



Annual Report

For the period 01/04/2024 to 31/03/2025

Charity name: Inspire LGBT (operating as It Gets Better UK)

Charity registration number: 1176164

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Introduction



When a charity reaches a milestone in its development, there is often a moment of reflection, not just about where you've been, but about the path forward. For It Gets Better UK, 2024–25 was a year of significant expansion. We reached more communities, collected more stories, and strengthened the infrastructure that allows us to deliver our mission sustainably. The question that guided us was clear: how do we grow our reach while staying true to our values?

The answer revealed itself through the dedication of our Regional Ambassadors and volunteers. As we attended Pride events in Scotland and the Midlands for the first time, reaching ten Prides overall with a combined reach of over 270,000 people, and gathered hundreds of new stories, we witnessed the transformative power of local leadership. Each new Regional Ambassador brought not just their time and energy, but their deep understanding of their communities' needs. They created spaces where LGBTQ+ people could share their journeys, often for the first time.

Growth, however, brings its own challenges. How do we ensure quality whilst expanding? How do we support volunteers across the country? How do we build financial resilience to sustain our work long-term? In 2024–25, we took deliberate steps to address these questions. We appointed three part-time leadership roles, a Volunteer Manager, Social Media Manager, and CEO, to provide structure and support. We diversified our income through grants and corporate partnerships. We created systems and processes that will allow us to scale responsibly.

Still, our greatest achievement this year wasn't measured in numbers, though the statistics are encouraging: 5,100 video views (up 52%), 106 hours of watch time, stories collected across ten cities. What mattered most were the moments we witnessed, the young person who took time to reflect on their message to their younger self, the volunteer who felt transformed by the conversations they had, the viewer who left a comment saying simply, "Thank you for inspiring me."

These moments remind us why our work matters. In a world where LGBTQ+ young people still face disproportionate challenges, our archive of hope serves as a lifeline. Every story we collect, every Pride stall we staff, every video we share reinforces a simple but powerful message: you are not alone, your identity is valid, and it gets better.

To our trustees, who provide strategic guidance and governance with unwavering commitment, thank you. To our Regional Ambassadors and volunteers, who give countless hours to staff events, gather stories, and spread hope in their communities, your dedication is the foundation of everything we do. To our corporate partners and donors, whose financial support allows us to plan confidently for the future, we are deeply grateful. To the LGBTQ+ people who have shared their stories with vulnerability and courage, you are changing lives.

As we look ahead, we do so with optimism and clarity of purpose. This year has shown us that when we combine passionate volunteers with sustainable infrastructure, we can reach more young people than ever before. The journey continues, and we are honoured to walk it together.

Dr Alex Rhys FlnstLM FRSA

(he/him)

CEO/Founder

Objectives and Activities



The object of the charity as outlined within the governing constitution is:

To promote equality & diversity for the public benefit and in particular the elimination of discrimination on the grounds of sexual orientation and gender identity by:

1. Producing an archive of material to raise awareness of the public about the issues & difficulties affecting the lives of lesbian, gay, bisexual & transgender (LGBT) people.
2. Providing an online resource created by the wider lesbian, gay, bisexual and transgender (LGBT) community with a view to combat the disproportionate levels of reported suicidal thoughts and actions in LGBT youth.

In the performance of meeting these objectives the trustees have had regard to the guidance issued by the Charity Commission on public benefit.

Strategy

This was a year of significant growth in reach and depth. The charity focused on three strategic priorities:

1. **Expanding national presence** by attending more Pride events and strengthening the Regional Ambassador network to ensure LGBTQ+ young people across the UK can encounter stories of hope and inclusion.
2. **Growing the national story archive** by gathering new video and written stories that reflect diverse lived experiences and can be shared online year-round.
3. **Strengthening financial resilience** by diversifying income through grants and corporate partnerships, allowing for long-term planning and programme development.

