

# BI PRIDE UK

England & Wales · Charity number 1177128

## Details

Status Registered

Legal form CIO

Registered 2018-02-12

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

## Contact

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Website [www.biprideuk.org](http://www.biprideuk.org)

## Activities

**Objects:** TO PROMOTE EQUALITY AND DIVERSITY FOR THE PUBLIC BENEFIT AND THOSE BELONGING TO ONE OR MORE MINORITY IDENTITY. PARTICULAR FOCUS IS ON THE ELIMINATION OF DISCRIMINATION AGAINST PEOPLE SELF-IDENTIFYING AS OR ASSUMED TO BE ATTRACTED TO MORE THAN ONE GENDER (INCLUDING BUT NOT EXCLUSIVELY BISEXUAL/ROMANTIC, PANSEXUAL/ROMANTIC, AND POLYSEXUAL/ROMANTIC PEOPLE) BY: - RAISING PUBLIC AWARENESS OF ISSUES AND DIFFICULTIES FACED BY PEOPLE WHO EXPERIENCE ATTRACTION TO MORE THAN ONE GENDER; - CELEBRATING, RESPECTING AND HIGHLIGHTING THE DIVERSITY OF COMMUNITIES OF PEOPLE WHO EXPERIENCE ATTRACTION TO MORE THAN ONE GENDER; - STAGING A PERIODIC MULTISEXUAL ('BI PRIDE' FESTIVAL, AND SMALLER EVENTS THROUGHOUT THE YEAR; AND- SUCH OTHER OBJECTS AS ARE CHARITABLE UNDER THE LAWS OF ENGLAND AND WALES AS THE MANAGEMENT COMMITTEE SHALL IN THEIR ABSOLUTE DISCRETION DETERMINE.

**Activities:** Bi Pride UK creates spaces for people who are attracted to more than one gender to celebrate their identities and be part of a welcoming community. We do this through working with local Prides to improve bi visibility and bi inclusion in their events, running our own annual Bi Pride event, and hosting virtual spaces and conversations for bi people to participate in.

## Classification

- **How:** Provides Services, Provides Advocacy/advice/information
- **What:** Human Rights/religious Or Racial Harmony/equality Or Diversity
- **Who:** Other Defined Groups

## Geography

- Throughout England And Wales

## Finances

| Period end | Income  | Expenditure | Assets | Employees |
|------------|---------|-------------|--------|-----------|
| 2025-12-31 | £22,341 | £17,762     | -      | -         |
| 2024-12-31 | £40,768 | £54,482     | -      | -         |
| 2023-12-31 | £35,669 | £31,025     | -      | -         |
| 2022-12-31 | £23,319 | £66,496     | -      | -         |
| 2021-12-31 | £99,684 | £16,839     | -      | -         |
| 2020-12-31 | £16,393 | £6,357      | -      | -         |

## Trustees

| Name               | Role  | Appointed  |
|--------------------|-------|------------|
| Avi Baylas         | Chair | 2017-11-05 |
| Abraham Glover     |       | 2025-01-20 |
| Amy Lipley         |       | 2024-01-15 |
| Anna Bond          |       | 2018-04-28 |
| Anuli Changa       |       | 2024-07-15 |
| Ella Rachel Pooley |       | 2023-05-31 |
| Kirsten Barnett    |       | 2024-02-01 |
| Robert John Davey  |       | 2019-06-17 |
| Shannon Gossage    |       | 2023-05-31 |
| Shereen Jivraj     |       | 2023-08-21 |
| Tash Payne         |       | 2024-12-16 |

**BI PRIDE UK**

England & Wales - Charity number 1177128

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# Accounts

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**Bi Pride UK**

**TRUSTEES ANNUAL REPORT AND FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31/12/2025**

**Registered Charity Number: 1177128**

**Bi Pride UK**  
**(Registered Charity Number: 1177128)**

**TRUSTEES' ANNUAL REPORT**  
**31/12/2025**

The Trustees present their report and financial statements for the year ended 31/12/2025.

The Trustees believe that the financial statements comply with current statutory requirements and the Charity's governing document.

**REFERENCE AND ADMINISTRATIVE DETAILS**

**Charity Name:** Bi Pride UK

**Charity Number:** 1177128

**Trustees:** A Baylas (Chair)  
R Davey (Vice Chair)  
E Pooley (Secretary)  
K Barnett (Treasurer)  
A Bond (Resigned 28/04/2026)  
S Gossage  
S Jivraj  
A Liple (Resigned 05/03/2026)  
A Changa  
N Payne  
A Glover (Appointed 20/01/2025)

**Company Secretary:** E Pooley

**Registered Office:** 5 Caledonian Road  
London  
N1 9DX

**Bankers:** Lloyds Bank Plc  
120 Lewisham High Street  
Lewisham  
London SE13 6JG

**TRUSTEES' ANNUAL REPORT**  
**31/12/2025**

**STRUCTURE, GOVERNANCE and MANAGEMENT**

Bi Pride UK is a Charitable Incorporated Organisation registered on 12/02/2018.

**PUBLIC BENEFIT**

The trustees have complied with the duty in section 4 of the 2006 Act to have due regard to guidance on public benefit published by the commission.

**OBJECTIVES and ACTIVITIES**

To promote equality and diversity for the public benefit and those belonging to one or more minority identity. Particular focus is on the elimination of discrimination against people self-identifying as or assumed to be attracted to more than one gender (including but not exclusively bisexual/romantic, pansexual/romantic, and polysexual/romantic people) by:

- Raising public awareness of issues and difficulties faced by people who experience attraction to more than one gender;
- Celebrating, respecting and highlighting the diversity of communities of people who experience attraction to more than one gender;
- Staging a periodic multisexual 'bi pride' festival, and smaller events throughout the year; and
- Such other objects as are charitable under the laws of England and Wales as the management committee shall in their absolute discretion determine.

**ABOUT BI PRIDE UK**

Between 'gay' and 'straight', there are so many shades of attraction beyond gender. We seek to create spaces for anyone who falls into that spectrum or thinks that they might.

Our community is vibrant and vivid, and people adopt many different labels to identify themselves, or even choose not to use labels at all. Whether you use bi, bisexual, biromantic, pan, pansexual, panromantic, poly, polysexual, polyromantic, queer, fluid, heteroflexible, homoflexible, something totally different, a combination of these, or even no label at all, we're here for you.

Bi Pride UK's mission is to create spaces where people who experience attraction beyond gender can be freely visible and celebrate themselves and their identities. It's not enough to be 'welcome' at a Pride. We make up a very large proportion of the queer community – many stats actually say we're over half the community – and we deserve to be visible and celebrated in our own right.

**TRUSTEES' ANNUAL REPORT**  
**31/12/2025**

## **ACHIEVEMENTS and PERFORMANCE**

### **Introduction**

We are proud of what we managed to achieve in 2025, including our commitment to prioritising our volunteers' welfare and needs. Even though this meant we weren't able to deliver our annual flagship Bi Pride event in 2025, it was an important decision and the right one, since our volunteer team is our lifeblood.

In many ways 2025 has seen the growth of harmful narratives for the queer community and many other minority groups in the UK. Events such as the April 2025 Supreme Court ruling have made life incalculably more difficult for trans people and, alongside the growing strength of far-right voices, creating a difficult landscape for activism and liberation movements. Within this context, we are very conscious of the impact of day-to-day life on our volunteers, and take nothing for granted in the incredible commitment they make to the charity and our communities.

It has been a similarly difficult landscape for Prides around the UK. Throughout 2025, social media was full of announcements like our own that a Pride event would not be happening this year, from the smaller Prides all the way up to some of the biggest, most well-resourced events. Some announcements were more existential, with many groups of Pride organisers taking the incredibly difficult decision to close their organisation entirely. Against this backdrop, we are very grateful to have been able to protect Bi Pride UK's future by taking a short-term decision to cancel the 2025 event and regroup for 2026.

As this report demonstrates, we were still able to make significant achievements both internally as an organisation and externally for our communities in 2025, and this is entirely thanks to our amazing year-round volunteers. By focusing on our future sustainability, we know that we will still be proud well beyond 2025.

### **Our objectives**

2025 was the second year of our current three-year strategic period, for which our key objectives are:

1. Increasing our organisational sustainability and continuity as a whole;
2. Embedding anti-oppression across the charity, both in internal processes and in service delivery, and being accountable on this;
3. Using our platforms and spaces to amplify and centre the most marginalised voices within bi communities;
4. Growing our recognition as an expert voice for bi communities in the UK, but never speaking on behalf of these communities;
5. Developing systems and tools to express our impact more clearly and comprehensively;
6. Building collaborative ways of working across all service delivery teams to

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foster innovation and creativity;

7. Working locally and collaboratively with bi people and communities across the UK.

These objectives reflect our purpose and what we want to achieve as an organisation. We intentionally keep our specific objectives within each of these areas flexible to be reactive to the changing circumstances.

## **Our volunteers**

As an entirely volunteer-run charity, the incredible commitment and dedication of our amazing volunteers is a constant source of pride, and something for which we are forever grateful. Thousands of hours are donated every year to keep Bi Pride UK running and deliver our important work, and the skills and expertise each volunteer brings are invaluable.

2025 saw the continued growth of our volunteer team across the charity, with approximately 10 new volunteers brought on board, and the organisation as a whole reaching a consistent 40-strong team. Within this number was a new Head of Legal role created to bring more strategic planning to our risk management, governance and compliance processes, and our first IT and Digital Trustee onboarded, bringing valuable knowledge and experience to our Trustee Board.

We also continued to build up our relatively new Organisational Development (OD) team:

- Recruiting a new Head of OD
- Splitting an existing Research and Impact Manager role which sat in the Education and Outreach (E&O) team into a research team within E&O and a new organisational impact team within OD;
- Creating a new Policies Manager role in OD to help us maintain a full suite of organisational policies.

