financial Statement



**Charity Commission Registered charity number: 1171911**

The document comprises two components, the Annual Report and the Financial Statement:

- Trustees Report (pages 1 – 12) which includes an Appendix 'Notes from our Constitution on Structure, Governance & Management,' and the main section on Charitable Activities in the 31st January 2021 to 30th January 2022 period
- Financial Statement (pages 13 – 16)

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## Trustees Annual Report

Information concerning trustees, staff, charity address, and bank account:

**Trustees** (as at January 30<sup>th</sup> 2022: end date of the 31<sup>st</sup> January 2021 to 30<sup>th</sup> January 2022 period):

Erin Greenslade  
Ria Patel (Honorary Secretary and PR Officer)  
Louise Clarke (Treasurer)  
Mattie Viner (Chair)  
John Hyde  
Bruno Sousa

Paid Staff (1 only – part-time: paid, subject to dedicated projects grants receipt, and with remainder of time per week given on a voluntary, unremunerated basis). Network Lead Officer/Convenor: Alan Mercel-Sanca

**Charity Address:**

Gipsy Cottage  
Bridge  
Canterbury  
Kent  
CT4 5HJ

**Charity Bank Account:**

HSBC (Westbourne)  
Account Name: LGB&T Dorset Equality Network  
Sort Code: 40 – 46 – 11  
Account Number: 71654284

**1. Name:** The name of the Charitable Incorporated Organisation (“the CIO”) is LGBT+ Network for Change (formerly, the ‘LGB&T Dorset Equality Network’: a pan-Dorset area section continues under the revised, Charity Commission approved, Charity constitutional Objects, where the area is specifically referred to and many of its operational activities continue).

**2 Office:** The office of the CIO is in England, Bridge near Canterbury, Kent.

**3. Objects:** The Charitable Objects of the LGBT+ Network for Change CIO are:

- (1) The promotion of equality and diversity for the public benefit in the UK (including rural areas such as but not restricted to Dorset and adjacent areas, conurbations, such as but not limited to Bournemouth-Christchurch-Poole, and metropolitan areas), and in the broader British Isles (UK and Ireland), by the elimination of discrimination on the grounds of sexual orientation and gender identity by;
- (a) advancing education and raising awareness in the issues (such as prejudice, poor mental health due to prejudice, hate, discrimination, superficial acceptance, rejection) faced by lesbian, gay, bisexual and trans & non-binary people (‘LGBT+’ and ‘LGBTQ’);
  - (b) promoting activities and services, orientated towards practical and policy solutions to the issues faced by LGBT+ & LGBTQ people, and in conjunction with the latter to foster understanding between LGBT+ & LGBTQ people and those from other backgrounds;
  - (c) conducting or commissioning research on LGBT+ & LGBTQ issues, particularly for more marginalised or disempowered sections of the LGBT+ & LGBTQ community, publishing the results to the public, and creation and provision of related information resources to assist in addressing LGBT+ & LGBTQ issues;
  - (d) cultivating a sentiment in favour of LGBT+ & LGBTQ inclusion, and equality and diversity.

Source: <https://register-of-charities.charitycommission.gov.uk/charity-search/-/charity-details/5089151/governing-document>

**4. Network services beneficiaries:**

Network principal beneficiaries include in particular members of sexual & gender minorities (LGBT+) and those who are coming out or to self-realisation that they belong to a sexual orientation or

gender minority (LGBTQ+). Network secondary beneficiaries include, but are not limited to the following:

- Those identifying, as individuals and/or organisations/agencies [statutory sector, business/private sector, and voluntary the community & voluntary sectors] as LGBTQ+ 'Allies'
- All public, private, voluntary & community sectors organisations/agencies/entities that are seeking to of their own volition, or required to demonstrate compliance with Equality Act 2010 legal obligations compliance on counteracting and eradication direct and indirect discrimination and prejudice against sexual & gender minorities

#### **5. Structure, governance & management:**

Particulars are detailed below.

#### **Notes from our Constitution on Structure, Governance & Management:**

##### **4. Powers**

The CIO has power to do anything which is calculated to further its objects or is conducive or incidental to doing so. In particular, the CIO has power to:

- (1) borrow money and to charge the whole or any part of its property as security for the repayment of the money borrowed. The CIO must comply as appropriate with sections 124 and 125 of the Charities Act 2011, if it wishes to mortgage land,
- (2) buy, take on lease or in exchange, hire or otherwise acquire any property and to maintain and equip it for use;
- (3) sell, lease or otherwise dispose of all or any part of the property belonging to the CIO. In exercising this power, the CIO must comply as appropriate with sections 117 and 119-123 of the Charities Act 2011;
- (4) employ and remunerate such staff as are necessary for carrying out the work of the CIO. The CIO may employ or remunerate a charity trustee only to the extent that it is permitted to do so by clause 6 (Benefits and payments to charity trustees and connected persons) and provided it complies with the conditions of that clause;
- (5) deposit or invest funds, employ a professional fund-manager, and arrange for the investments or other property of the CIO to be held in the name of a nominee, in the same manner and subject to the same conditions as the trustees of a trust are permitted to do so by the Trustee Act 2000.

##### **5. Application of income and property**

**(1) The income and property of the CIO must be applied solely towards the promotion of the objects.**

(a) A charity trustee is entitled to be reimbursed from the property of the CIO or may pay out of such property reasonable expenses properly incurred by him or her when acting on behalf of the CIO.

(b) A charity trustee may benefit from trustee indemnity insurance cover purchased at the CIO's expense in accordance with, and subject to the conditions in, section 189 of the Charities Act 2011.

**(2) None of the income or property of the CIO may be paid or transferred directly or indirectly by way of dividend, bonus or otherwise by way of profit to any member of the CIO.**

**(3) Nothing in this clause shall prevent a charity trustee or connected person receiving any benefit or payment which is authorised by Clause 6.**

##### **6. Benefits and payments to charity trustees and connected persons**

(1) General provisions

No charity trustee or connected person may:

- (e) buy or receive any goods or services from the CIO on terms preferential to those applicable to members of the public;
- (f) sell goods, services, or any interest in land to the CIO;
- (g) be employed by, or receive any remuneration from, the CIO;
- (h) receive any other financial benefit from the CIO;

unless the payment or benefit is permitted by sub-clause (2) of this clause or authorised by the court or prior written consent of the Charity Commission ("the Commission"). In this clause, a "financial benefit" means a benefit, direct or indirect, which is either money or has a monetary value.

**(2) Scope and powers permitting trustees' or connected persons' benefits**

- (a) A charity trustee or connected person may receive a benefit from the CIO as a beneficiary provided that it is available generally to the beneficiaries of the CIO
- (b) A charity trustee or connected person may enter into a contract for the supply of services, or of goods that are supplied in connection with the provision of services, to the CIO where that is permitted in accordance with, and subject to the conditions in, sections 185 to 188 of the Charities Act 2011.
- (c) Subject to sub-clause (3) of this clause a charity trustee or connected person may provide the CIO with goods that are not supplied in connection with services provided to the CIO by the charity trustee or connected person.
- (d) A charity trustee or connected person may receive interest on money lent to the CIO at a reasonable and proper rate which must be not more than the Bank of England bank rate (also known as the base rate).
- (e) A charity trustee or connected person may receive rent for premises let by the trustee or connected person to the CIO. The amount of the rent and other terms of the lease must be reasonable and proper. The charity trustee concerned must withdraw from any meeting at which such a proposal or the rent or other terms of the lease are under discussion.
- (f) A charity trustee or connected person may take part in the normal trading and fundraising activities of the CIO on the same terms as members of the public.

**(3) Payment for supply of goods only – control:**

The CIO and its charity trustees may only rely upon the authority provided by sub-clause (2)(c) of this clause if each of the following conditions is satisfied:

- (a) The amount or maximum amount of the payment for the goods is set out in a written agreement between the CIO and the charity trustee or connected person supplying the goods ("the supplier").
- (b) The amount or maximum amount of the payment for the goods does not exceed what is reasonable in the circumstances for the supply of the goods in question.
- (c) The other charity trustees are satisfied that it is in the best interests of the CIO to contract with the supplier rather than with someone who is not a charity trustee or connected person. In reaching that decision the charity trustees must balance the advantage of contracting with a charity trustee or connected person against the disadvantages of doing so.
- (d) The supplier is absent from the part of any meeting at which there is discussion of the proposal to enter into a contract or arrangement with him or her or it with regard to the supply of goods to the CIO.
- (e) The supplier does not vote on any such matter and is not to be counted when calculating whether a quorum of charity trustees is present at the meeting.
- (f) The reason for their decision is recorded by the charity trustees in the minute book.
- (g) A majority of the charity trustees then in office are not in receipt of remuneration or payments authorised by clause 6.