By aligning all activities with these goals, the charity ensured that every project – whether a Pride stall, a short film, or a social media post – contributed to its mission of inspiring and uplifting LGBTQ+ youth.

Achievements and Performance



Pride 2024

Pride season is the charity's busiest time of year. All summer, we celebrate our community and call for a better future through stalls across the UK where we collect and share stories of local LGBTQ+ people. Prides were identified and led by volunteer Regional Ambassadors, whose local knowledge ensured maximum impact. This year saw a first-ever presence in Scotland and the Midlands, laying foundations for further expansion.



At each Pride, volunteers created welcoming spaces where people could:

- **Collect and share stories** – Visitors responded to prompts such as “a message to my younger self,” often taking time to reflect before returning to record their thoughts. Many had never before been invited to articulate their experiences as LGBTQ+ people.
- **Browse and connect with existing stories** – New and legacy stories were on display and later shared through the charity's website, YouTube and social channels.
- **Access resources and signposting** – Volunteers provided information about support services and listened to personal experiences, enabling visitors to leave with both inspiration and practical next steps.

The impact was profound, for both attendees and volunteers:

- “A message to my younger self: you are not what is wrong with the world.”
- “Embrace the change, allow your identity to evolve. It's ok to take your time to find out who you truly are. I'm queer, I'm ace, I'm trans, and I'm happy!”
- “It reminded me of the importance of sharing stories and the power there is in conversation, connection and hope for the future.”
- “Meeting so many people and hearing their stories made me feel loved.”
- “Many attendees spent a long time thinking about their answer and some were clearly emotional. It showed how powerful it is simply to have a space to reflect on your journey.”

This sustained and heartfelt engagement demonstrates the unique role of Pride in both collecting and amplifying the stories that give LGBTQ+ young people hope.

Regional Ambassadors



Regional Ambassadors spread a message of hope locally and help people to engage with the charity's work. Their work included:

- Partnerships – building links with local LGBT+ groups and schools to grow the story collection and share resources.
- Pride leadership – planning and delivering It Gets Better UK presence at local Prides.
- Year-round stalls and events – ensuring continued visibility and opportunities for engagement beyond Pride season.

Illustrative projects included a story-collection drive with an inclusive football club in Glasgow and a craft workshop in Birmingham inviting creative responses to “a message to my younger self.” Through their dedication, Regional Ambassadors ensured that the charity's message reached communities that might otherwise be untouched.

In 2024–25, 22 Ambassadors were active across the UK, including:

- Scotland (2) – Edinburgh and Glasgow
- North West (2) – Stockport and Tameside
- Yorkshire and the Humber (1) – Leeds
- Midlands (4) – Coventry, Sutton Coldfield, Wolverhampton and one additional location
- South West (4) – Bath, Bristol (2) and Exeter
- South East (6) – Crawley, Brighton (2), Slough, Woking and Brentwood
- London (3)



Redken Safe Spaces

A key corporate partnership with Redken enabled the nationwide Safe Spaces campaign.

The programme trained salon professionals and provided practical resources to help salons become visibly welcoming to LGBTQ+ clients, embedding inclusion into everyday public spaces and encouraging countless small acts of allyship.



King Henry Film Project

The charity co-funded King Henry, a short film telling the story of two gay young people nominated for Prom King and King. Screened at multiple film festivals, the film sparked dialogue on inclusion and the legacy of Section 28.

Work began on an accompanying schools resource to help educators discuss identity, allyship and the power of supportive communities. Early audience surveys showed greater understanding of LGBTQ+ inclusion and increased confidence to challenge discrimination.

It Gets Better Video Library

Digital storytelling continues to be central to the charity's mission.