Our volunteers all operate remotely, but we come together a few times a year to plan, strategise, problem-solve and connect. In 2025 we held two all-team away days (in January and June), both hosted for free by Transport for London (TfL) in their Southwark offices. In January, we used much of the day to reflect on 2024, thinking about what had gone well and what we felt we could improve, and to think about our priorities for the year ahead. In June, the focus was on reviewing our main activities as a charity and evaluating how they intersect and where we need to allocate more resources. This second away day was also our first time being supported with an external facilitator; we are very grateful to Ruth Leonard, Chair of the Association of Volunteer Managers, for volunteering to lead the day.

We also held an away day in February specifically for the Trustee Board, hosted by Quality Hotel Hampstead in London; this explored Bi Pride UK's external context, organisational approaches to strategic planning and implementation, current governance processes, and any dominant narratives we have as a charity, especially those which how we think about representation and inclusion. Both away day venues in 2025 had hosted us in the past, and we are very grateful

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to our hosts for providing us with these spaces to use for free. Having spaces that we can come back to is particularly impactful for us as a remote charity, because it helps the team to feel that it has a 'homebase' it can relax into, even if only for a few days a year. Bi Pride UK covers all travel expenses for volunteers attending the away days, including travel from beyond London and overnight accommodation if needed, and also uses conferencing technology for volunteers to join remotely.

In 2025, the Volunteer Management team continued to evolve and expand the work done in 2024 to increase the support it provides to the team. In this period, a huge amount of work has been done on standardising and increasing the accessibility of our volunteer recruitment, onboarding, induction and ongoing support. The team also began the process of dividing responsibilities differently within the team, establishing a 'Volunteer Recruitment' subteam and another 'Volunteer Experience' subteam, each led by an existing Volunteer Managers. This process has continued in the 2026 year, beyond the scope of this report. We have also been able to offer some external learning and development opportunities to our volunteers, by means of the Directory of Social Change's free trainings, conferences and publications for small London-based charities, funded by the City Bridge Foundation.

## **Our engagement and impact**

Bi Pride UK's three strategic pillars of work are our events work, our education and outreach work, and our communications work. This section gives an overview of what we have achieved in these three areas in 2025.

### Bi Pride UK events

During this financial period, the charity grappled with some significant challenges related to the annual flagship event.

Following a number of issues with the venue used for the 2023 event, we needed to find a new venue for the 2025 event. We were delighted to secure exclusive use of the spaces at Kings Place in King's Cross on Sunday 31st 2025, our first time using a dedicated arts and culture space for Bi Pride. A question mark was then raised over this booking when we found out that an arms conference, a direct conflict with our organisational values, would be held in the space in October 2025. It was important to us as a charity to be true to our values, and after consulting internally with the volunteer team, we joined others in the community in informing the venue that our event could not go ahead if the conference booking were to be upheld. We were very happy to see that Kings Place heard the community's concerns and the arms conference would not go ahead within the venue, allowing us to continue with Bi Pride 2025.

However, the process of consulting internally on this had begun to reveal that our amazing volunteer team were also facing capacity challenges. Shortly after confirming that the venue was still appropriate for our event, it was clear many of the volunteers who make Bi Pride possible were pushing themselves close to the point of burn-out for the sake of the event they felt so passionately about. The

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weeks lost through the question mark over the venue had pushed us beyond the point of an event of the standards we set ourselves being possible in the timescales without causing harm to our volunteers. A further process of internal consultation identified that cancelling Bi Pride 2025 would be the most responsible and ethical thing to do in the circumstances. We were very grateful that Kings Place allowed us to move our booking to Saturday 29th August 2026 and that our funders approved the money committed to the 2025 event to be spent instead on the 2026 date. When we shared the news with our communities in mid-July, the response was overwhelmingly supportive.

We used this pause in energy to look inwards, considering how to strengthen the team and our ways of working to ensure that we could come back stronger from this hiatus. We held our first team Town Hall meeting to explore how our events work could expand and evolve in future years, through the flagship event, collaborations with other organisations, and other possible event formats. We also put a renewed focus on growing the capacity and skills within the events team and beyond, for example starting to recruit for a new hybrid events specialist volunteer, creating an administrative team within the events team to support all existing sub-teams, establishing new streamlined processes, meetings and planning documents for the team, and developing new project planning and management mechanisms to make our work as effective as possible. Having engaged a new accessibility consultant to support the 2025 event, we also used this pause as a chance to work with them to identify as many of the potential barriers within the new venue itself as possible, and how we can address them during the event.

While the events of 2025 were unexpected and disappointing - for us as much as for our communities - we are pleased with where we were by the end of the year, and know that we are in a much stronger position going into 2026 and beyond.

### Community engagement

While our Bi Pride event didn't go ahead in 2025, we continued to build and strengthen our community engagement work, helping to create educational and celebratory spaces beyond our own spaces.

As part of our ongoing work to engage with other Pride organisations around the UK and increase bi visibility at their events, we ran a Bi Pride UK stall at National Student Pride, ParaPride, Sparkle Weekend, Middlesex Pride, and Gloucestershire Pride in Cirencester: talking with attendees about bi experiences and the importance of having visible and diverse bi role models, and offering a sense of community for bi people and their allies at these events. Middlesex Pride featured an interview with our volunteer on their social media from the day, and we were very honoured to be invited to speak at Pride in Luton's vigil event at the start of their Pride weekend. Alongside other speakers, we highlighted the very real impacts of biphobia on members of the bi community and how important it is that the whole queer community steps up to challenge the growing tide of transphobia across the UK and beyond. We also attended London Trans+ Pride, marching alongside 100,000 people speaking up for the trans community.

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After we announced our event cancellation, our community also stepped up for us, for which we are so grateful. Two fundraisers were held for us, one a cabaret show run by grassroots performers in Hull and raising £114 for us, and the other through queer dance group Alpha Dancers who used their annual charity session to raise £350. We were also invited to raise money from gymgoers at Barch Richmond's Gym Pride event in July, and to speak from the stage and run a stall at Biscuit's Bi+ Community Fair on 31st August, the day that would have been our Bi Pride event. Both events were also a great opportunity to talk with members of the community about volunteering with Bi Pride UK and fundraising for us. We were also in conversations across the year with author Frances M. Thompson, who generously chose Bi Pride UK as one of the beneficiaries of *Bi The Way, I Love You*, a charity anthology of bi romantic fiction; it was published in time for Bi Visibility Day, and we look forward to receiving the allocated profits from this in 2026.

2025 has been a quieter year than usual for our training and consultancy work, as we have had very limited capacity in this part of the team. However, as a key point in the bi community calendar, we participated in Bi Visibility Day events in September, including one of our Trustees speaking on a panel on our behalf. We also worked in more depth than usual with our corporate partners, for example delivering two sessions for one business which allowed us to support their internal LGBT+ network to increase awareness of bi experiences and challenges across the business. This began with us delivering a 'Bi 101' session open to the LGBT+ network mailing list, which was followed a few months later by our 'Influencing Senior Stakeholders' session for the network's core volunteers. Feedback from attendees was very positive, including:

*"Good interactive sessions that challenge the norm and make us realise how much work (and everyday thinking) we still have to do. Very open and accessible for allies who want to do more"*

*"Great informative session. The stats were interesting and was a great engaging element. The session challenged assumptions and reminded people of some of the issues bi people face."*

We stepped up our research work in 2025, with two existing volunteers moving into exclusively research-focused roles in our Education and Outreach team. A piece of work they initiated in 2024 came to fruition in 2025, with a team of 5 student researchers at the London School of Economics (LSE) carrying out a research project on our behalf which reviewed and collated existing literature on bi individuals and communities: *'the scale of the bi umbrella community and its demographics (particularly across different under-represented or marginalised groups)'*. This was completed in April, and our research volunteers began to develop this for internal use, enabling Bi Pride UK to be more data-driven. Expanding this partnership, we have entered our second year working with LSE students, with a team of 4 students working together on a new research question to help us increase our understanding of why and how our communities engage with our flagship event and other activities: *Engagement and Belonging: A study of bi+ people of global majority backgrounds and LGBTQIA+ organisations*. This

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project will be delivered in 2026, and will form part of the basis for our organisational planning as we move into a new strategic period in 2027-29.

Communications

We have continued to reach new audiences through our communications and online community building work in 2025, including reaching and then exceeding 10k followers on Instagram, which is our most engaged social media platform. Our highest performing still content and videos tend to be those with funny shareable quotes and memes, including two Instagram image posts with combined view numbers of almost 1.7 million views and an Instagram reel with almost 300k views.

Before we needed to cancel our 2025 Bi Pride event, we saw coverage of the event on a wide variety of digital platforms, including TfL's travel information page about Pride events in London, Londonist's round up of things to do in London in August 2025, and Pride Life Global's online magazine page about Prides to visit in the UK.

After we announced the event cancellation, we were really encouraged to see the support and understanding we received from our communities on social media and in the queer press. The announcement itself on Instagram was our third most commented-on post in 2025, and reached as many non-followers as existing followers, with a large number of new followers as a result. In comments on the announcement, we saw messages such as:

*It's a real shame that it's not going ahead as Bi Pride is one of my favourite prides to attend each year. But I understand the reasoning. I'm sure this must have been a tough decision, but probably one that is for the best. And hopefully it'll be back bigger and better next year. Gotta support our bi+ family 🙌*

*It's tough time for grassroots events, and a difficult time for those who volunteer untold hours to put them on. Sending you lots of love, and look forward to having you back in 2026 🥰*

*Sending love and thanks to all of you. It's been a hard year and putting your team first is absolutely the right call. We applaud you for that! Solidarity to you all, we're also feeling the financial pinch. Looking forward to next year 💖💖💖*

*This is terrible news, not just for the Bi+ community but for the entire LGBTQ+ family. But we applaud your decision to safeguard your volunteers. Pride events of all sizes are only possible thanks to the people who make them happen. We look forward to returning in 2026. 💖💖💖*

*Sorry to hear this, but it's always good to see LGBTQIA+ orgs prioritising the wellbeing of volunteers.*

*We're so sad to hear this, but so glad to hear that your team are honouring where you're at. Hope each and every amazing individual behind Bi Pride is being extra kind and compassionate to themselves in light of this difficult decision and the challenging moment our community is in 💙*

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*Having no pride is sad, but having one that is unsafe and harmful is certainly worse 💜 thank you for such a good demonstration of solidarity and compassion and good luck for next year 🍀*

*Very happy you're making a decision like this to centre you and the teams needs first. People don't realise how hard it can be to organise things as volunteers. Take the time you need and we will all be here when you're ready ❤️*

The cancellation was covered twice by QX, once in the immediate weeks following the announcement and once in December digging deeper into Bi Pride UK's fundraising challenges. One of our Trustees also wrote an article for Bi Visibility Day in DIVA Magazine, highlighting the barriers faced by members of the bi communities, especially those who experience multiple marginalisation, and how the event cancellation is a symptom of wider societal challenges.