**(4) In sub-clauses (2) and (3) of this clause:**

- (a) "the CIO" includes any company in which the CIO: i. holds more than 50% of the shares; or  
ii. controls more than 50% of the voting rights attached to the shares; or  
iii. has the right to appoint one or more directors to the board of the company;
- (b) "connected person" includes any person within the definition set out in clause 30 (Interpretation);

**Conflicts of interest and conflicts of loyalty:**

A charity trustee must:

- (1) declare the nature and extent of any interest, direct or indirect, which he or she has in a proposed transaction or arrangement with the CIO or in any transaction or arrangement entered into by the CIO which has not previously been declared; and
  - (2) absent himself or herself from any discussions of the charity trustees in which it is possible that a conflict of interest will arise between his or her duty to act solely in the interests of the CIO and any personal interest (including but not limited to any financial interest).
- Any charity trustee absenting himself or herself from any discussions in accordance with this clause must not vote or be counted as part of the quorum in any decision of the charity trustees on the matter.

**8. Liability of members to contribute to the assets of the CIO if it is wound up:**

If the CIO is wound up, the members of the CIO have no liability to contribute to its assets and no personal responsibility for settling its debts and liabilities.

**9. Charity trustees:**

**(1) Functions and duties of charity trustees**

The charity trustees shall manage the affairs of the CIO and may for that purpose exercise all the powers of the CIO. It is the duty of each charity trustee:

- (a) to exercise his or her powers and to perform his or her functions in his or her capacity as a trustee of the CIO in the way he or she decides in good faith would be most likely to further the purposes of the CIO; and
- (b) to exercise, in the performance of those functions, such care and skill as is reasonable in the circumstances having regard in particular to: i. any special knowledge or experience that he or she has or holds himself or herself out as having; and,  
ii. if he or she acts as a charity trustee of the CIO in the course of a business or profession, to any special knowledge or experience that it is reasonable to expect of a person acting in the course of that kind of business or profession.

**(2) Eligibility for trusteeship**

- (a) Every charity trustee must be a natural person.
- (b) No individual may be appointed as a charity trustee of the CIO: • If he or she is under the age of 18 years; or  
• If he or she would automatically cease to hold office under the provisions of clause 12(1)(e).

(c) No one is entitled to act as a charity trustee whether on appointment or on any re-appointment until he or she has expressly acknowledged, in whatever way the charity trustees decide, his or her acceptance of the office of charity trustee.

**(3) Number of charity trustees**

(a) There must be at least three charity trustees. If the number falls below this minimum, the remaining trustee or trustees may act only to call a meeting of the charity trustees, or appoint a new charity trustee

(b) There is no maximum number of charity trustees that may be appointed to the CIO. 12  
Report of the Trustees - Financial Statement

**The Board:**

The Board/Trustees of the Charity meets four times a year. The Convenor/Lead Officer is responsible for ensuring that the charity delivers its specified services (linked to/derived from the Charity's 'Objects') to the satisfaction of the Board.

**In this period we welcomed two new Trustees:**

The Network welcomed two new Trustees, Mx Ria Patel, and Mx Mattie Viner to the Board.

**Volunteers:**

Over the 2021 – 2022 period we had 4 volunteers, contributing, as in the 2020 - 2021 period, mainly with aspects of our research and report writing activities and projects, and in one case in regard to the Bournemouth University events management, LGBT international film festival initiative.

**Financial Year:**

The Charity received three grants in this period, and minor donations through the Rainbow Lottery, with income totalling £12,600. The total expenditure for the same period was: £4,900. Full details are provided in the STATEMENT OF FINANCIAL ACTIVITIES 2021 – 2022 section of this Annual Report.

**Reserves Policy:**

The Network postponed developing its reserves policy until the 2022 – 2023 period once organisation structure development work relating to the name change and Objects adjustments and related changes have been completed. In the 2021 – 2022 period we continued with our policy of holding minor funds in a positive bank balance, reflecting the Trustees commitment to supporting organisation activities and meeting the following:

- safeguarding the charity's service commitment in the event of delays in receipt of grants or other income.
- Having a financial buffer against risk and future uncertainties.

**Charitable Activities in the 31st January 2021 to 30th January 2022 period included, but were not limited to:**

Initiatives/projects, and activities:

**NHS related:**

Our 2020 – 2021 period of engagement with the Dorset area Dorset Healthcare NHS Foundation Trust's 'Steps 2 Wellbeing' pan-Dorset & Southampton relationship deepened in the 2021 – 2022 period.

A number of training sessions for both the programme's healthcare professionals and admin staff was provided in the period, with this provision being part of the activity funded by grants during the period, which included support for further development of thematic tailored information resources creation which formed the main basis of the training. The resources and training were for generic LGBTQ+ engagement and communication with patients topics.

In addition the Network, whose work had played the key part in establishing the group, attended across the period the monthly to bi-monthly Step2 Wellbeing LGBT+ engagement group. This including not only healthcare professionals but marketing and IT and senior management officers, with a detailed multiple facets joined up approach for development of dedicated LGBTQ+ community outreach, and new content and structure for internal and external facing Steps 2 Wellbeing services.

As a result of the success of our work, especially the information resources and training, we learned satisfaction levels from LGBTQ+ patients/clients continued to rise, and similarly confidence levels of staff engaging with the latter. In addition, preparation commenced on further development of dedicated LGBTQ+ homeless and sofa surfing clients engagement, with training sessions for healthcare professionals and admin being planned for later in 2022.

We continued as a member organisation of the NHS England LGBT organisation group, inputting to relevant discussions undertaken by the Group.

#### **Prison Service initiative:**

Our work on attending LGB and Trans engagement groups at HMP The Verne continued through periodic visits by our Chair John Hyde [Fr John Hyde], giving tangible support to both LGB and Trans community prisoners at The Verne, and to The Verne's staff.

#### **HMP & YOI Portland – a major area of engagement during the period:**

The major development with HMPPS/the UK Prison Service, however occurred with visits to HMP & YOI Portland by Network lead Alan Mercel-Sanca, at the request of the prison's Equality Manager and other staff; this as indicated in the 2020 – 2021 Annual Report.

Subsequently through the visits and the learning these provided about LGBT+ and LGBTQ+ community members experiences of prejudice and anti-LGBT bullying and related 'culture' at the prison, and subsequent calls and extensive email engagement with the prison by the Network, a report on findings and recommendations for culture change at the prison was made by the Network lead, at the end of the 2021 – 2022 period (later to be supplied to the CEO of HMPPS).

This including creation of an extensive thematic information resource for prison staff and also staff of education services and healthcare provision, key external partners of the prison, and also an accompanying multiagency strategy plan for implementing the main elements of the report and for utilising the information resource for training.

#### **Homeless & sofa surfing initiative:**

In this period, building on the first stage of the initiative in the 2020 – 2021 period we continued to expand the next stage of our multi-agency initiative, with mental healthcare services being its anchor dynamic (please see 'NHS' above). We also developed information resources for the Further Education colleges sector, with planning for using these in the 2022 – 2023 period through training sessions provided to the Bournemouth & Poole College staff and students union. As with Steps 2

Wellbeing, the approach developed with the college was to focus on just specific staff and students union officers groups most in touch with students at risk of or having friends at risk of in particular sofa surfing.

We understood that as a result of our engagement with the college, that an internal dedicated LGBTQ+ staff group to support on LGBT+ and LGBTQ+ issues and needs of students was being considered for establishment later in 2022. The initiative also saw the start of preparations for a crime prevention and support information resource by the LGBT+ Network for Change, that could alert relevant police units about the particular dangers and vulnerabilities existing for LGBTQ+ sofa surfers (sexual and other forms of abuse, ensnarement in hard drugs and drug dealing, etc.).

We also continued to seek the Bournemouth Christchurch Poole homelessness partnership to support our initiative and the LGBTQ+ homeless community, with the result of a senior councillor coming to our side to advise the head of the partnership that they must take action lest it appear they were discriminatory. A tentative initiative including also Dorset Race Equality Council was started under the partnership and with voluntary sector participation at the end of 2021, with the Network having to provide extensive support on strategy and implementation documents as those leading had minimal familiarity with LGBT subjects. It was a step in the right direction, but we were not confident it could deliver the type of support our own well established initiative was providing.

#### **Census 2021 engagement Initiative:**

The Network was approached in the early 2020 – 2021 period by the ONS Census 2021 communities engagement lead, Ms Emily Stidston, to support outreach to pan-Dorset area and other areas and locations the Network operates in, in regard to LGBT community participation in the Census. We provided major assistance on through our networks providing awareness of the importance of community members completing the new sexual orientation and gender minorities sections of the form.

To do so in the weeks before the Census took place we completed research on the relevant questions on the Census form, noting some areas of concern about absences on certain LGBT+ & LGBTQ+ more needful and poorly supported community sub-groups. Consequently after community liaison on these areas we developed a Census 2021 questions analysis report that we subsequently provided to the National Statistician, Professor Sir Ian Diamond. We received formal thanks for the report, confirming that our points had been noted.

The two particular concerns were on non-provision for LGBT+ refugees and asylum seekers, and especially the absence of provision for 14 – 16 years of age (a peak coming 'Out' as LGB or Trans/Non-Binary, age group) community members to record their sexual orientation or gender identity (something other UK LGBT rights organisations also echoed).