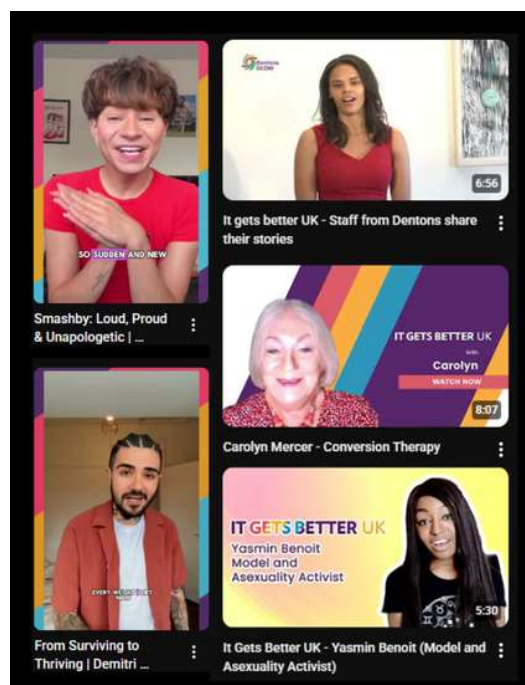
During 2024–25:

- Videos were viewed 5,100 times, an increase of 52 % over the previous year.
- Total watch time rose to 106 hours.

Viewers frequently described the content as life-affirming:

- "This is such an amazing story. Thank you for being an example for all who need to know that we all have a place in this world."
- "Thank you for inspiring me."

These stories remain available year-round to anyone seeking reassurance and connection.



Structure, Governance and Management

Inspire LGBT is a Charitable Incorporated Organisation (CIO) governed by a constitution. Trustees are appointed through a competitive, skills-based process to ensure an appropriate mix of expertise and diversity.

The Board provides strategic oversight, ensures that activities deliver public benefit, and monitors risk and financial management.

Volunteers, particularly Regional Ambassadors, remain central to programme delivery and local engagement.

Volunteer Manager

supporting the recruitment, training and wellbeing of volunteers and Regional Ambassadors

Social Media Manager

leading digital storytelling and engagement across all platforms

Chief Executive Officer

responsible for overall leadership, financial management and delivery of the strategic plan

Staffing and Organisational Development

During the year the charity strengthened its capacity by appointing three part-time freelance roles (each 0.5 FTE) - a volunteer manager, social media manager, and CEO.

The creation of the CEO role was carefully managed to ensure transparency and independence. The charity's founder, who was then Chair of Trustees, resigned from the Board - together with their spouse - when the idea of establishing a CEO role was first discussed, and neither played any part in shaping the role, recruitment or appointment.

Recruitment was conducted through a competitive and impartial process that included external oversight from the Chief Executive of the LGBT Consortium, and the appointment was formally approved by the Charity Commission.

This new staffing model provides strong leadership and supports the charity's ambition to scale its impact while maintaining robust governance and financial management.

Financial Review

Income for the year was £72,544.86, derived primarily from corporate Pride partnerships, supplemented by donations, merchandise sales and speaking fees.

Expenditure totalled £70,053.23, focused on charitable activities, volunteer support and governance.

The year closed with an unrestricted surplus of £2,491.63, bringing reserves to £51,221.04, equivalent to just over six months of core expenditure.

The trustees maintain a reserves policy of holding at least six months of essential operating costs (or £500, whichever is greater).

This ensures the charity can meet obligations and plan responsibly even in a challenging funding environment.



Reference and Administrative Details

Charity name: Inspire LGBT (operating as It Gets Better UK)

Registered charity number: 1176164

Charity's principal address: 41B Ridgeway Road, Chesham, HP5 2EH

Trustees:

Jesse Finch Gnehm (Chair – elected substantively 21st October 2024)

Dr Alexander Rhys (Chair – stood down 1st July 2024)

Dr Hefin Rhys (stood down 1st July 2024)

Sophie Macken (stood down – 19 April 2024)

Suneet Sharma (stood down – 9 October 2024)

Molly Deegan

Lauren James (stood down 15 February 2025)

Amalia Loizidou (stood down 3 October 2025)

Rachel Gardham (appointed 12 February 2025)

Jessica Costa Silva (appointed 22nd January 2025)

Daniel Balfour (appointed 22nd January 2025)

Dr Jane Moffat (appointed 22nd January 2025)

Assets: The charity does not own any property or land.