Fundraising struggles, especially around corporate income, has been familiar in 2025 for many organisations across the Prides sector. We gave a quote for an article in June about declining corporate income for Prides published by the Bi Community News, who also later published our cancellation statement, and the cancellation was mentioned in a motion at trade union Unison's 2025 National LGBT+ Conference about defending Pride spaces.

Although we were unable to run our Bi Pride event, we used the opportunity to test a new format of digital community engagement, with a schedule of Instagram Live takeovers on our Instagram account on the original event date. Four content creators (Dee Whitnell, Buffy Vaughn, Josh Tenor and Leanne Yau) each took over our Instagram account for an hour on Sunday 31st August. They covered a range of topics including sexual health education, finding community through online gaming, navigating polyamory, and representation in music and other creative industries. All four videos are also available for the community to watch back, with over 16.3k views across them - including Leanne Yau's video on polyamory with almost 7.9k views alone. We look forward to future experiments with this format in the future.

We also use our platforms to highlight the diversity of the bi communities and the intersectional experiences and challenges many are navigating day-to-day. In 2025, we put out a statement in response to government cuts to disabled people's benefit payments, recognising that there is a much higher incidence of disability within bi communities than in the wider population, and continually reiterated our support for trans people in the wake of the deeply harmful Supreme Court ruling in April 2025. We also added our voice to the anti-racism statement coordinated by Consortium in response to the rising far-right rhetoric against Global Majority communities, migrants, asylum seekers, refugees and others.

As well as this, we have also been marking more awareness and community days on our social media, including Trans Day of Visibility, Trans Day of Remembrance and Transgender Awareness Week, Non-Binary People's Day, Black History Month, Mental Health Awareness Week and World Mental Health Day, and Disability Pride

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Month. This important content has often attracted particularly high levels of engagement - a post for Black History Month was our third most viewed post on Instagram, with 442k views - reminding us how important it is for us to use our platforms to centre diverse experiences.

## **Fundraising**

2025 was a very mixed funding year for Bi Pride UK. In some aspects we saw significant successes, but other areas left us in a difficult financial position.

Having typically raised approximately £15k-£20k of income from corporate sponsors in previous years, we were only able to secure a total of £7k pledged from previous sponsors towards the 2025 event. This was due to internal changes to business' LGBT+ network teams or the deprioritisation of budget towards queer causes and work. When we took the decision to cancel the event, this pledged income was reallocated by the respective businesses to other internal priorities, meaning that future income would need to be secured from 2025/26 budgets beyond the scope of this reporting period.

However, in response to the event cancellation, we were incredibly grateful for the financial support we saw from our communities, including the fundraising events already mentioned that were organised on our behalf. We also ran a crowdfunder campaign launched shortly after announcing the cancellation and culminating on the day that would have been our event. This was shared widely across bi community spaces and platforms, and some of our previous event performers (drag performers Scaredy Cat and Veggie Stripper) also provided us with original content to share on our social media accounts. In total we raised over £2,500 through the crowdfunder, with further donations continuing to be received in 2026 beyond the scope of this report.

We were also delighted to be awarded a £5,000 grant from the Womble Bond Dickinson Foundation in their very first grant round in March 2025. We were given this grant to use for accessibility costs at our 2025 event, and are very grateful to the Foundation for allowing us to carry this grant forwards to be used for our 2026 event accessibility costs instead. In December, we were also awarded a £200 grant from the inaugural Boring Fund grant round, which was restricted for use on 'boring' costs such as web hosting, accounting software or insurance. This money was received in January 2026, beyond the scope of this report. In the final quarter of 2025, we also applied to the National Lottery Awards for All programme and to the Arts Council England's National Lottery Project Grants programme, both towards the costs of the 2026 event. Beyond the scope of this report, we were successful in the Awards for All application, securing Bi Pride 2026's future.

## **Organisational development and governance**

2025 was a productive year for internal development work. As already mentioned, we took measures to increase the capacity of our events team, other teams with a significant role in the event, and our Organisational Development (OD) team. The OD team and our IT team also worked closely in 2025 to make progress towards

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implementing an organisation-wide CRM system for the first time, which will significantly improve our ability to manage relationships, track impact and raise funds more effectively. 2025 was also the first year in which we operated a full Board, with all 11 roles filled.

Three significant financial policies were addressed in 2025. We formalised our position on holding reserves into a formal reserves policy (detailed below), to be reviewed annually. We also carried out a review of our expenses policy to reflect rising living costs and our commitment to removing financial barriers for volunteers wherever possible. Finally, we implemented our first investments policy, articulating our position towards how we manage our reserves and other short-term savings held by the charity; this sets out a low risk appetite for our reserves, to be held primarily in instant access or high liquidity accounts, and a commitment to ethical investment in line with Bi Pride UK's wider ethical policies.

As the second year of our current three-year strategy (2024-26), 2025 was the first time we have successfully carried out an annual strategy review process to keep the strategy as a live construct rather than a document that is created with limited use beyond the creation process. In the first quarter of 2025, our Chair, Treasurer and Research and Impact Manager met with all teams to review what had been achieved from 2024's objectives, which unaddressed 2024 objectives should be carried forwards into 2025, which 2025 objectives from the original strategy should be upheld for the year, and which objectives would fall beyond the scope of what would be possible in 2025. This process yielded a much clearer understanding of our objectives for the financial year, and facilitated the creation of a much more accurate organisational budget and more achievable impact measurement goals. Building on this, a similar process for 2026's objectives was initiated in the final quarter of 2025, and our learnings from the 2025 process strengthened this.

## **FINANCIAL REVIEW**

2025 was a financially challenging year for the charity as we were faced with decreased corporate funding and the loss of certain income sources directly related to the event such as on-the-day donations and merchandise sales. Prior to cancelling the event we were projecting a deficit cashflow for the year, and there was a possibility of needing to use some reserve funds before year-end. While this use was agreed by the Trustees to ensure that we could meet the needs of the charity for the year, the decision to cancel the event did ultimately mean that we instead ended the year with a positive financial position; we committed the small resultant surplus to the 2026 event. Most of our 2025 expenditure was operational overheads, plus a deposit of £10,719 towards venue hire for the 2025 event which has been carried forward towards our 2026 venue hire. We also paid £100 to content creators who ran Instagram Lives from our account on the day the event would have been, not including fees waived by some of these four contributors.

We were also able to instead focus on some administration in our financial processes. This included finalising our Reserve and Investment policies, and with these finalised we were in a position to explore higher interest options for the charity's reserve funds. We also reviewed and updated our Expenses policy to be

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more detailed towards our specific needs.

Corporate funding was lower than we have previously seen, and it remains an objective of Bi Pride UK to spread our focus across a diversified range of funding. In 2025 we continued to receive a small but consistent donation stream from individual donors across various platforms, including over £2,500 in crowdfunding, for which we are very grateful. Other income recognised included grant funding of £5,000 to be put towards accessibility costs for our 2026 event, income for panel appearances, merchandise sales as well as donation of meeting space for our away day by corporate partners.

Our 2025 accounts show movements in restricted funds. We started the financial year with a small amount (£715) unspent from a 2024 National Lottery grant for accessibility costs at the 2024 event; this was an invoice from a supplier which was received and paid in January 2025. The £5,000 grant for accessibility costs at 2025's event mentioned above was partly spent in 2025 on accessibility-related costs for the rescheduled 2026 event. A total of £3,577 was spent on aspects of the venue hire (e.g. livestreaming costs, changes to staging set up to enable step-free access, additional access-focused Front of House staff), part of the £10,719 deposit mentioned above that was carried forward to the 2026 date.

## **RESERVES POLICY**

Our reserves level currently sits at £35,000, the minimum cost of running one year's flagship Pride event, though we recognise that this would only cover a stripped back version of the event. In the first quarter of 2025, we introduced our first formal reserves policy setting a minimum of £35,000 (one year's event) and a maximum of £70,000 (two years' events) to be reviewed annually by the Trustees at the beginning of the financial year as part of the budget setting process.

## **FUTURE PLANS**

Following the cancellation of the 2025 event, much of our future focus going into 2026 is on ensuring that we have the volunteer capacity and funds to be able to successfully deliver the 2026 event on Saturday 29th August 2026. 2026 will also be the third and final year of the current 2024-26 strategy, which means that we will be putting a lot of time and thought into what the next three years (and beyond) will look like for Bi Pride UK. As 2027 will also be our tenth anniversary year, having begun as just a handful of enthusiastic activists in early 2017, part of this strategic process will be reflecting on our first decade and looking forward to future years.

Specific priorities for 2026 include expanding the volunteering team, with particular focus on the events and fundraising teams, implementing a sustainable process for regular reviews of our organisational policies, adopting technologies such as a CRM to improve cross-organisational collaboration, exploring mechanisms for being more community-informed in decision-making and planning, developing and launching our 2027-29 strategy, and planning how to celebrate the achievements of our first decade with the excitement this deserves!

**Bi Pride UK**  
**(Registered Charity Number: 1177128)**

As ever, we are incredibly grateful for our year-round volunteers, our funders, our supporters and donors, and the community which holds us accountable. We look forward to bringing our communities on this journey with us.