#### **Intersectional ethnic minorities LGBT+ community and international related:**

##### Intersectional community support:

Support to our Intersectional ethnic minorities LGBT+ & LGBTQ+ community has always been a particular activity and remit area for the LGBT+ Network for Change, and many of our advocacy case clients and broader community beneficiaries are from ethnic minorities. The work with the NHS' Steps 2 Wellbeing programme team, and associated Network created information resources for training, containing a substantial ethnic minorities and international component. This expanded further in the period, and especially in regard to our homelessness & sofa surfing initiative where

out of that population group a majority of members have ethnic minority or international backgrounds.

Again, in this period we were able to further advance awareness raising for this particularly vulnerable and oppressed LGBT sub-population group. At the end of 2021 we secured the opportunity for a spring 2022 LGBT International Film Festival project with Bournemouth University's events management department, with the purpose of raising the profile of the Intersectional ethnic minorities LGBT+ community and its particular needs.

#### Uganda:

In this period we continued to provide support to internationally recruited staff who are LGBT+ working in the NHS, on issues of bullying and prejudice. We were also approached by a Kampala based Ugandan lesbian safehouse lead, on the plight of safehouse members in hiding at the time of Covid related lockdown. We supported with advice, and also wrote to the UK High Commissioner in Uganda on the plight of the residents of the safe house, but with no direct support beyond good wishes.

#### Ireland:

Network operational services and organisation lead, Alan Mercel-Sanca, also established contact in December 2021 with the CEO of Dublin's LGBT Centre, The Outhouse, with an in person meeting taking place at the centre in early January 2022. Learning from Ireland's LGBT community support and rights activities and sharing that from the UK was valuably made, with emphasis on mental healthcare support, and homelessness discussed, with also endeavours in both countries to counteract and challenge conversion therapy, also featuring. Alan had a pre-existing connection of three years standing with the Irish national LGBT 'NXF' Federation in regard to international LGBT human rights issues and needs.

#### **Policy change and scrutiny work support to Parliamentary Select Committee inquiries:**

In the period we provided a new submission to a Women & Equalities Select Committee major inquiry (autumn 2022 being advised as the time when we would receive an update from the Committee on the latter).

#### **Work with Bournemouth University on an LGBT International and ethnic minorities LGBTQ+ & LGBT+ Intersectional community international film Initiative:**

Towards the end of the period, the Network lead, Alan Mercel-Sanca, secured an opportunity to in conjunction with Dorset Race Equality Council, work with a Bournemouth University events management team, to develop a Spring 2022 one-day LGBT international film festival, to highlight experiences of international members in different lands, and about their unique LGBT cultures, many of which are little known about in the UK LGBT+ community. The Initiative also supporting awareness of UK LGBT+ community members from ethnic minority communities, including new residents from overseas, and the challenges they face, including in some cases very bad experiences of the UK immigration and naturalization system that has a strong record of disproportionate refusals of risk to life LGBT+ community members from many countries.

#### **Partnerships:**

During the 2021 – 2022 period we continued with the same partnerships as the previous year, but the NHS Dorset Healthcare one and that with the UK Prison Service substantially deepening. We also formed a supportive relationship with an Independent Kampala/Uganda lesbian safe house group.

#### **Advocacy cases & Policy Advocacy:**

We provided in the 2021 – 2022 period advocacy cases support indirectly to approximately 200 community members including in and beyond the pan-Dorset area, with about 15 major direct cases including national and an international one (Uganda).

**Grants:**

The charity received three grants in the 2021 – 2022 period, which are listed below. These were provided for pre-existing next stage Network initiatives development, such as in particular our homeless initiative, prison service initiative, and aspects of our NHS work, with assistance to related advocacy cases support work in regard to the initiatives. The grants received were:

- LGBT Consortium 'LGBT Futures': £4500
- JP Morgan Chase B: £600
- National Lottery Awards 4 All grant: £7,500

**Total: £12,600**

**Organisation evolution related:**

Due to the main areas of Network activity -- through its initiatives in particular, but also national policy level Parliamentary Select Committees engagement, in regard to key elements of our charity's constitutional Objects -- in the preceding period of a national and policy level importance, including associated international relevance, expanding further, in the autumn of 2021 the Board of the charity with the guidance of the charity's operational services delivery lead (Lead Officer) brought forward under the Charity Commission regime mechanisms for formal votes on adjusting the charity's formal name, and making some refinements to the charity's constitutional Objects, in March 2022.

The main recommendation on the name was to move to a non-geographical location specific name, that would combine an element of continuity from the original phase of the charity's existence in/from Dorset, to include the spirit of the charity's vision and activity, with the name 'LGBT+ Network for Change' being the most favoured option.

Similarly with insights the charity lead officer gained in the latter part of the period in regard to topics of LGBTQ+ welfare and voice in Ireland, and the substantial pre-existing dynamic of LGBT+ & LGBTQ+ rights and experiences being global, an adjustment to the Object's of the charity in terms of geographical activity area -- to be pan-British Isles -- was considered as important to make when a vote should be taken on potential charity constitutional Objects be held in Spring 2022 at the time the name of the charity was planned to be voted on.

NOTE: In the period, in late 2021, in conjunction with the advised, revised formal name of the Charity, its constitutional 'Objects' adjustment to reflect the nature of the Charity's work and activities were discussed with support for related change. It was felt and agreed unanimously that explicit reference in the Objects to the Dorset location be retained not only for necessary continuity, but because certain areas of the Charity's work and activities, even of national and pan-British Isles relevance continued to take place in the Dorset and Bournemouth, Christchurch, and Poole area.

**News Items from the report period illustrative of charity/organisation activity, and referencing organisation evolution:**

changes had been formally voted on and approved by the Board, and successfully registered with the Charity Commission: logo, and website domain, and social media changes had also been completed.

We will continue with our projects work (detailed below in the Charitable Activities section of this report below) and envisage development of Ireland related activities, and some further international dimension outreach relating to UK contexts on relevant government policies and their delivery overseas.

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## **Statement of Responsibility of the Trustees:**

Network Trustees are responsible for preparing the Financial Statement and report of the Trustees in accordance with relevant law and United Kingdom Accounting Standards.

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 company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing these financial statements, the Trustees are required to:

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

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

The Report, and Financial Statement (below), were unanimously approved by the Board of Trustees.  
Signed on behalf of the Trustees:



Erin Greenslade

**Chair of the Board of Trustees**  
**LGBT+ Network for Change**

25<sup>th</sup> November 2022

- Network new Working Name and organisation Constitutional Objects and associated charity structure bring much needed outreach and influence development:
- Network LGBT & LGBTQ+ Homeless initiative update: completion of Bournemouth area consolidation – opening of opportunity for other areas of UK development:
- Major advance on LGBT+ human rights protection and UK Immigration achieved through Network contribution to Parliamentary Select Committee inquiry
- Network major success for LGBT+ voice in UK prison service — CEO of HMPPS responds to Network representation
- The LGBT+ Network for Change contacts the CEO of the UK Prison Service on it's experiences of engagement with Portland Prison and the Avon & South Dorset HMPPS
- ONS Census 2021 data analysis to inform policy and government services provision Consultation
- LGBT+ Network for Change provides submission to historically important Parliamentary inquiry into Home Office immigration & Diverse Communities
- Network LGBTQ+ homeless initiative update — DPCC and Dorset Police support + BCP homeless partnership advance
- Important update on Network organisation evolution:
- Network LGBTQ+ homeless initiative UPDATE
- Network Census 2021 Report provided to the National Statistician — appreciation for report and for working with the ONS on Census data utilisation
- Network support to Uganda LGBT / Lesbian community — request to British High Commission (Kampala) regarding ravaging of Covid 19 in Lesbian safe house:
- Census 2021: the Network provides analysis & feedback Report to the National Statistician and the Office of National Statistics (ONS)
- Network LGBT & LGBTQ+ homeless community, NHS engagement & multi-agency initiative:
- Dorset Police follow up to the Network on Transphobic attack in Bournemouth
- Violent attack on Trans community member in Bournemouth — Network takes action with alert to DPCC

#### **Our Plans for the 2022 – 2023 period:**

Our plans for the period include completing major organisation evolution structural adjustment for the Network, with accompanying adjustment of the working name of the charity, adjustments to its constitution Object clauses, logo, website domain, social media, and recruitment of new/additional trustees. At time of completion of this Annual Report (early November 2022) the name and objects

## STATEMENT OF FINANCIAL ACTIVITIES 2021 - 2022

INCLUDING INCOME AND EXPENDITURE ACCOUNT FOR THE YEAR ENDED 30th January 2022, COMMENCED FROM 31st January 2021, for the LGB&T DORSET EQUALITY NETWORK,(Charity Commission Registration Number: 1151652)

**NOTE:** at time of providing this Financial Statement and accompanying Annual Report, the formal name of the charity had been adjusted to 'LGBT+ Network for Change' by the Board, and in Spring 2022 approved by the Charity Commission.