Accountants:

Solutions Accountancy & Bookkeeping Ltd

1 The Mews

Little Brunswick Street

Huddersfield

HD1 5JL

Declarations:

The trustee is responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charity and to enable them to ensure that the financial statements comply with the Charities Act 2011, the applicable Charities (Accounts and Reports) Regulations, and the provisions of the Trust deed. The Trustee is also responsible for safeguarding the assets of the charity and hence taking reasonable steps for the prevention and detection of fraud and other irregularities.

The trustees declare that they have approved the trustees' report above.

Signed on behalf of the charity's trustees.



Full name: Jesse Finch Gnehm

Position: Chair

Date: 10 November 2025

I report to the trustees on my examination of the financial statements of Inspire LGBT (operating as It Gets Better UK) for the year ended 31 March 2025.

Responsibilities and basis of report

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

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

Independent examiner's statement

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

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

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



Vicky Newham CPAA

Solutions Accountancy & Bookkeeping Ltd

1 The Mews

Little Brunswick Street

Huddersfield

HD1 5JL

10 November 2025

Inspire LGBT (operating as It Gets Better UK)

Statement of Financial Activities

for the year ended 31 March 2025

		Unrestricted funds 2025 £	Total funds 2025 £	Total funds 2024 £
	Notes			
Income and endowments from:				
Donations and legacies	3	72,545	72,545	66,913
Charitable activities	4	-	-	567
Total		72,545	72,545	67,480
Expenditure on:				
Raising funds	5	961	961	231
Charitable activities	6	31,660	31,660	41,040
Other	7	37,432	37,432	-
Total		70,053	70,053	41,271
Net gains on investments		-	-	-
Net income	8	2,492	2,492	26,209
Transfers between funds		-	-	-
Net income before other gains/(losses)		2,492	2,492	26,209
Other gains and losses				
Net movement in funds		2,492	2,492	26,209
Reconciliation of funds:				
Total funds brought forward		48,189	48,189	21,980
Total funds carried forward		50,681	50,681	48,189

Inspire LGBT (operating as It Gets Better UK)

Balance Sheet

at 31 March 2025

Charity No. 1176164

		2025 £	2024 £
Current assets			
Cash at bank and in hand		51,221	48,729
		<u>51,221</u>	<u>48,729</u>
Creditors: Amount falling due within one year	10	(540)	(540)
Net current assets		<u>50,681</u>	<u>48,189</u>
Total assets less current liabilities		<u>50,681</u>	<u>48,189</u>
Net assets excluding pension asset or liability		<u>50,681</u>	<u>48,189</u>
Total net assets		<u><u>50,681</u></u>	<u><u>48,189</u></u>
The funds of the charity			
Restricted funds	11		
Unrestricted funds	11		
General funds		50,681	48,189
		<u>50,681</u>	<u>48,189</u>
Reserves	11		
Total funds		<u><u>50,681</u></u>	<u><u>48,189</u></u>

Approved by the trustees on 10 November 2025

And signed on their behalf by:



J.F. Gnehm

Trustee

10 November 2025

1 Accounting policies

Basis of preparation

The financial statements have been prepared in accordance with Statement of Recommended Practice: Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) issued on 16 July 2014 and the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102) and the Charities Act 2011.

Change in basis of accounting or to previous accounts

There has been no change to the accounting policies (valuation rules and method of accounting) since last year and no changes have been made to accounts for previous years.

Fund accounting

Unrestricted funds	These are available for use at the discretion of the trustees in furtherance of the general objects of the charity.
Designated funds	These are unrestricted funds earmarked by the trustees for particular purposes.
Revaluation funds	These are unrestricted funds which include a revaluation reserve representing the restatement of investment assets at their market values.
Restricted funds	These are available for use subject to restrictions imposed by the donor or through terms of an appeal.