## **STATEMENT OF TRUSTEES RESPONSIBILITIES**

The Trustees are responsible for preparing the Trustees Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Charity 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 company as at the end of the year and of the surplus or deficit of the company for that period. In preparing those financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- make judgements and estimates that are reasonable and prudent;
- observe the methods and principles in the Charities SORP;
- prepare the financial statements on the going concern basis unless it is
- inappropriate to presume that the company will continue in business;
- state whether applicable UK Accounting Standards have been followed, subject to
- any material departures disclosed and explained in the financial statements.

The Trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charity. They have general responsibility for taking such steps as are reasonably open to them to safeguard the assets of the charity and to prevent and detect fraud and other irregularities.

This report has been prepared in accordance with the Statement of Recommended Practice – Accounting and Reporting by Charities (FRS 102 - 2019).

This report has been agreed by the trustees on 18th May 2026 and signed on their behalf by:

A handwritten signature in black ink, appearing to read 'Avi Baylas', is written over a light grey rectangular background.

Avi Baylas (Chair of Trustees)

**Bi Pride UK**  
(Registered Charity Number: 1177128)

**STATEMENT OF FINANCIAL ACTIVITIES**  
**FOR THE YEAR ENDED 31/12/2025**  
Prepared on a Receipts and Payments Basis

|                                                       | Unrestricted funds | Restricted funds | Endowment funds  | Total funds      | Last year        |
|-------------------------------------------------------|--------------------|------------------|------------------|------------------|------------------|
|                                                       | to the nearest £   | to the nearest £ | to the nearest £ | to the nearest £ | to the nearest £ |
| <b>A1 Receipts</b>                                    |                    |                  |                  |                  |                  |
| Donations                                             | 9,248              | -                | -                | 9,248            | 6,191            |
| Grants                                                |                    | 5,000            | -                | 5,000            | 20,000           |
| Charitable Activities                                 |                    | -                | -                | -                | -                |
| -Event Sponsorship and Exhibition                     | 6,500              | -                | -                | 6,500            | 12,945           |
| -Education and Training                               | 1,000              | -                | -                | 1,000            | 650              |
| Trading Income                                        | 301                | -                | -                | 301              | 549              |
| Interest                                              | 292                | -                | -                | 292              | 433              |
| <b>Sub total(Gross income for AR)</b>                 | <b>17,341</b>      | <b>5,000</b>     | <b>-</b>         | <b>22,341</b>    | <b>40,768</b>    |
| <b>A2 Asset and investment sales, (see table).</b>    |                    |                  |                  |                  |                  |
|                                                       | -                  | -                | -                | -                | -                |
| <b>Sub total</b>                                      | <b>-</b>           | <b>-</b>         | <b>-</b>         | <b>-</b>         | <b>-</b>         |
| <b>Total receipts</b>                                 | <b>17,341</b>      | <b>5,000</b>     | <b>-</b>         | <b>22,341</b>    | <b>40,768</b>    |
| <b>A3 Payments</b>                                    |                    |                  |                  |                  |                  |
| Raising Funds                                         | -                  | -                | -                | -                | -                |
| Charitable Activities                                 | 13,470             | 4,292            | -                | 17,762           | 54,482           |
| <b>Sub total</b>                                      | <b>13,470</b>      | <b>4,292</b>     | <b>-</b>         | <b>17,762</b>    | <b>54,482</b>    |
| <b>A4 Asset and investment purchases, (see table)</b> |                    |                  |                  |                  |                  |
|                                                       | -                  | -                | -                | -                | -                |
| <b>Sub total</b>                                      | <b>-</b>           | <b>-</b>         | <b>-</b>         | <b>-</b>         | <b>-</b>         |
| <b>Total payments</b>                                 | <b>13,470</b>      | <b>4,292</b>     | <b>-</b>         | <b>17,762</b>    | <b>54,482</b>    |
| <b>Net of receipts/(payments)</b>                     | <b>3,871</b>       | <b>708</b>       | <b>-</b>         | <b>4,579</b>     | <b>- 13,714</b>  |
| <b>A5 Transfers between funds</b>                     | <b>-</b>           | <b>-</b>         | <b>-</b>         | <b>-</b>         | <b>-</b>         |
| <b>A6 Cash funds last year end</b>                    | <b>43,029</b>      | <b>715</b>       | <b>-</b>         | <b>43,744</b>    | <b>57,458</b>    |
| <b>Cash funds this year end</b>                       | <b>46,900</b>      | <b>1,423</b>     | <b>-</b>         | <b>48,323</b>    | <b>43,744</b>    |

**Bi Pride UK**  
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**STATEMENTS OF ASSETS AND LIABILITIES AT THE END OF THE PERIOD  
FOR THE YEAR ENDED 31/12/2025**

| Categories                                          | Details                                                | Unrestricted funds              | Restricted funds      | Endowment funds          |
|-----------------------------------------------------|--------------------------------------------------------|---------------------------------|-----------------------|--------------------------|
|                                                     |                                                        | to nearest £                    | to nearest £          | to nearest £             |
| <b>B1 Cash funds</b>                                | Lloyds Treasurer's Account                             | 9,837                           | 1,423                 | -                        |
|                                                     | Lloyd's Savings Account                                | 37,063                          | -                     | -                        |
|                                                     |                                                        | -                               | -                     | -                        |
|                                                     | <b>Total cash funds</b>                                | <b>46,900</b>                   | <b>1,423</b>          | <b>-</b>                 |
|                                                     | (agree balances with receipts and payments account(s)) | OK                              | OK                    | OK                       |
|                                                     |                                                        | Unrestricted funds              | Restricted funds      | Endowment funds          |
|                                                     |                                                        | to nearest £                    | to nearest £          | to nearest £             |
| <b>B2 Other monetary assets</b>                     |                                                        | -                               | -                     | -                        |
|                                                     |                                                        | -                               | -                     | -                        |
|                                                     |                                                        |                                 |                       |                          |
|                                                     |                                                        |                                 |                       |                          |
|                                                     | Details                                                | Fund to which asset belongs     | Cost (optional)       | Current value (optional) |
| <b>B3 Investment assets</b>                         |                                                        |                                 | -                     | -                        |
|                                                     |                                                        |                                 | -                     | -                        |
|                                                     |                                                        |                                 |                       |                          |
|                                                     | Details                                                | Fund to which asset belongs     | Cost (optional)       | Current value (optional) |
| <b>B4 Assets retained for the charity's own use</b> |                                                        |                                 | -                     | -                        |
|                                                     |                                                        |                                 | -                     | -                        |
|                                                     |                                                        |                                 |                       |                          |
|                                                     | Details                                                | Fund to which liability relates | Amount due (optional) | When due (optional)      |
| <b>B5 Liabilities</b>                               |                                                        |                                 | -                     |                          |
|                                                     |                                                        |                                 | -                     |                          |

**Bi Pride UK**  
(Registered Charity Number: 1177128)

**NOTES TO THE ACCOUNTS  
FOR THE YEAR ENDED 31/12/2025**

**1. Comparative Expenditure Breakdown**

|                                                       | Y/E 31/12/2025   | Y/E 31/12/2024   |
|-------------------------------------------------------|------------------|------------------|
|                                                       | to the nearest £ | to the nearest £ |
|                                                       |                  |                  |
| <b>Charitable Activities</b>                          |                  |                  |
| Advertising/Promotional                               | 419              | 395              |
| Banking/Platform Fees                                 | 95               | 6                |
| Diversity, Inclusion & Accessibility                  | 715              | 4,376            |
| Donations                                             | -                | -                |
| Events                                                | 11,505           | 44,496           |
| Insurance                                             | 400              | 373              |
| Legal and Governance                                  | 300              | 300              |
| Office/Admin                                          | 3,479            | 1,648            |
| Supplies/Materials                                    | -                | 87               |
| Training                                              | -                | 25               |
| Unicorn Magazine                                      | -                | -                |
| Volunteer/Trustee Expenses - Subsistence              | 188              | 93               |
| Volunteer/Trustee Expenses - Travel and Accommodation | 660              | 2,637            |
| Volunteer/Trustee Recruitment                         | -                | 47               |
|                                                       |                  |                  |
| <b>Total</b>                                          | <b>17,762</b>    | <b>54,482</b>    |

**Bi Pride UK**  
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**2. Comparative Income Breakdown**

|                         | Y/E 31/12/2025   | Y/E 31/12/2024   |
|-------------------------|------------------|------------------|
|                         | to the nearest £ | to the nearest £ |
|                         |                  |                  |
| Donations               |                  |                  |
| -Event Ticket Donations | -                | 757              |
| -Individual Donations   | 7,198            | 2,684            |
| -Corporate Donations    | 2,050            | 2,750            |
| Grants                  | 5,000            | 20,000           |
| Charitable Activities   |                  |                  |
| -Event Sponsorship      | 6,500            | 10,500           |
| -Stallholders           | -                | 2,445            |
| -Training               | -                | 500              |
| -Education Outreach     | 1,000            | -                |
| -Panels                 | -                | 150              |
| Trading Income          |                  |                  |
| -Raffle Ticket Sales    | -                | -                |
| -Merchandise Sales      | 301              | 549              |
| Interest                | 292              | 433              |
|                         |                  |                  |
| <b>Total</b>            | <b>22,341</b>    | <b>40,768</b>    |

**Bi Pride UK**  
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**3. Movements in funds broken down by fund**

Two restricted grants were managed in the 2025 financial year, including the final spend of a grant awarded for the 2024 flagship event.

|                                    | As at 1 Jan<br>2025 | Income and<br>Gains | Expenditure<br>and Losses | As at 31<br>December 2025 |
|------------------------------------|---------------------|---------------------|---------------------------|---------------------------|
|                                    | to the nearest £    | to the nearest £    | to the nearest £          | to the nearest £          |
| <b>Restricted Funds</b>            |                     |                     |                           |                           |
| - National Lottery Awards for All  | 715                 | -                   | (715)                     | -                         |
| - Womble Bond Dickinson Foundation | -                   | 5,000               | (3,577)                   | 1,423                     |
| <b>Total Restricted Funds</b>      | 715                 | 5,000               | (4,292)                   | 1,423                     |
| <b>Unrestricted Funds</b>          |                     |                     |                           |                           |
| -General Funds                     | 43,029              | 17,341              | (13,470)                  | 46,900                    |
| <b>Total Unrestricted Funds</b>    | 43,029              | 17,341              | (13,470)                  | 46,900                    |
| <b>Total Funds</b>                 | 43,744              | 22,341              | (17,762)                  | 48,323                    |