### **Taxation:**

As a charity, the LGB&T Dorset Equality Network is exempt from tax on income and gains falling within section 505 of the Taxes Act 1988 or s256 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.

### **Income:**

Grants for 31st January 2021 – 30th January 2022 period (restricted funds): £12,600  
Donations/unrestricted funds: £304

**Total income: £12,904**

Bank Interest – N/A

**Expenditure: £4,900**

Projects delivery: the Network is a predominantly specific projects delivering orientated organisation, and as such these are detailed on the Expenditure section – Total activities delivery and related costs:  
£4,900

Fundraising expenses: £0 – because these are included within Convenor/Lead Officer activity costs and donated/free time provided by Convenor/Lead Officer, and in terms of travel costs of the Network's Chair Network related activities.

Charitable activities (for activities covered, please see Annual Report activities, and Notes on Lead Officer activities at the end of this financial statement, and the schedule of delivered activities on the Trustees Annual Report). Total activities and related (miscellaneous items listed)

Total for costs on time spent on charitable activities delivery: £4,900 these were comprised of Convenor/Lead Officer remunerated work including travel expenses and reimbursement of public liability insurance items totalled and the Chairperson honorarium including travel costs.

Governance costs: No dedicated governance costs, as covered under admin activity/officer time re communications & liaison calls and emails with the Board

**Excess of income over expenditure:**

£160 was carried over from the 31st January 2020 – 30th January 2021 period.  
Subsequently in the 31/01/2021 to 30/01/2022 period we received in grants and donations a total of £12,904.

Prior bank balance combined with income for the period consequently amounted to £13,064

In the period we spent £4,900 in total on designated projects related activities and support costs.

Consequently the income over expenditure total for the period amounted to: £8,164

**Balance (bank account) at 31st January 2021:** £160

**Balance (bank account) at 30th January 2022:** £7,515

Fixed assets: -- NONE (organisation banners which are depreciable in value, as is our gazebo for info stall provision at events) we estimate that in total these items would realistically have a depreciated value from the preceding year of in the region of (half of value of that for the items in the preceding year, which totalled for all £75): £37.50

Current assets: £37.50

Debtors: NONE

Cash at bank (exclusively at bank, and NONE 'in hand'): £7,515

Creditors (amounts falling due within one year): NONE

Net current assets: pull up panels + gazebo -- £37.50

**Total assets less liabilities:** £75 – at 30th January 2021 (see above 'Net current assets' for total) we had no liabilities

**Funds/bank balance (on 30<sup>th</sup> January 2022):** £7,514.68 (rounded to £7,515)

**NOTES to income & expenditure:**

Income (31/01/2021 – 30/01/2022): £12,904

Balance in Bank on 30th January 2022: £7,515

**Income Items:**

Restricted (grants with specific activity/project purposes defined in their conditions):

LGBT Consortium 'LGBT Futures': £4500

JP Morgan Chase B: £600

National Lottery Awards 4 All grant: £7,500

**Total: £12,600**

Unrestricted funds:

Lead officer donation: £150

12<sup>th</sup> March 2021 fundraising by HMP The Verne for the Network: £93

Rainbow Lottery: £61

**Total: £304**

**Total income for the 31st January 2021 to 30th January 2022 period: £12,904**

**Expenditure (31/01/2021 – 30/01/2022):**

Lead Officer Network projects & activities delivery (including travel costs): £4,690

Chair Honorariums (including travel costs): £210

**Total expenditure including travel costs by Network Lead Officer/Convenor and Chair: £4,900**

**Lead Officer/Network services and project delivery lead (Alan Mercel-Sanca:** Network lead founder). The only staff member, without a salary but paid for funded projects delivery. Responsible for organisation consolidation & development, main representation activity and all work on documents creation, email communications, panels and consultations representation, funding applications, partnerships development, website content, as well as projects development and management + advocacy work, by agreement of the Trustees when the Network was registered as a charity

**Total for the period: £4,690**

**Network Chair, until stepping down as Chair in late 2021 for health reasons: John [Fr Canon] Hyde.** Chair honorarium (includes travel expenses) for Network HMP The Verne, Portland, LGBTQ+ supportive visits. Honorarium provided as HMP The Verne requested visits supportive to its staff and inmates, appropriate to the Objects of the Charity, and travel expenses NOT provided by the prison.

**Total for the period: £210**

## APPENDIX – itemised details of Income and Expenditure:

### Income:

LGBT Consortium 'LGBT Futures' grant (3rd February 2021): £4500  
12<sup>th</sup> March 2021 fundraising by HMP The Verne for the Network: £93  
Donation (Alan MS) 13th May 2021: £150 – in response to a £28.82 OD through a Chair £110  
honorarium of 12<sup>th</sup> May 2021  
Rainbow Lottery 'Clients Deposit' (20/07/2021): £3  
Rainbow Lottery 'Clients Deposit' (03/08/2021): £5.50  
JP Morgan Chase B grant paid in (04/08/2021): £600  
Rainbow Lottery 'Clients Deposit' (07/09/2021): £7.50  
Rainbow Lottery 'Clients Deposit' (02/11/2021): £6  
Rainbow Lottery 'Clients Deposit' (07/12/2021): £32.50  
Rainbow Lottery 'Clients Deposit' (05/01/2022): £6  
National Lottery Awards 4 All grant (21/01/2022): £7,500

NOTE: the three Rainbow Lottery 'Clients Deposits' that included 0.50pence have been rounded to £2

### Restricted (grants with specific activity/project purposes defined in their conditions):

LGBT Consortium 'LGBT Futures': £4500  
JP Morgan Chase B: £600  
National Lottery Awards 4 All grant: £7,500  
**Total: £12,600**

### Unrestricted funds:

Lead officer donation: £150  
12<sup>th</sup> March 2021 fundraising by HMP The Verne for the Network: £93  
Rainbow Lottery: £61  
**Total: £304**

**Total income for the period: £12,904**

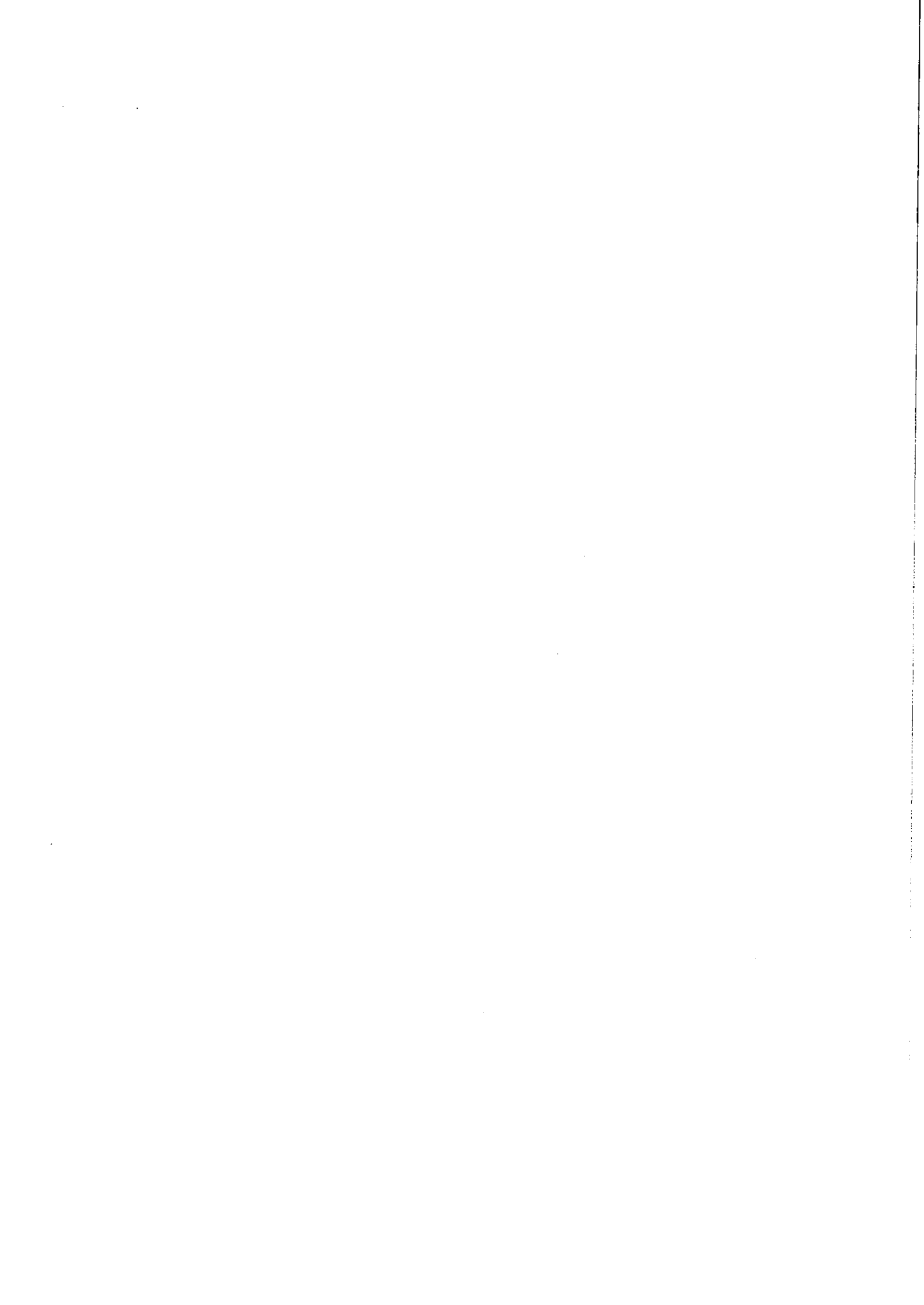
### Expenditure:

Lead Officer projects/activities delivery (12/02/2021): £322  
Lead Officer projects/activities delivery (13/04/2021): £1,750  
Lead Officer projects/activities delivery (13/04/2021): £2,000  
Chair Honorarium (19/04/2021) - Chair travel and refreshments for Bournemouth & Poole meetings, and stationary, February & March 2021 included in honorarium (£43): £100  
Lead Officer projects/activities delivery (06/05/2021): £500  
Chair Honorarium (12/05/2021): £110  
Lead Officer projects/activities delivery (10/01/2022): £118

**Lead Officer total remuneration received** (includes travel expenses, but these were minimal for the period as most work online and through e-meetings, with exception of Weymouth train & bus travel for 26<sup>th</sup> April 2021 from Bournemouth to Portland Prison: total £23): £4,690

**Chair honorariums:** £210

**Total expenditure for the period:** £4,900



**LGBT+ NETWORK FOR CHANGE**

England & Wales - Charity number 1171911

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# Accounts

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# LGB&T Dorset Equality Network Trustees' Annual Report 2020 – 2021 & Financial Statement



**Charity Commission Registered charity number:** 1171911

The document comprises two components, the Annual Report and the Financial Statement:

- Trustees Report (pages 1 – 11) which includes an Appendix 'Notes from our Constitution on Structure, Governance & Management,' and a section on Charitable Activities in the 31st January 2020 to 30th January 2021 period section
- Financial Statement (pages 12 – 15)

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## Trustees Annual Report

Information on trustees, staff, charity address, and bank account:

### Trustees:

John Hyde (Chairperson)  
Louise Clarke (Treasurer)  
Erin Greenslade  
Deepak Tamrakar  
Bhavin Dhedia

Paid Staff (1 only – part-time: paid, subject to dedicated projects grants receipt, and with remainder of time per week given on a voluntary, unremunerated basis). Network Lead Officer/Convenor: Alan Mercel-Sanca

### Charity Address:

7a Littlecroft Road  
Poole  
Dorset  
BH12 3LE

### **Charity Bank Account:**

HSBC (Westbourne)

Account Name: LGB&T Dorset Equality Network

Sort Code: 40 – 46 – 11

Account Number: 71654284

**1. Name:** The name of the Charitable Incorporated Organisation (“the CIO”) is LGB&T Dorset Equality Network

**2 Office:** The office of the CIO is in England, in Poole, Dorset. **NOTE:** in start-up year, the CIO office has been placed by the agreed consent of the Trustees, at the Chairperson of the Board of Trustees’ address, temporarily, with the Board and its Chairperson’s intention to establish within two years or approximately two years, and a new, permanent address for the CIO that is not a private/individual’s address.

**3. Objects:** The objects of the LGB&T Dorset Equality Network CIO are:

The promotion of equality and diversity for the public benefit in Dorset and surrounding areas by the elimination of discrimination on the grounds of sexual orientation and gender identity by:

(a) advancing education and raising awareness in the issues faced by lesbian, gay, bisexual and transgender people (‘LGB&T’)

(b) promoting activities, and providing services, to foster understanding between LGB&T people and those from other backgrounds

(c) conducting or commissioning research on LGB&T issues, publishing the results to the public, and creation and provision of related information resources to assist in addressing LGB&T issues

(d) cultivating a sentiment in favour of LGB&T inclusion, and equality and diversity

### **4. Network services beneficiaries:**

Network principal beneficiaries include in particular members of sexual & gender minorities (LGBT+) and those who are coming Out or to self-realisation that they belong to a sexual orientation or gender minority (LGBTQ+). Network secondary beneficiaries include, but are not limited to the following:

- Those identifying, as individuals and/or organisations/agencies [statutory sector, business/private sector, and voluntary the community & voluntary sectors] as LGBTQ+ ‘Allies’

- All public, private, voluntary & community sectors organisations/agencies/entities that are seeking to of their own volition, or required to demonstrate compliance with Equality Act 2010 legal obligations compliance on counteracting and eradication direct and indirect discrimination and prejudice against sexual & gender minorities

### **Structure, governance & management:**

Detailed in the Appendix at the end of this Trustee Report:

## **Charitable Activities in the 31st January 2020 to 30th January 2021 period included, but were not limited to:**

**NHS engagement and healthcare related policy advocacy:**

The Network saw in this period a major shift from engaging at strategic and lead levels with pan-Dorset area NHS organisations such as in particular Dorset CCG and Dorset Healthcare, on the need for change, innovation, and improvement where LGBT & LGBTQ+ communities engagement and communication were concerned, to providing actual services with Dorset Healthcare's Steps 2 Wellbeing programme healthcare professionals and admin staff. This represented a major breakthrough for the Network in regard NHS engagement and support: <https://lgbtnetwork4change.com/nhs-dorset-healthcare-trust-lgbt-dorset-equality-network-steps-2-wellbeing-programme-ground-breaking-collaboration/>

However we found that in one of the general hospitals, conditions for many LGBT and LGBTQ staff were continuing to be poor in support and counteraction of prejudice and indirect discrimination experiences.

We also supported both the NHS and our LGBT community in the Weymouth & Portland area regarding a Covid 19 initiative: <https://lgbtnetwork4change.com/appeal-for-support-to-our-weymouth-portland-lgbt-community-on-gp-survey-on-covid-19-nhs-healthcare-services/>

**NHS staff training resources creation and deployment:** A major Network output of the period was research and development of thematic LGBT & LGBTQ+ communities awareness, engagement and communication resources for use by NHS healthcare professionals and admin staff, with mental health being the main focal topic. These resources were acclaimed by Dorset Healthcare staff, and contributed to the collaboration and partnership work referred to above, and illustrated through this link: [https://www.steps2wellbeing.co.uk/how\\_are\\_you\\_feeling/about\\_you/lgbt/](https://www.steps2wellbeing.co.uk/how_are_you_feeling/about_you/lgbt/)

**LGBT Homeless initiative:** The Network had long been aware of the phenomenon of the extent of LGBT homelessness and that the issue was not being addressed effectively across the UK, largely due to lack of a joined up approach, and the necessary relevant stakeholder organisations and experts coming together, and the central issue of understanding and addressing the mental health impacts at NHS level being missing.

In this period we completed preparatory work on resources to remedy the latter, and also to structure a multi agency approach with identified specific stakeholders. Bournemouth was selected as the ideal piloting location (with the initiative starting in the 2021 – 2022 period) because of it's large LGBT community and large homeless community.

The catalyst for the initiative came when the national level LGBTIQ+ Greens contacted the Network to ask for our support in completing a survey on the LGBT & LGBTQ+ homeless phenomenon; this combined with advocacy cases being received by us from homeless community members in the Bournemouth area alerting us to how the local authority did not understand or respond to their particular needs.

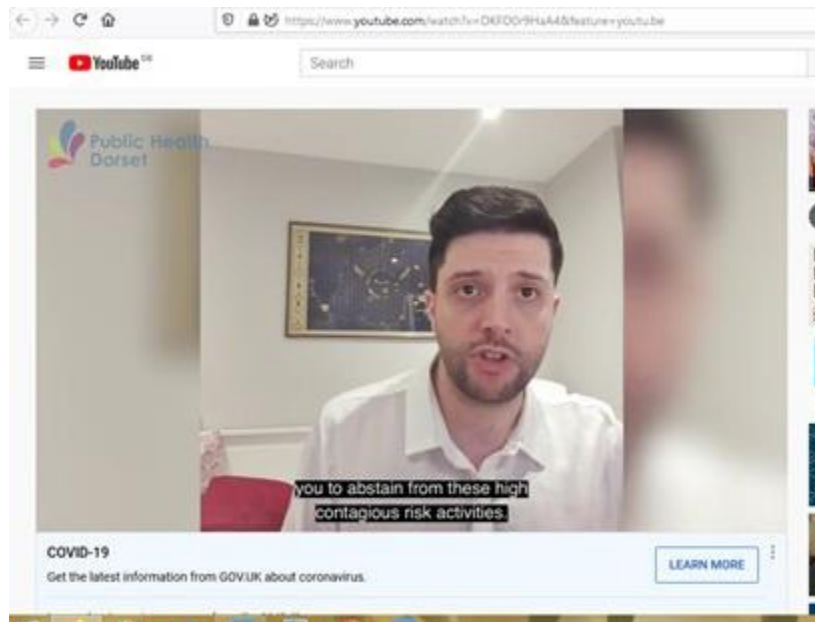
At the end of the period we received a £750 grant from the Bourne Free LGBT Pride charity to assist us with developing specific resources to support the project's development. By this time we had completed creating the Network's multi agency support strategy,

**Private Sector Care Homes Engagement and Support:**

The Network was particularly active in the 2020 2021 period in regard to working with the Tricuro care homes group at residential care homes in Wareham and Christchurch.