Income

Recognition of income	Income is included in the Statement of Financial Activities (SoFA) when the charity becomes entitled to, and virtually certain to receive, the income and the amount of the income can be measured with sufficient reliability.
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Income with related expenditure	Where income has related expenditure the income and related expenditure is reported gross in the SoFA.
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Donations and legacies	Voluntary income received by way of grants, donations and gifts is included in the the SoFA when receivable and only when the Charity has unconditional entitlement to the income.
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Volunteer help	The value of any volunteer help received is not included in the accounts.
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Notes to the Accounts

Expenditure

Recognition of expenditure	Expenditure is recognised on an accruals basis. Expenditure includes any VAT which cannot be fully recovered, and is reported as part of the expenditure to which it relates.
Expenditure on raising funds	These comprise the costs associated with attracting voluntary income, fundraising trading costs and investment management costs.
Expenditure on charitable activities	These comprise the costs incurred by the Charity in the delivery of its activities and services in the furtherance of its objects, including the making of grants and governance costs.
Grants payable	All grant expenditure is accounted for on an actual paid basis plus an accrual for grants that have been approved by the trustees at the end of the year but not yet paid.
Governance costs	These include those costs associated with meeting the constitutional and statutory requirements of the Charity, including any audit/independent examination fees, costs linked to the strategic management of the Charity, together with a share of other administration costs.
Other expenditure	These are support costs not allocated to a particular activity.

Taxation

The charity is exempt from tax on its charitable activities.

Cash and cash equivalents

Cash and cash equivalents comprise cash at bank and on hand.

Trade and other creditors

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

2 Statement of Financial Activities - prior year

	Unrestricted funds 2024 £	Total funds 2024 £
Income and endowments from:		
Donations and legacies	66,913	66,913
Charitable activities	567	567
Total	<u>67,480</u>	<u>67,480</u>
Expenditure on:		
Raising funds	231	231
Charitable activities	41,040	41,040
Total	<u>41,271</u>	<u>41,271</u>
Net income	<u>26,209</u>	<u>26,209</u>
Net income before other gains/(losses)	26,209	26,209
Other gains and losses:		
Net movement in funds	<u>26,209</u>	<u>26,209</u>
Reconciliation of funds:		
Total funds brought forward	21,980	21,980
Total funds carried forward	<u><u>48,189</u></u>	<u><u>48,189</u></u>

3 Income from donations and legacies

	Unrestricted	Total 2025	Total 2024
	£	£	£
Donations	2,545	2,545	7,604
Corporate Pride Partnership	70,000	70,000	59,309
	<u>72,545</u>	<u>72,545</u>	<u>66,913</u>

4 Income from charitable activities

	Total 2025 £	Total 2024 £
Talks	-	567
	<u>-</u>	<u>567</u>

5 Expenditure on raising funds

	Unrestricted	Total 2025	Total 2024
	£	£	£
<i>Costs of generating voluntary income</i>			
Donations	961	961	231
	<u>961</u>	<u>961</u>	<u>231</u>

6 Expenditure on charitable activities

	Unrestricted	Total 2025	Total 2024
	£	£	£
<i>Expenditure on charitable activities</i>			
Talks	27,060	27,060	35,618
	898	898	1,291
	2,599	2,599	3,591
<i>Governance costs</i>			
Independent Examination	540	540	540
	563	563	-
	<u>31,660</u>	<u>31,660</u>	<u>41,040</u>

7 Other expenditure

	Unrestricted	Total 2025	Total 2024
	£	£	£
Employee costs	37,432	37,432	-
	<u>37,432</u>	<u>37,432</u>	<u>-</u>

8 Net income before transfers

	2025	2024
	£	£
This is stated after charging:		
Independent Examiner's fee	540	540

9 Staff costs

No employee received emoluments in excess of £60,000.