**4. Details of in kind donations**

Comparative analysis is unavailable as accounting for in kind donations in this way has been done for the first time for the 2025 financial year.

|                                                                         |                  |
|-------------------------------------------------------------------------|------------------|
|                                                                         | Y/E 31/12/2025   |
|                                                                         | to the nearest £ |
| <b>Donations received in kind</b>                                       |                  |
| -Individual Donations                                                   | 300              |
| -Corporate Donations                                                    | 2,050            |
| <b>Total</b>                                                            | 2,350            |
| <b>Charitable Activities associated with donations received in kind</b> |                  |
| -Legal and Governance - Independent Examination of 2024 Accounts        | 300              |
| -Office/Admin - Room Hire for Away Days                                 | 2,050            |
| <b>Total</b>                                                            | 2,350            |

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# Accounts

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**Bi Pride UK**

**TRUSTEES ANNUAL REPORT AND FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31/12/2024**

**Registered Charity Number: 1177128**

**Bi Pride UK**  
**(Registered Charity Number: 1177128)**

**TRUSTEES' ANNUAL REPORT**  
**31/12/2024**

The Trustees present their report and financial statements for the year ended 31/12/2024.

The Trustees believe that the financial statements comply with current statutory requirements and the Charity's governing document.

**REFERENCE AND ADMINISTRATIVE DETAILS**

**Charity Name:** Bi Pride UK

**Charity Number:** 1177128

**Trustees:** A Baylas (previously Kay) (Chair)  
R Davey (Vice Chair)  
E Pooley (Secretary)  
A von Spreckelsen (Treasurer) (Resigned 17/02/24)  
K Barnett (Treasurer) (Appointed 01/02/2024)  
A Bond  
S Gossage  
C Appenteng (Resigned 12/10/2024)  
S Engineer (Resigned 23/05/24)  
S Jivraj  
A Lipley (Appointed 15/01/2024)  
A Changa (Appointed 15/07/2024)  
N Payne (Appointed 16/12/2024)  
A Glover (Appointed 20/01/2025)

**Company Secretary:** E Pooley

**Registered Office:** 5 Caledonian Road  
London  
N1 9DX

**Bankers:** Lloyds Bank Plc  
120 Lewisham High Street  
Lewisham  
London SE13 6JG

**TRUSTEES' ANNUAL REPORT**  
**31/12/2024**

**STRUCTURE, GOVERNANCE and MANAGEMENT**

Bi Pride UK is a Charitable Incorporated Organisation registered on 12/02/2018.

**PUBLIC BENEFIT**

The trustees have complied with the duty in section 4 of the 2006 Act to have due regard to guidance on public benefit published by the commission.

**OBJECTIVES and ACTIVITIES**

To promote equality and diversity for the public benefit and those belonging to one or more minority identity. Particular focus is on the elimination of discrimination against people self-identifying as or assumed to be attracted to more than one gender (including but not exclusively bisexual/romantic, pansexual/romantic, and polysexual/romantic people) by:

- Raising public awareness of issues and difficulties faced by people who experience attraction to more than one gender;
- Celebrating, respecting and highlighting the diversity of communities of people who experience attraction to more than one gender;
- Staging a periodic multisexual ('bi pride' festival, and smaller events throughout the year; and
- Such other objects as are charitable under the laws of England and Wales as the management committee shall in their absolute discretion determine.

**ABOUT BI PRIDE UK**

Between 'gay' and 'straight', there are so many shades of attraction beyond gender. We seek to create spaces for anyone who falls into that spectrum or thinks that they might.

Our community is vibrant and vivid, and people adopt many different labels to identify themselves, or even choose not to use labels at all. Whether you use bi, bisexual, biromantic, pan, pansexual, panromantic, poly, polysexual, polyromantic, queer, fluid, heteroflexible, homoflexible, something totally different, a combination of these, or even no label at all, we're here for you.

Bi Pride UK's mission is to create spaces where people who experience attraction beyond gender can be freely visible and celebrate themselves and their identities. It's not enough to be 'welcome' at a Pride. We make up a very large proportion of the queer community – many stats actually say we're over half the community – and we deserve to be visible and celebrated in our own right.

**TRUSTEES' ANNUAL REPORT**  
**31/12/2023**

## **ACHIEVEMENTS and PERFORMANCE**

### **Introduction**

Beginning a new strategic period (2024-2026), we are proud of the successes of 2024 which have made a successful start to some ambitious plans for the charity for this new chapter, and continue a trend of several years of development:

- Our volunteer team continued to expand, including new volunteer roles created, some roles filled which had been advertised for quite some time, and all Trustee positions on the Board filled for the first time;
- We made our first steps into systematic impact measurement across the organisation with a new impact strategy to sit alongside the strategic objectives for 2024;
- Our 2024 flagship event moved to a new venue;
- We secured the charity's first large grant, £20,000 from the National Lottery towards access costs at the event.

In recognition of the charity's ongoing work, 2024 also saw us making the shortlist for Community Initiative of the Year at the Bank of London Awards. We have learned a lot from 2024, and our successes reinforce the ongoing importance of committing to accessibility, inclusion and centring marginalised experiences.

### **Our objectives**

2024 was the first year of a new three-year strategic period, for which our key objectives are:

1. Increasing our organisational sustainability and continuity as a whole;
2. Embedding anti-oppression across the charity, both in internal processes and in service delivery, and being accountable on this;
3. Using our platforms and spaces to amplify and centre the most marginalised voices within bi communities;
4. Growing our recognition as an expert voice for bi communities in the UK, but never speaking on behalf of these communities;
5. Developing systems and tools to express our impact more clearly and comprehensively;
6. Building collaborative ways of working across all service delivery teams to foster innovation and creativity;
7. Working locally and collaboratively with bi people and communities across the UK.

These objectives were carried over from our previous 2021-2023 strategy, as we feel they continue to reflect our purpose and what we want to achieve as an organisation. We intentionally keep our specific objectives within each of these areas flexible to be reactive to the changing circumstances.

## **Our volunteers**

Bi Pride UK has always been an entirely volunteer-run charity, and is therefore reliant on the dedication of a team of committed and passionate volunteers who believe in the work we do and want to help to create educational and celebratory spaces for the UK's bi communities. We want to express our huge gratitude to every volunteer, from the Trustees who take legal responsibility for the charity, to our team Heads so capability running all the work on the ground, to the expert managers and officers in each team who make sure that Bi Pride UK can continue to have its impact on the ground.

After a year of significant volunteer growth in 2023, this trend slowed slightly in 2024, with more than 10 new year-round volunteers recruited. However, notable successes include filling some long-term vacancies on the Trustee Board; a new Trustee for community engagement was co-opted in January 2024 after the role had been vacant for over a year, and our first IT and digital Trustee was recruited in late 2024 (co-opted in January 2025, beyond the scope of this report). Additionally, following our previous Treasurer giving notice in October 2022 and agreeing to stay on until a replacement was found, we successfully filled this position in February 2024. These and two other Trustee appointments meant that we ended 2024 with a Board at its full strength of 11 Trustees for the very first time.

Beyond the Board, we also filled various volunteer roles across the charity. With the exit of our long-term Head of Volunteer Management, we were delighted that an existing volunteer from their team stepped up into this role. We also continued to embed the Volunteer Management team's relationship manager model where Volunteer Managers support allocated teams across the charity with any volunteer recruitment needs, and recruited two new Volunteer Managers into this structure. Similarly, in late 2024, the Inclusion and Access team developed a similar structure of Access Managers working with other teams to ensure that inclusion and accessibility are considered in teams across the charity. Beyond the scope of this report, we have continued to expand this team in 2025.

In late 2024, three of our team Heads (Events, Fundraising, and Organisational Development) moved on from the charity, and the recruitment process for these roles continued into 2025, beyond the time covered by this report.

2024 saw some valuable volunteer management infrastructure developments:

- recruitment trackers for shortlisting, interviewing and onboarding volunteer candidates;
- standardised templates for communicating with prospective and successful candidates;
- procedures and trackers for managing volunteer exits.

We also began work on our volunteer reward and recognition strategy in 2024, including signing the organisation up to the Tickets for Good platform which allows us to offer discounted tickets to concerts and theatre to all volunteers.

As a remote charity, we primarily come together online, but in 2024, we brought

**Bi Pride UK**  
**(Registered Charity Number: 1177128)**

the team together in person twice outside of the annual flagship event. In March, we held an away day for the Trustee Board hosted for free by Quality Hotel Hampstead in London, with full attendance and a packed agenda considering strategy and budget planning, network mapping, and intra team expectations. This was followed in June by an away day for the whole team, generously hosted by TfL in their Southwark offices, where we reviewed our vision, mission and values, and thoughts about how we can maximise event-related fundraising and year-round comms. Both away days were in London, but had options for people to join remotely, and all volunteer expenses were reimbursed.

## **Our engagement and impact**

Bi Pride UK's three strategic pillars of work are our events work, our education and outreach work, and our communications work. This section gives an overview of what we have achieved in these three areas in 2024.

### Bi Pride UK events

Our 2024 event took place on Saturday 31<sup>st</sup> August, at a new venue in the University of West London (UWL)'s Ealing campus. With over 1,040 attendees across in-person attendance and participation through our livestreams, the event was a little smaller than our previous events' record at 1,350, but to our knowledge we continue to hold the record for the largest single-day bi-specific event in the world. Although we had fewer people on-site at the 2024 event, our livestream attracted higher numbers than the 2022 and 2023 events, demonstrating how valuable being able to participate remotely is for the bi communities. We are also eternally grateful to the on-the-day volunteers who make this all possible; in 2024 we had 37 volunteers supporting across the site in front-of-house and behind-the-scenes roles alongside 25 of our year-round volunteers as team leads.