We provided progression of previously planned LGBT engagement and support training sessions at the care homes in the two locations, and in the case of the Wareham Tricuro care home for the elderly, we also witnessed to the home's LGBT engagement & anti-discrimination policy statement and related implementation strategy (which at the end of 2019/start of 2020 we had helped to draft).

### **Covid 19 related support to our Pan-Dorset LGBT Community:**



### **Work with Public Health Dorset (PHD) and Community Action Network (CAN) & Dorset Community Action Network:**

From the outset of Covid 19 in early 2020 the Network led on representing the need for LGBT community specific engagement and messaging to highlight particular very high level dangers posed by Covid 19 to some more vulnerable sections of the LGBT community (medical and mental health risks in particular not experienced by broader society). We were disappointed that despite all our efforts these requests were not responded to by Public Health Dorset in the crucial early months of Covid 19 when we were certain LGBT lives could have been saved if PHD had listened to us and instituted the requested messaging campaign we asked for.

However, towards the end of the year we received a contact asking for our support regarding a public health 'Talking Heads' initiative that focused on different communities engagement. As a result the Network was able to through one of our Trustees (Bruno Sousa), to contribute a set of dedicated LGBT community outreach short videos which in part remedied the earlier failing (image above of Bruno in one of the videos): <https://lgbtnetwork4change.com/covid-19-network-public-health-dorset-can-and-dca-talking-heads-dedicated-lgbt-community-videos/>

You can see one of the videos -- enabled through the support of the Bournemouth Christchurch Poole 'Community Action Network' (CAN), funded by PHD for this outreach campaign initiative to connect with various communities, including LGBT, to take part in the PHD 'Talking Heads' Covid 19 information initiative – here: <https://www.youtube.com/watch?v=nryKad7xzfo>

### **Local authorities:**

The Network undertook substantial level engagement with senior officials and Deputy Leader over concerns about an independent 'LGBT equality forum' initiative by a Dorset Council staff member that had caused major concerns amongst many pan-Dorset respected independent activist LGBT community members who felt the initiative whose origins and ultimate purposes remained unclear regarding the forum.

This, particularly because it involved some perceived attacks on independent LGBT community activist members and organisations with effective records on challenging poor performance on LGBT equality and discrimination by some public service organisations and local authorities.

The Network acted to support the community against this perceived attack, and with the result that we received an email from the office lead of Dorset Council, with the Deputy Leader of the Council copied in, stating how appreciated the Network's support and guidance to Dorset Council is.

**Work with Bournemouth University on an LGBT asylum applicants and refugees initiative:**

The Network lead (Lead Officer/Convenor) in support to the Network's national level work of support to international LGBT community members encountering discriminatory experiences (many of the latter life threatening) of the anti-LGBT dimension of UK Home Office immigration services, provided in this period crucial support guidance and national level introductions to a Bournemouth University academics research project in this area.

Our work was decisive in subsequently securing for the academics group led by Dr Christopher Pullen, a British Academy grant (although we did not receive any funding allocation from the grant, although this had been indicated in phone and video conversations with the project lead before the grant was secured).

As a result the Network work in this area was considerably extended in terms of outreach. Link: <https://lgbtnetwork4change.com/lgbt-history-month-2021-news-global-perspectives-network-supported-british-academy-research-project-on-uk-regional-support-experiences-of-lgbtq-refugees-and-asylum-seekers/>

**Prisons (The Verne, and Portland Prison):** in this period we continued with our support services on an unremunerated basis at HMP The Verne, and commenced advisory services at the request of the Equality Lead of the HMPPS Avon & South Dorset Prisons Group, to HMP & YOI Portland.

The Network's Chair continued to support, where able in the context of Covid 19 impacts, that for much of the period saw prisons closed to public access, support to HMP The Verne's LGBT community and Prison Staff. This involved attendance of and support to The Verne's Residents/Inmates LGB and Trans groups (except for the period of Covid 19 related non-public access). The visit's and related support provided by the Network's Chair was strongly commended by prison service users and staff alike.

In follow up to the HMPPS Avon and South Dorset Group's Quality Assurance lead, the Network's Lead Officer started work for strategic and operational level change and improvement at HMP & YOI Portland, including a meeting with key prison officers (Equality Lead and officers with remits covering service user care, inclusion, and anti-discrimination) and the healthcare provider lead. Context link: <https://lgbtnetwork4change.com/network-collaboration-with-hmpps-on-lgbt-engagement-support-and-communication/>

**Transgender Day of Remembrance 2020:** Due to Covid 19, for this year the Network's Chair Fr John Hyde enabled and facilitated the ceremony of remembrance online: <https://lgbtnetwork4change.com/transgender-day-of-remembrance-tdor-2020/>

**Ask for Clive safe and inclusive places:**

Our work in support of the AfC initiative continued with sign-ups we secured in the preceding year implementing their commitments, but as a result of these broader AfC profiling enabling other AfC sign ups with venues in the county and BCP conurbation

**Policy change and scrutiny work support to Parliamentary Select Committee inquiries:**

In the period we contributed to a major Covid 19 related House of Commons Women and Equality Select Committee (WOMEQ) inquiry on Covid 19 impacts on Protected Characteristics communities.

Our submission was accepted and subsequently published, contributing for our LGBT and LGBTQ+ community to guidance provided to the UK Government in shaping policy and responses to the impacts of Covid 19 on our community at national policy level. Link: <https://lgbtnetwork4change.com/network-submission-to-parliamentary-select-committee-covid-19-impacts-diverse-communities-inquiry/>

**Partnerships:**

Consolidation of existing partnerships, and establishing new ones locally and at national level. A list of our partners can be found at: <http://lgbtdorsetequality.network/support-partners/> We continued to deepen our longest standing partnership, with Just a Ball Game? But in addition in the end of 2020/start of 2021 period, established a major partnership with Dorset Healthcare NHS Foundation Trust (<https://www.dorsethealthcare.nhs.uk/>) through joint initiation of LGBT community engagement work through the Trust’s Pan-Dorset Steps 2 Wellbeing Programme -- [https://www.steps2wellbeing.co.uk/how\\_are\\_you\\_feeling/about\\_you/lgbt/](https://www.steps2wellbeing.co.uk/how_are_you_feeling/about_you/lgbt/)

**Advocacy cases & Policy Advocacy:**

This year saw the Network provided support (more policy advocacy than individual cases) to approximately a 100+ members of the community experiencing prejudice, hate crime, and indirect discrimination due to their sexual identity or gender identity, and associated with all of the latter, poor mental health and related support needs.

The estimated numbers of community members supported indirectly through partnering work, was much more extensive, not less than 2000.

However the LGBT inclusion and anti-discrimination work of the Network expanded in the period in regard to partnering organisations which were not LGBT but had major LGBT ‘Allies’ dimensions: consequently we would add, at a conservative estimate, state that at least a further 3000 individuals benefitted from such partnerships with the Network. Our LGBT & LGBTQ+ homeless initiative (commenced late autumn 2020) involved us in some specific related individual LGBT homelessness context cases.

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**Grants and self-funding:**

In this period, the Network received the following grants and self-funding income generation from private sector [Tricuro] engagement services provision:

- **Bourne Free LGBT Pride festival charity:** £750 (22<sup>nd</sup> January 2021) for development costs of the Network LGBT & LGBTQ+ homeless community multi agency support initiative – LINK – for awareness resources for the NHS (for Dorset Healthcare NHS Foundation Trust, Steps 2 Wellbeing mental healthcare services support)

- **Care Homes / Tricuro:** We received for our two Tricuro care homes LGBT support training provision, and the Wareham care home work on its LGBT engagement & anti-discrimination policy statement and related implementation strategy that we had developed, payments of £180 on 3<sup>rd</sup> April and £100 on the 17<sup>th</sup> April 2020.

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#### **The Board:**

The Board/Trustees of the Charity meets four times a year. The Convenor/Lead Officer is responsible for ensuring that the charity delivers its specified services (linked to/derived from the Charity's 'Objects') to the satisfaction of the Board.

#### **In this period we welcomed two new Trustees:**

Dr Bhavin Dhedia (Co-Lead of Eastleigh LGBT Pride, and a Trustee of the Hampshire-based 'Break Out Youth' LGBT Chaity), and Bruno Sousa (a healthcare professional at Royal Bournemouth Hospital, and previously the lead of the hospital's LGBT Staff Group). Dr Dhedia's period as a Trustee at the Network concluded in late January 2021, as his other charitable commitments intensified, but in the period with the Network he contributed to some important NHS consultation and policy change initiatives of the Network.