10 Creditors:

amounts falling due within one year

	2025	2024
	£	£
Accruals	540	540
	<u>540</u>	<u>540</u>

11 Movement in funds

	At 1 April 2024	Incoming resources (including other gains/losses) £	Resources expended £	At 31 March 2025 £
Restricted funds:				
Unrestricted funds:				
General funds	48,189	72,545	(70,053)	50,681
Total funds	<u>48,189</u>	<u>72,545</u>	<u>(70,053)</u>	<u>50,681</u>

12 Analysis of net assets between funds

	Unrestricted funds £	Total £
Net current assets	50,681	50,681
	<u>50,681</u>	<u>50,681</u>

13 Reconciliation of net debt

	At 1 April 2024 £	Cash flows £	At 31 March 2025 £
Cash and cash equivalents	48,729	2,492	51,221
	<u>48,729</u>	<u>2,492</u>	<u>51,221</u>
Net debt	<u>48,729</u>	<u>2,492</u>	<u>51,221</u>

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Statement of Cash flows

for the year ended 31 March 2025

	2025 £	2024 £
Cash flows from operating activities		
Net income per Statement of Financial Activities	2,492	26,209
Adjustments for:		
Increase in trade and other payables	-	540
Net cash provided by operating activities	<u>2,492</u>	<u>26,749</u>
Net cash from investing activities	<u>-</u>	<u>-</u>
Net cash from financing activities	<u>-</u>	<u>-</u>
Net increase in cash and cash equivalents	2,492	26,749
Cash and cash equivalents at the beginning of the year	48,729	21,980
Cash and cash equivalents at the end of the year	<u>51,221</u>	<u>48,729</u>
Components of cash and cash equivalents		
Cash and bank balances	51,221	48,729
	<u>51,221</u>	<u>48,729</u>

Inspire LGBT (operating as It Gets Better UK)
Detailed Statement of Financial Activities
for the year ended 31 March 2025

	Unrestricted funds 2025 £	Total funds 2025 £	Total funds 2024 £
Income and endowments from:			
Donations and legacies			
Donations	2,545	2,545	7,604
Corporate Pride Partnership	70,000	70,000	59,309
	<u>72,545</u>	<u>72,545</u>	<u>66,913</u>
Charitable activities			
Talks	-	-	567
	<u>-</u>	<u>-</u>	<u>567</u>
Total income and endowments	72,545	72,545	67,480
Expenditure on:			
Costs of generating donations and legacies			
Donations	961	961	231
	<u>961</u>	<u>961</u>	<u>231</u>
Total of expenditure on raising funds	961	961	231
Charitable activities			
Talks	27,060	27,060	35,618
	898	898	1,291
	2,599	2,599	3,591
	<u>30,557</u>	<u>30,557</u>	<u>40,500</u>
Governance costs			
Independent Examination	540	540	540
	563	563	-
	<u>1,103</u>	<u>1,103</u>	<u>540</u>
Total of expenditure on charitable activities	31,660	31,660	41,040
Employee costs			
Temporary staff	37,432	37,432	-
	<u>37,432</u>	<u>37,432</u>	<u>-</u>
Total of expenditure of other costs	<u>37,432</u>	<u>37,432</u>	<u>-</u>
Total expenditure	70,053	70,053	41,271
Net gains on investments	-	-	-
	<u>2,492</u>	<u>2,492</u>	<u>26,209</u>
Net income			
Net income before other gains/(losses)	2,492	2,492	26,209

Inspire LGBT (operating as It Gets Better UK)
Detailed Statement of Financial Activities

Other Gains	-	-	-
Net movement in funds	2,492	2,492	26,209
Reconciliation of funds:			
Total funds brought forward	48,189	48,189	21,980
Total funds carried forward	50,681	50,681	48,189



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