Bi Pride continues to showcase incredible talent and expertise, drawing on broad experiences across the UK's bi communities and beyond. Our Main Stage featured a roster of grassroots performers throughout the day, all beautifully co-hosted by the founder of Bitten Peach, Lilly Snatchdragon, and Sadie Sinner, the founder of the Cocoa Butter Club, and headliners comedian Emily Bampton and performer Norma Night. Over on our I Am Proud Stage, some fascinating speakers explored bi topics across five panels: accessibility and disability advocacy; bi+ poetry; bi visibility and invisibility online; bisexual sex education; and anti-colonial activism. The Community Hub, consistently a highlight for many attendees, hosted 40 stalls run by bi groups, LGBT charities, queer businesses and our corporate sponsors, and also featured our Bi Book Fair run for the third year in a row, with three author signings and several stalls selling bi and queer volumes.

In a commitment to continuous learning, there were several improvements to the content and format of the 2024 event based on previous events. For example, we received feedback for the 2023 event that attendees wanted to see longer panels on the I Am Proud Stage to allow for more in-depth contributions and longer Q&A sections, as well as longer gaps between panels so that the transitions were less disruptive and attendees had an opportunity to take comfort and refreshment

**Bi Pride UK**  
**(Registered Charity Number: 1177128)**

breaks without having to miss the next panel if they wanted to watch two consecutive sessions. As a result, we reduced the number of panels from 7 to 5 and increased them from 45 minutes to a full hour, and this was appreciated.

Responding to some accessibility challenges we experienced at the 2023 event and evaluated through a post-event accessibility review, we had determined that we needed to find a new venue for the 2024 event. Potential venues are assessed against many criteria including accessibility, appropriate spaces and affordability, and in our search for the 2024 venue we also prioritised having a step-free main stage and a single step-free route around the venue for all participants, allowing us to offer as much parity as possible in attendees' and contributors' experiences, whether or not they use mobility aids. Supported by an accessibility consultant, we assessed the UWL venue thoroughly before hiring the space, and at time of hire were confident that we could avoid the key issues of the previous venue.

Accessibility is a key priority, and a range of access features are part of the fabric of our event. As well as support from the access consultant mentioned above in the run up to the event, on the day there was BSL interpretation on both stages, a mobile changing places toilet unit for people who need more facilities than a standard accessible toilet provides, free sanitary products in all toilets, a sensory room for people to use whenever they need it, ear defenders available to borrow free of charge, livestreaming the event throughout the day, a multi-faith prayer room, three welfare officers from the queer-run welfare provision company SafeOnly, and dedicated access volunteers located throughout the site. BPUK's event budget includes ring-fenced accessibility costs, with more than 40% of 2024's event budget spent on access features; at the same time, keeping the event free to attend is itself an access commitment we make to our communities. We were also aware that our event was taking place shortly after a period of far-right rioting, with tensions high and many from the global majority feeling afraid in public spaces in the hostile environment that it created; we had contingency plans in place in case of any direct impacts that could affect our attendees near the event event or more broadly across London and beyond.

However, not everything went to plan. We experienced a number of venue-related issues outside of our control, such as learning at the eleventh hour that we would be unable to de-gender all of the toilets within the event footprint, and that there was construction work in several parts of the venue we were expecting to be able to use. We also received feedback that the location in Ealing was unpopular, as it was a fair distance from the nearest public transport options, and this may have been a contributing factor in the slightly lower than expected attendance on the day. As a result of these issues, we have concluded that another new venue is required for future events; a more suitable and central venue was found for 2025 beyond the scope of this report.

Comments from attendees on the day underline the importance of running an event like ours: people feeling affirmed, telling our volunteers how much being surrounded by community means to them, and sharing that they've made long-term friendships at our previous events and come back as a group. In the weeks and months following the 2024 event, we conducted our first post-event

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survey with attendees, contributors and volunteers, and alongside our event accessibility review process initiated in 2023, this has given us valuable insight into how we can continue to improve future events, as well as highlighting more clearly the impact that our flagship Bi Pride event has for our communities:

*"The stalls, programme, thoughtfulness about accessibility and general vibe of a lovely community were great! Thank you so much for all you do, I look forward to this every year"*

*"Enjoyed supporting queer small businesses and sitting in on thought-provoking talks"*

*"I'm grateful for the reflectiveness and consideration the team puts in."*

*"Bi Pride remains the only pride event I've attended where I felt welcomed and accepted without any sense of feeling 'not queer enough' and this aspect of it is so refreshing."*

### Community engagement

In our second strategic pillar of work, we engage with the wider communities on bi inclusion, helping to build bi inclusive spaces beyond our own organisational activities. An important aspect of this is our work with other Prides across the UK. We are members of the UK Pride Organisers Network (UKPON), and three of our Trustees attended the UKPON conference in Reading in October 2024, building connections with other Pride organisers. We also plan every year to attend other Prides around the country, providing a bi presence where there may not otherwise be one, or collaborating with local bi groups where those exist. In 2024, several of the Prides we had planned to attend were the focus of boycotts in connection to some of their corporate sponsors, which we decided to participate in, but beyond these, we attended Student Pride in London and Sparkle in Manchester, running a Bi Pride UK stall at both. Our attendance at Prides has a huge impact for bi attendees and their allies at these events, as they feel seen and celebrated in their local community. We find it particularly important to be present at Sparkle, celebrating the trans and non-binary communities, and there is always a lot of demand from the people we meet at it to deliver more for bi people in the North, which we hope we can do in future.

Beyond our engagement with Prides, we had several opportunities to contribute bi inclusion perspectives in a variety of spaces. For example, we participated in a roundtable on funding for LGBT+ organisations organised by LGBT charity Consortium, sharing vital perspectives on how chronically underfunded bi organisations are and how these organisations need to be funded to deliver bi inclusion training and consultancy to the wider LGBT+ communities to achieve a dual purpose of centring lived experience in training about our communities and offering a source of unrestricted funding.

Alongside this, our partnership with Consortium since 2021 to deliver the Bi Community Fund, a micro grants programme for bi groups across the UK, was

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spent down in 2024. We contributed £4,000 towards this fund, with a further £1,000 added to the pot to make a total of £5,000. 2023 saw six grants of funding three bi activism organisations and three pieces of original bi theatre, while the grants awarded in 2024 funded a further five bi organisations around the UK and a queer organisation to deliver bi-specific work. The grants totalled almost £4,000 of funding distributed, alongside £1,200 paid to the lived experience panel members recruited to make decisions on how the funding should be awarded. This brings the fund to a close, and we hope it will be only the start of a process of expansion for funders to include bi groups explicitly in their grant programmes.

We have also continued to contribute on wider policy matters which are of concern to our communities and through which we can add the weight of our voice to broader conversations. Most significantly, in March 2024 we responded to a consultation published by the Department for Education on draft non-statutory guidance for schools and colleges in England on children questioning their gender. We fully support the right of children to explore their gender identity and gender presentation, and the important role that school staff can play in this process, and our organisational response to the consultation reflected this.

We continued to be recognised as an organisation for our contribution to conversations on bi inclusion. In 2024, this was illustrated by invitations to events such as Pride receptions at the Nordic Embassies and the Royal Danish Embassy in London, being contracted to deliver bi inclusion training by organisations such as the Department for Education, and invitations to share our experiences with other LGBT+ organisations such as speaking at a meeting of Bi The Way, the bi group formerly part of LGBT+ older people's charity Opening Doors London. 2024 also saw the publication of a chapter written by Bi Pride UK's Chair in *It Ain't Over Till the Bisexual Speaks*, an anthology on bi activism in the UK, and our Chair spoke at a book launch event in May 2024. This chapter tells some of the background of how Bi Pride UK was founded, and maintains Bi Pride UK's priority of exploring intersectional themes, in this case that of religion and bi activism.

2024 has been a valuable year for developing impact measurement and research. Alongside our new 2024-2026 strategy, our Research and Impact Manager began developing our first impact strategy and associated measurement mechanisms. The focus was on collating the data sources we already have access to internally and establishing a baseline in certain measures, including the inaugural post-event community feedback survey launched after 2024's flagship event, with the intention to build upon this in future year based on what we learn from this process. The key reflection from this work was that we were casting the net too wide, attempting to monitor too large a set of measures, and the continuing work on this in 2025, beyond the scope of this report, has attempted to be more focused in its remit. Alongside this internally-looking data collection work, we have also initiated a research relationship with the London School of Economics and Political Science (LSE), engaging a team of 5 student researchers to conduct a literature review on the topic of '*the scale of the bi umbrella community and its demographics (particularly across different under-represented or marginalised groups)*'. We received the research report produced beyond the scope of these accounts, and have continued to develop the partnership with LSE in 2025.

## Communications

As our third strategy pillar, our media and communications work contributes towards us creating virtual spaces for bi people to connect with their communities and feel seen and celebrated. Although we had some volunteer turnover across the year, at its height this team comprised 8 volunteers including their respective Trustee, making it our largest year-round volunteer team.

A big focus for our comms work is promoting our annual flagship event and engaging people with it virtually beyond those present on the day. Our in-house design volunteers create all the event assets, including promotional flyers, adverts and native assets for contributors to share with their own networks, social media announcement and info posts, on-the-day signage, maps and stage imagery, and visual content for the Bi Pride UK website. The team also works hard to secure media coverage of the event; in 2024, this included articles by Bi Community News, Country and Town House, GCN, Advocate and Pink News covering the date announcement, with LGBT Consortium also shared the event on their website and the Bisexual Brunch podcast recording a promotional interview.