#### **Volunteers:**

Over the 2020 – 2021 period we had 3 volunteers, contributing mainly to our research and report writing activities (especially our homeless initiative project initial preparation state).

#### **Financial Year:**

The Charity had received a grant and services provision to private sector care homes Network LGBT support services and training remuneration of £1,030 (a £750 grant from the Bourne Free LGBT Pride organisation, and £280 from the Tricuro care homes group) in the period 31st January 2020 to 30th January 2021.

The total expenditure for the same period was: £5,330

#### **Reserves Policy:**

The Network will be developing a reserves policy in the next year of operation (however our practice has from foundation and across this period 31st January 2020 to 30th January 2021, been to always hold minor funds in a positive bank balance), which will reflect the Trustees committed to supporting organisation activities and meeting the following:

- safeguarding the charity's service commitment in the event of delays in receipt of grants or other income.
- Having a financial buffer against risk and future uncertainties.

#### **Our Plans for the 2021 – 2022 period:**

Our plans for the period include major organisation evolution structural adjustment for the Network, with accompanying adjustment of the working name of the charity, adjustments to its constitution Object clauses, logo, website domain, social media, and recruitment of new/additional trustees.

The purpose of the organisation, which had been discussed and was strongly supported by the Board since as early as 2019, being to take the organisation to a national and ultimately pan-British Isles level

of support in specialist areas to our LGBT community, with emphasis on policy change & development, and educational activity; these in line with our existing record of achievement in these two domains.

Beyond the above, we will continue with much of our pre-existing work where this agrees with the above purposes, and complete outstanding projects.

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## **Statement of Responsibility of the Trustees:**

Network Trustees are responsible for preparing the Financial Statement and report of the Trustees in accordance with relevant law and United Kingdom Accounting Standards.

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 company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing these financial statements, the Trustees are required to:

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

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

The Report, and Financial Statement (below), were unanimously approved by the Board of Trustees. Signed on behalf of the Trustees:



John Hyde

Network Trustee  
21<sup>st</sup> November 2021

## **Appendix:**

### **Notes from our Constitution on Structure, Governance & Management:**

#### **4. Powers**

The CIO has power to do anything which is calculated to further its objects or is conducive or incidental to doing so. In particular, the CIO has power to:

(1) borrow money and to charge the whole or any part of its property as security for the repayment of the money borrowed. The CIO must comply as appropriate with sections 124 and 125 of the Charities Act 2011, if it wishes to mortgage land,

(2) buy, take on lease or in exchange, hire or otherwise acquire any property and to maintain and equip it for use;

(3) sell, lease or otherwise dispose of all or any part of the property belonging to the CIO. In exercising this power, the CIO must comply as appropriate with sections 117 and 119-123 of the Charities Act 2011;

(4) employ and remunerate such staff as are necessary for carrying out the work of the CIO. The CIO may employ or remunerate a charity trustee only to the extent that it is permitted to do so by clause 6 (Benefits and payments to charity trustees and connected persons) and provided it complies with the conditions of that clause;

(5) deposit or invest funds, employ a professional fund-manager, and arrange for the investments or other property of the CIO to be held in the name of a nominee, in the same manner and subject to the same conditions as the trustees of a trust are permitted to do so by the Trustee Act 2000.

## **5. Application of income and property**

### **(1) The income and property of the CIO must be applied solely towards the promotion of the objects.**

(a) A charity trustee is entitled to be reimbursed from the property of the CIO or may pay out of such property reasonable expenses properly incurred by him or her when acting on behalf of the CIO.

(b) A charity trustee may benefit from trustee indemnity insurance cover purchased at the CIO's expense in accordance with, and subject to the conditions in, section 189 of the Charities Act 2011.

### **(2) None of the income or property of the CIO may be paid or transferred directly or indirectly by way of dividend, bonus or otherwise by way of profit to any member of the CIO.**

### **(3) Nothing in this clause shall prevent a charity trustee or connected person receiving any benefit or payment which is authorised by Clause 6.**

## **6. Benefits and payments to charity trustees and connected persons**

### **(1) General provisions**

No charity trustee or connected person may:

(e) buy or receive any goods or services from the CIO on terms preferential to those applicable to members of the public;

(f) sell goods, services, or any interest in land to the CIO;

(g) be employed by, or receive any remuneration from, the CIO;

(h) receive any other financial benefit from the CIO;

unless the payment or benefit is permitted by sub-clause (2) of this clause or authorised by the court or prior written consent of the Charity Commission ("the Commission"). In this clause, a "financial benefit" means a benefit, direct or indirect, which is either money or has a monetary value.

### **(2) Scope and powers permitting trustees' or connected persons' benefits**

(a) A charity trustee or connected person may receive a benefit from the CIO as a beneficiary provided that it is available generally to the beneficiaries of the CIO

(b) A charity trustee or connected person may enter into a contract for the supply of services, or of goods that are supplied in connection with the provision of services, to the CIO where that is permitted in accordance with, and subject to the conditions in, sections 185 to 188 of the Charities Act 2011.

(c) Subject to sub-clause (3) of this clause a charity trustee or connected person may provide the CIO with goods that are not supplied in connection with services provided to the CIO by the charity trustee or connected person.

(d) A charity trustee or connected person may receive interest on money lent to the CIO at a reasonable and proper rate which must be not more than the Bank of England bank rate (also known as the base rate).

(e) A charity trustee or connected person may receive rent for premises let by the trustee or connected person to the CIO. The amount of the rent and other terms of the lease must be reasonable and proper. The charity trustee concerned must withdraw from any meeting at which such a proposal or the rent or other terms of the lease are under discussion.

(f) A charity trustee or connected person may take part in the normal trading and fundraising activities of the CIO on the same terms as members of the public.

### **(3) Payment for supply of goods only – control:**

The CIO and its charity trustees may only rely upon the authority provided by sub-clause (2)(c) of this clause if each of the following conditions is satisfied:

(a) The amount or maximum amount of the payment for the goods is set out in a written agreement between the CIO and the charity trustee or connected person supplying the goods (“the supplier”).

(b) The amount or maximum amount of the payment for the goods does not exceed what is reasonable in the circumstances for the supply of the goods in question.

(c) The other charity trustees are satisfied that it is in the best interests of the CIO to contract with the supplier rather than with someone who is not a charity trustee or connected person. In reaching that decision the charity trustees must balance the advantage of contracting with a charity trustee or connected person against the disadvantages of doing so.

(d) The supplier is absent from the part of any meeting at which there is discussion of the proposal to enter into a contract or arrangement with him or her or it with regard to the supply of goods to the CIO.

(e) The supplier does not vote on any such matter and is not to be counted when calculating whether a quorum of charity trustees is present at the meeting.

(f) The reason for their decision is recorded by the charity trustees in the minute book.

(g) A majority of the charity trustees then in office are not in receipt of remuneration or payments authorised by clause 6.

### **(4) In sub-clauses (2) and (3) of this clause:**

(a) “the CIO” includes any company in which the CIO: i. holds more than 50% of the shares; or

ii. controls more than 50% of the voting rights attached to the shares; or

iii. has the right to appoint one or more directors to the board of the company;

(b) “connected person” includes any person within the definition set out in clause 30 (Interpretation);

### **Conflicts of interest and conflicts of loyalty:**

A charity trustee must:

(1) declare the nature and extent of any interest, direct or indirect, which he or she has in a proposed transaction or arrangement with the CIO or in any transaction or arrangement entered into by the CIO which has not previously been declared; and

(2) absent himself or herself from any discussions of the charity trustees in which it is possible that a conflict of interest will arise between his or her duty to act solely in the interests of the CIO and any personal interest (including but not limited to any financial interest).

Any charity trustee absenting himself or herself from any discussions in accordance with this clause must not vote or be counted as part of the quorum in any decision of the charity trustees on the matter.

8. Liability of members to contribute to the assets of the CIO if it is wound up:

If the CIO is wound up, the members of the CIO have no liability to contribute to its assets and no personal responsibility for settling its debts and liabilities.

9. Charity trustees:

(1) Functions and duties of charity trustees

The charity trustees shall manage the affairs of the CIO and may for that purpose exercise all the powers of the CIO. It is the duty of each charity trustee:

(a) to exercise his or her powers and to perform his or her functions in his or her capacity as a trustee of the CIO in the way he or she decides in good faith would be most likely to further the purposes of the CIO; and

(b) to exercise, in the performance of those functions, such care and skill as is reasonable in the circumstances having regard in particular to: i. any special knowledge or experience that he or she has or holds himself or herself out as having; and,

ii. if he or she acts as a charity trustee of the CIO in the course of a business or profession, to any special knowledge or experience that it is reasonable to expect of a person acting in the course of that kind of business or profession.

(2) Eligibility for trusteeship

(a) Every charity trustee must be a natural person.

(b) No individual may be appointed as a charity trustee of the CIO: • If he or she is under the age of 18 years; or

• If he or she would automatically cease to hold office under the provisions of clause 12(1)(e).