As mentioned above, our livestream is a crucial part of the flagship event, both allowing us to reach audiences who can't attend on the day, but also allowing people to catch up on content after the day itself, as we post recordings of most of the content, as long as the contributors have given permission. In 2024, we used Twitch to stream our Main Stage and Facebook for the panels on the I Am Proud Stage. Over 300 people joined the livestreams on the day, with more than 330 having viewed this content on catch-up. Beyond this, we saw some great online engagement with the event. Our online reach on Instagram was in excess of 20k across all content on the day, with cumulative story views of more than 23.5k, including some behind-the-scenes type content. We're proud that our event is designed to reach greater audiences than just those who can attend in person, as this reminds us that people experience many barriers to participation and we need to be thinking constantly about new ways people can 'attend' virtually.

We experimented with an Instagram collaboration with activist Dee Whitnell (@s3xtheorywithdee) who spoke on a panel at the 2024 event; this was a great success with 40.3k views across two reels reflecting their experiences of the event. We also see consistently positive feedback on the event through social media. There were more than 40 pieces of publicly-shared user-generated content in relation to the event on various platforms:

*"I had an amazing time performing @BiPrideUK over the weekend! Happy Bi Visibility Month! It was an honour to rep queer sexuality as a pan/bi disabled+ neurodiverse queer femme."* (Twitter/X)

*"@biprideuk the most inclusive, accessible, beautiful event I've ever been to"* (Instagram)

*"@biprideuk you have my heart. Never seen such a welcoming and accessible"*

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space!” (Instagram)

*“I had the joy of having a market at @biprideuk yesterday and it remains the absolute highlight of my year. Meeting so many fellow m-spec people and all round wonderful humans, everyone sharing their experiences. Thank you so much to everyone who supported and came and said hello. I am still feeling so so proud.”* (Instagram)

*“It’s great to play a part in sponsoring a smaller pride and charity that helps to support those more marginalised within the community. An all-day event filled with performances, music, poetry, and some pretty cool colleagues.”* (LinkedIn)

When we asked our followers for their highlights, responses included “Those Incredible Performers”, “the volunteers, just incredible people”, “just hanging out with other bi folk who ‘get it’”, “meeting up with two others who were also going alone and having the best day together”, “the sense of community/family amongst the volunteers”, and both the Bi Passing Colonial Legacies and the Poetry panels. This feedback highlights everything we want people to feel about the event: engaging and thought-provoking content, accessible experiences, and the powerful coming together of community.

Our presence on social media has continued to grow across 2024, including a steady increase in followers on Instagram, and growth of more than 500% on our TikTok channel. We have identified that using current memes to create lighthearted but educational posts creates some of the most engaging and popular content. We also captured video and photo content at our 2024 event, which we then used to put out videos on our platforms to great success. 12 Instagram reels with content from the day generated 76,879 views, and on TikTok we put out 10 videos, two of which went viral with 18.8k and 30.5k views respectively. Our most popular TikTok, posted on 13th December 2024, has over 1.1million views and earned us almost 1000 new followers. While social media engagement and growth is something that charities celebrate for its ability to reach bigger audiences, for Bi Pride UK it is also something that demonstrates our work towards our strategic goal to engage bi communities and individuals in the UK and beyond through virtual means, and as this expands, it increases the number of people who see our work and are affirmed and celebrated through it.

Another measure of the impact of our comms work is through an ongoing recognition of Bi Pride UK as an expert voice across a broad range of topics relevant or of interest to our communities. For example, in April we were interviewed by a student at PA Media Academy writing a piece about the renaming of one of the London Overground lines for the Mildmay Hospital, which played a major role for patients with HIV/AIDS as a dedicated AIDS hospice, and in June we went on Virgin Radio to speak about the experiences of bi people at Pride events. We also continue to be mentioned in online publications about bi people and their experiences, such as an article in the i about dating as a bi person, and in articles about Bi Visibility Day/Week/Month such as one by the Music Publishers Association and another by Queen Mary’s, University of London. We are delighted to see that our organisational profile and brand continue to grow in visibility, and

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hope that we can use these platforms to be part of moving forward the conversations about and visibility of bi experiences.

### **Our fundraising and governance**

We would be unable to achieve the successes outlined above without strong fundraising and governance in the charity as a whole.

As already mentioned, in 2024 we recruited and appointed four new Trustees to our Board. Our Board structure has 11 positions, including a Chair, a Vice Chair, a Treasurer and a Secretary; other than the Chair role, each Trustee role corresponds to a team of non-Trustee volunteers, typically with a Head leading the team. In our eight-year history to the end of 2024, we have never had a full Trustee Board, with some roles such as the IT and Digital Trustee having been particularly difficult to fill; however, this role was our final position filled in 2024, with the aforementioned Trustee formally co-opted at the beginning of the 2025 financial period.

From a fundraising perspective, although we saw a drop in the capacity of our fundraising team with a few volunteers needing to step away from their roles, 2024 was a relatively successful year. We were able to maintain almost all of our sponsorship relationships with corporates who sponsored us in 2023, with the exception of the impact of the General Election on the Environment Agency, a government agency. Alongside EY as a Silver sponsor, Sky as a Bronze sponsor and AutoTrader as a Titanium sponsor, all multi-year relationships, we were delighted to welcome Vodafone back as a Silver sponsor, having previously sponsored our very first event in 2019. We are also proud that we secured a £20,000 grant from the National Lottery's Awards for All programme to cover a significant proportion of the costs of our accessibility features at the 2024 flagship Bi Pride event, including BSL interpretation, a sensory room, a RevoLOO mobile changing places unit, livestreaming throughout the day and the attendance of a queer welfare team from SafeOnly. In 2024 we also saw a slight increase in our income from regular individual giving, and we are so grateful for this show of support from our communities.

In 2024 we were able to make some valuable progress on internal capacity building and developing the organisation. This included the work already mentioned on an organisational impact strategy led by the Research and Impact Manager, and some work begun by the Head of Organisational Development on organisation-wide project planning to identify crunch points in team availability across the year. As the first year of a new three-year organisational strategy, 2024 was also a year for testing an ongoing strategic review process: in the final quarter of the year, we began an organisation-wide process to review and assess our progress against strategic objectives for 2024, and use this process to adjust the objectives for 2025 to reflect the successes and challenges of 2024. This process, which continued into the first quarter of 2025, allowed us to reach a more realistic picture of what we want to achieve in the year beyond the scope of this report.

## **FINANCIAL REVIEW**

Bi Pride UK had another year of financial growth in 2024 with a 13% increase in income to 2023. Our income for the year was £40,768, which included our biggest single grant income to date of £20,000 from the National Lottery Community Fund, towards event accessibility costs. We were also grateful to receive £13,000 in event sponsorship towards our 2024 event from returning sponsors. The Trustees took a decision to decline sponsorship from one potential corporate sponsor based on the results of our due diligence checks; it was found that they did not align with the guiding principles detailed in our fundraising policy and that the reputational risk to Bi Pride UK would outweigh the benefit of accepting the sponsorship.

It is an ongoing objective of Bi Pride UK to expand our funding sources to diversify beyond corporate sponsorship, and in 2024 this included income for training delivered and panel appearances, merchandise sales and stallholder fees from the Community Hub at our event. We also have a modest but consistent donation stream from individual donors across various donation platforms, including donations given by attendees of our flagship event when booking their free event ticket. We have further expanded donations received beyond purely financial support as we have received corporate donations in the form of meeting space provided to us without charge by TfL and Quality Hotel Hampstead. These were used for Trustee and volunteer away days which provided opportunity for planning and organisational development.

Our largest expenditure in 2024 was once again our flagship event, with a total cost of £41,590. This includes the venue hire, equipment and tech support for two stages running in person and via live-stream. We pay all performers and panellists a fee as well as reimbursing performer, speaker and volunteer travel and subsistence costs. We also prioritise providing an event that is as accessible as possible, which accounts for over 40% of our event cost. Other notable expenditure for 2024 is our travel and accommodation expense that has increased by 50% due to increased travel costs and a growing volunteer team.

## **RESERVES POLICY**

We increased our reserves level from £30,000 to £35,000 in 2024, recognising the increased cost of running our annual flagship event. In the first quarter of 2025, beyond the scope of this report, we introduced our first formal reserves policy setting a minimum of £35,000 (one year's event) and a maximum of £70,000 (two years' events) to be reviewed annually by the Trustees at the beginning of the financial year as part of the budget setting process.

## **FUTURE PLANS**

Closing the 2024 financial year, Bi Pride UK was in a strong position to develop into the coming years: the volunteer team is dedicated to the charity's work and continuing to grow; we have developed relationships with new funders and maintained those with existing funders; there are new relationships and partnerships forming across the charity; and we have maintained our reserves for a second year without using any of these funds. Although we have not achieved

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everything that was in the first year of our 2024-2026 strategy, we have a better understanding of what is achievable within the current capacity and, as a result of our first mid-strategy review and annual impact strategy, are going into 2025 with a stronger set of objectives for the year's activities, and an improved way to measure and report on the success of our work and its impact.

Priorities for the coming year include finding a new venue for our 2025 flagship event, inducting our newest Trustees and reaping the benefits of having a full Trustee Board, recruiting into three vacant team Head roles as well as ongoing recruitment across the charity, increasing the number of Prides we attend around the UK, and continuing to explore new avenues for funding including further grants towards our flagship event and other costs. Ongoing work to improve our impact measurement work will help us to stay on track with these goals and make reporting easier in future, and work towards funding and implementing a CRM will contribute towards this.

We look forward to bringing our communities on this journey with us.

## **STATEMENT OF TRUSTEES RESPONSIBILITIES**

The Trustees are responsible for preparing the Trustees Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Charity 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 company as at the end of the year and of the surplus or deficit of the company for that period. In preparing those financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- make judgements and estimates that are reasonable and prudent;
- observe the methods and principles in the Charities SORP;
- prepare the financial statements on the going concern basis unless it is
- inappropriate to presume that the company will continue in business;
- state whether applicable UK Accounting Standards have been followed, subject to
- any material departures disclosed and explained in the financial statements.

The Trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charity. They have general responsibility for taking such steps as are reasonably open to them to safeguard the assets of the charity and to prevent and detect fraud and other irregularities.