(c) No one is entitled to act as a charity trustee whether on appointment or on any re-appointment until he or she has expressly acknowledged, in whatever way the charity trustees decide, his or her acceptance of the office of charity trustee.

(3) Number of charity trustees

(a) There must be at least three charity trustees. If the number falls below this minimum, the remaining trustee or trustees may act only to call a meeting of the charity trustees, or appoint a new charity trustee

(b) There is no maximum number of charity trustees that may be appointed to the CIO. 12

Report of the Trustees - Financial Statement

LGB&T Dorset Equality Network Financial Statement for the period 31st January 2020 to 30th January 2021:

## STATEMENT OF FINANCIAL ACTIVITIES

INCLUDING INCOME AND EXPENDITURE ACCOUNT FOR THE YEAR ENDED 30th January 2021 COMMENCED FROM 31st January 2020, for the LGB&T DORSET EQUALITY NETWORK (Charity Commission Registration Number: 1151652)

### Taxation:

As a charity, the LGB&T Dorset Equality Network is exempt from tax on income and gains falling within section 505 of the Taxes Act 1988 or s256 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.

### Income

Grants for 31st January 2020 – 30th January 2021 period: £750

Self-funding/remunerated services provision [training delivered] for 31st January 2020 – 30th January 2021 period: £280

Bank Interest -- N/A

**Total income:** £1,030

**Expenditure:** £6,330

Projects delivery: the Network is a predominantly specific projects delivering orientated organisation, and as such these are detailed on the Expenditure section -- Total activities delivery and related costs: £6,330

Fundraising expenses: £0 -- because these are included within Convenor/Lead Officer activity costs and donated/free time provided by Convenor/Lead Office, and in terms of travel costs of the Network's Chair.

Support costs: -- organisation support expenditure covered under Convenor/Lead Officer costs in support of projects

Charitable activities (for activities covered, please see Annual Report activities, and Notes on Lead Officer activities at the end of this financial statement, and the schedule of delivered activities on the Trustees Annual Report). Total activities and related (miscellaneous items listed)

Total for costs on time spent on charitable activities delivery: £6,330 -- these were comprised of Convenor/Lead Officer remunerated work including travel expenses and reimbursement of public liability insurance items totalled and the Chairperson honorarium including travel costs.

Governance costs: No dedicated governance costs, as covered under admin activity/officer time re communications & liaison calls and emails with the Board

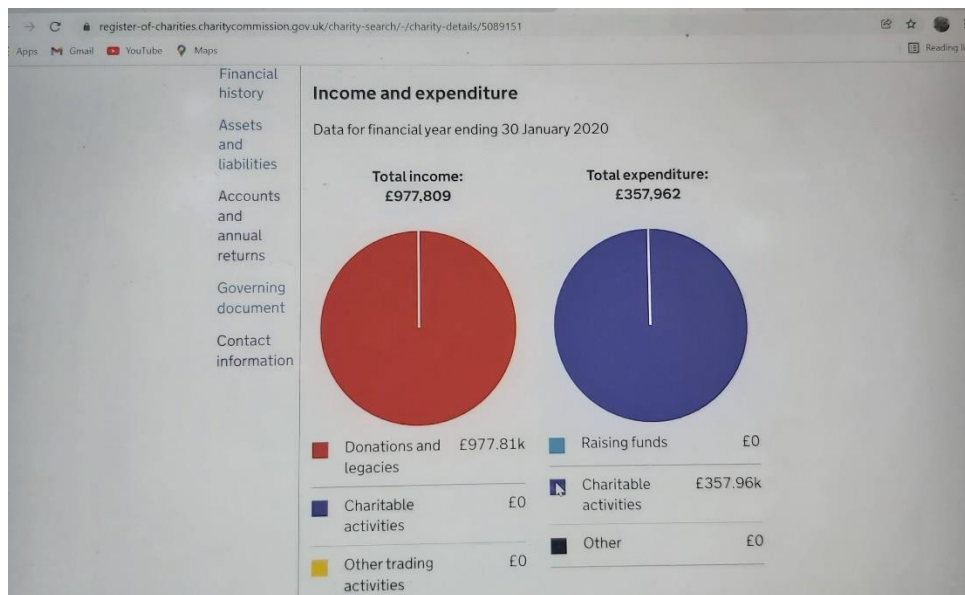
**CORRECTION to 30<sup>th</sup> January 2020 balance:** we found a cheque on 24<sup>th</sup> January 2020 (Chq 100091 for Lead Officer projects delivery costs) for £1000 was omitted in oversight in the Financial Statement LGB&T Dorset Equality Network bank account bank balance of the 31<sup>st</sup> January 2019 to 30<sup>th</sup> January 2020 accounting period.

The stated balance total of £6,460 on 30<sup>th</sup> January 2020 is therefore adjusted from a total of £5,460 (excluding the cheque 100091 of £1000), to £6,460 including the cheque of 24<sup>th</sup> January 2020.

**Total expenditure:** £6,330

Excess of income over expenditure: £5,460 was carried over from the 31<sup>st</sup> January 2019 – 30<sup>th</sup> January 2020 period, and with after a grant and remuneration from services [training] provided by the Network during the 31<sup>st</sup> January 2020 to 30<sup>th</sup> January 2021 period (£1,030), and total expenditure for the latter, a total balance of £160 was in the organisation bank account on 30<sup>th</sup> January 2021.

**NOTE:** the Network found that after completion of the online Charity Commission Financial Statement details for the preceding year (2019 – 2020), that the electronic system of the Charity Commission filing had added two ‘0’s’ to Network Income and Network Expenditure (illustrated below) indicating a major incorrect reading of the income and expenditure of the Charity for the 2019 – 2020 period. **The correct income and expenditure and Charity bank account balance particulars at 30<sup>th</sup> January 2020 were however duly registered/accepted by the Charity Commission at the time of the 2019 – 2020 Annual Return & Financial Statement.**



**Total expenditure:** £6,330

Excess of income over expenditure: £5,460 was carried over from the 31<sup>st</sup> January 2019 – 30<sup>th</sup> January 2020 period, and with after a grant and remuneration from services [training] provided by the Network during the 31<sup>st</sup> January 2020 to 30<sup>th</sup> January 2021 period (£1,030), and total expenditure for the latter, a total balance of £160 was in the organisation bank account on 30<sup>th</sup> January 2021.

**Balance (bank account) at 30<sup>th</sup> January 2020:** £5460

**Balance (bank account) at 30<sup>th</sup> January 2021:** £160

Fixed assets: -- NONE (laptop and organisation banners which are depreciable in value, as is our gazebo for info stall provision at events) we estimate that in total these items would realistically have a depreciated value from the preceding year of in the region of (half of value of that for the items in the preceding year, which totalled for all £150): £75

Current assets: £75

Debtors: NONE

Cash at bank (exclusively at bank, and NONE 'in hand'): £160

Creditors (amounts falling due within one year): NONE

Net current assets: Laptop + pull up panels + gazebo -- £75

**Total assets less liabilities:** £75 – at 30th January 2021 (see above 'Net current assets' for total) we had no liabilities

**Funds/bank balance** (on 30<sup>th</sup> January 2021): £160

- Restricted funds (Bourne Free LGBT Pride Festival grant): £750
- Unrestricted funds (Tricuro Ltd payment for Network training and services for two care homes): £280

**NOTES to income & expenditure:**

Income (31/01/2020 – 30/01/2021): £1,030

Balance in Bank on 30th January 2021: £160

Income items:

- Grants (Bourne Free LGBT Pride organisation): £750
- Training and related services provided by the Network to Care Homes: £280

Grant & Network remunerated services provision total: £1,030

**Total income for the 31st January 2020 to 30th January 2021 period: £1,030**

**Expenditure (31/01/2020 – 30/01/2021):**

Lead Officer: £5,663

Chair: £667

Lead officer wages over the period (including travel costs): £5,663

**Total expenditure including travel costs by Network Lead Officer/Convenor and Chair: £6,330**

**Lead Officer/Convenor (Alan Mercel-Sanca)** -- Network lead founder: a Non-Trustee: responsible for organisation consolidation & development, main representation activity and all work on documents creation, email communications, panels and consultations representation, funding applications, partnerships development, website content, as well as projects development and management + advocacy work) – by agreement of the Trustees when the Network was registered as a charity

Remunerated time: 2.5 days a week across 7 days a week, for when allocated grants support provided, and when not – between grants periods – providing the services detailed above at no charge/volunteer-unremunerated basis: travel costs included in the total below for the period, but these were minimal due to most activity switching to virtual meetings due to Covid 19 related impacts.  
Total: **£5,663**

**Chair (Fr John Hyde):** Chair honorarium (includes travel expenses, and focus on HMPPS engagement initiative with HMP The Verne, Portland, in particular involving preparation and support activity that is NOT funded by HMP The Verne, yet important to the Network's support services for HMP The Verne and its staff and inmates, appropriate to the Objects of the LGB&T Dorset Equality Network, which receives NO remuneration from HMPPS / HMP The Verne), and cannot not be classified as Trustee activity): **£667**