This report has been prepared in accordance with the Statement of Recommended Practice – Accounting and Reporting by Charities (FRS 102 - 2019).

This report has been agreed by the trustees on 30 October 2025 and signed on their behalf by:

A handwritten signature in black ink, appearing to read 'Avi Baylas', is written over a light grey rectangular background.

Avi Baylas (Chair of Trustees)

**INDEPENDENT EXAMINER'S REPORT  
FOR THE YEAR ENDED 31/12/2024**

**Independent examiner's report to the trustees of Bi Pride UK Reg: 1177128)**

I report to the trustees on my examination of the accounts of Bi Pride UK (the Charity) for the year ended 31st December 2024.

**Responsibilities and basis of report**

As the charity trustees of the Charity you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ('the Act'). I report in respect of my examination of the Charity's accounts carried out under s. 145 of the 2011 Act and in carrying out my examination I have followed all the applicable directions given by the Charity Commission under s. 145(5)(b) of the Act.

**Independent examiner's statement**

I have completed my examination. I 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:

- (1) accounting records were not kept in respect of the Charity as required by section 130 of the Act; or
- (2) the accounts do not accord with those records.

I confirm that there are no other matters to which your attention should be drawn to enable a proper understanding of the accounts to be reached.

**Signed:**



**Name:** Richard Stevens

**Position:** Director, Quecon Gloucester CIC

**Address:** 48 Kings Walk, Gloucester, GL1 1RX

**Date:** 22/10/25

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**STATEMENT OF FINANCIAL ACTIVITIES**  
**FOR THE YEAR ENDED 31/12/2024**  
Prepared on a Receipts and Payments Basis

|                                                           | Unrestricted funds<br>to the nearest £ | Restricted funds<br>to the nearest £ | Endowment funds<br>to the nearest £ | Total funds<br>to the nearest £ | Last year<br>to the nearest £ |
|-----------------------------------------------------------|----------------------------------------|--------------------------------------|-------------------------------------|---------------------------------|-------------------------------|
| <b>A1 Receipts</b>                                        |                                        |                                      |                                     |                                 |                               |
| Donations                                                 | 6,191                                  | -                                    | -                                   | 6,191                           | 19,153                        |
| Grants                                                    | -                                      | 20,000                               | -                                   | 20,000                          | -                             |
| Charitable Activities                                     | -                                      | -                                    | -                                   | -                               | -                             |
| -Event Sponsorship and Exhibition                         | 12,945                                 | -                                    | -                                   | 12,945                          | 11,475                        |
| -Education and Training                                   | 650                                    | -                                    | -                                   | 650                             | 3,200                         |
| Trading Income                                            | 549                                    | -                                    | -                                   | 549                             | 1,524                         |
| Interest                                                  | 433                                    | -                                    | -                                   | 433                             | 317                           |
|                                                           | -                                      | -                                    | -                                   | -                               | -                             |
| <b>Sub total(Gross income for AR)</b>                     | <b>20,768</b>                          | <b>20,000</b>                        | <b>-</b>                            | <b>40,768</b>                   | <b>35,669</b>                 |
| <b>A2 Asset and investment sales,<br/>(see table).</b>    |                                        |                                      |                                     |                                 |                               |
|                                                           | -                                      | -                                    | -                                   | -                               | -                             |
|                                                           | -                                      | -                                    | -                                   | -                               | -                             |
| <b>Sub total</b>                                          | <b>-</b>                               | <b>-</b>                             | <b>-</b>                            | <b>-</b>                        | <b>-</b>                      |
| <b>Total receipts</b>                                     | <b>20,768</b>                          | <b>20,000</b>                        | <b>-</b>                            | <b>40,768</b>                   | <b>35,669</b>                 |
| <b>A3 Payments</b>                                        |                                        |                                      |                                     |                                 |                               |
| Raising Funds                                             | -                                      | -                                    | -                                   | -                               | -                             |
| Charitable Activities                                     | 35,197                                 | 19,285                               | -                                   | 54,482                          | 31,025                        |
|                                                           | -                                      | -                                    | -                                   | -                               | -                             |
|                                                           | -                                      | -                                    | -                                   | -                               | -                             |
|                                                           | -                                      | -                                    | -                                   | -                               | -                             |
|                                                           | -                                      | -                                    | -                                   | -                               | -                             |
|                                                           | -                                      | -                                    | -                                   | -                               | -                             |
|                                                           | -                                      | -                                    | -                                   | -                               | -                             |
| <b>Sub total</b>                                          | <b>35,197</b>                          | <b>19,285</b>                        | <b>-</b>                            | <b>54,482</b>                   | <b>31,025</b>                 |
| <b>A4 Asset and investment<br/>purchases, (see table)</b> |                                        |                                      |                                     |                                 |                               |
|                                                           | -                                      | -                                    | -                                   | -                               | -                             |
|                                                           | -                                      | -                                    | -                                   | -                               | -                             |
| <b>Sub total</b>                                          | <b>-</b>                               | <b>-</b>                             | <b>-</b>                            | <b>-</b>                        | <b>-</b>                      |
| <b>Total payments</b>                                     | <b>35,197</b>                          | <b>19,285</b>                        | <b>-</b>                            | <b>54,482</b>                   | <b>31,025</b>                 |
| <b>Net of receipts/(payments)</b>                         | <b>- 14,429</b>                        | <b>715</b>                           | <b>-</b>                            | <b>- 13,714</b>                 | <b>4,644</b>                  |
| <b>A5 Transfers between funds</b>                         | <b>-</b>                               | <b>-</b>                             | <b>-</b>                            | <b>-</b>                        | <b>-</b>                      |
| <b>A6 Cash funds last year end</b>                        | <b>57,458</b>                          | <b>-</b>                             | <b>-</b>                            | <b>57,458</b>                   | <b>52,814</b>                 |
| <b>Cash funds this year end</b>                           | <b>43,029</b>                          | <b>715</b>                           | <b>-</b>                            | <b>43,744</b>                   | <b>57,458</b>                 |

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**STATEMENTS OF ASSETS AND LIABILITIES AT THE END OF THE PERIOD  
FOR THE YEAR ENDED 31/12/2024**

| Categories                                          | Details                                                | Unrestricted funds<br>to nearest £ | Restricted funds<br>to nearest £ | Endowment funds<br>to nearest £ |
|-----------------------------------------------------|--------------------------------------------------------|------------------------------------|----------------------------------|---------------------------------|
| <b>B1 Cash funds</b>                                | Lloyds Treasurer's Account                             | 6,258                              | 715                              | -                               |
|                                                     | Lloyd's Savings Account                                | 36,771                             | -                                | -                               |
|                                                     |                                                        | -                                  | -                                | -                               |
|                                                     | <b>Total cash funds</b>                                | <b>43,029</b>                      | <b>715</b>                       | <b>-</b>                        |
|                                                     | (agree balances with receipts and payments account(s)) | OK                                 | OK                               | OK                              |
|                                                     |                                                        | Unrestricted funds<br>to nearest £ | Restricted funds<br>to nearest £ | Endowment funds<br>to nearest £ |
| <b>B2 Other monetary assets</b>                     | Details                                                |                                    |                                  |                                 |
|                                                     |                                                        | -                                  | -                                | -                               |
|                                                     |                                                        | -                                  | -                                | -                               |
|                                                     |                                                        | -                                  | -                                | -                               |
|                                                     |                                                        | -                                  | -                                | -                               |
|                                                     |                                                        | -                                  | -                                | -                               |
| <b>B3 Investment assets</b>                         | Details                                                | Fund to which asset belongs        | Cost (optional)                  | Current value (optional)        |
|                                                     |                                                        |                                    | -                                | -                               |
|                                                     |                                                        |                                    | -                                | -                               |
|                                                     |                                                        |                                    | -                                | -                               |
|                                                     |                                                        |                                    | -                                | -                               |
| <b>B4 Assets retained for the charity's own use</b> | Details                                                | Fund to which asset belongs        | Cost (optional)                  | Current value (optional)        |
|                                                     |                                                        |                                    | -                                | -                               |
|                                                     |                                                        |                                    | -                                | -                               |
|                                                     |                                                        |                                    | -                                | -                               |
|                                                     |                                                        |                                    | -                                | -                               |
|                                                     |                                                        |                                    | -                                | -                               |
|                                                     |                                                        |                                    | -                                | -                               |
|                                                     |                                                        |                                    | -                                | -                               |
|                                                     |                                                        |                                    | -                                | -                               |
| <b>B5 Liabilities</b>                               | Details                                                | Fund to which liability relates    | Amount due (optional)            | When due (optional)             |
|                                                     |                                                        |                                    | -                                |                                 |
|                                                     |                                                        |                                    | -                                |                                 |
|                                                     |                                                        |                                    | -                                |                                 |
|                                                     |                                                        |                                    | -                                |                                 |

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**NOTES TO THE ACCOUNTS  
FOR THE YEAR ENDED 31/12/2024**

**1. Comparative Expenditure Breakdown**

|                                                       | Y/E 31/12/2024<br>to the nearest £ | Y/E 31/12/2023<br>to the nearest £ |
|-------------------------------------------------------|------------------------------------|------------------------------------|
| <b>Charitable Activities</b>                          |                                    |                                    |
| Advertising/Promotional                               | 395                                | 862                                |
| Banking/Platform Fees                                 | 6                                  | 9                                  |
| Diversity, Inclusion & Accessibility                  | 4,376                              | 4,706                              |
| Donations                                             | -                                  | -                                  |
| Events                                                | 44,496                             | 14,120                             |
| Insurance                                             | 373                                | 340                                |
| Legal and Governance                                  | 300                                | -                                  |
| Office/Admin                                          | 498                                | 1,427                              |
| Supplies/Materials                                    | 87                                 | 458                                |
| Training                                              | 1,175                              | 100                                |
| Unicorn Magazine                                      | -                                  | -                                  |
| Volunteer/Trustee Expenses - Subsistence              | 93                                 | 120                                |
| Volunteer/Trustee Expenses - Travel and Accommodation | 2,637                              | 1,738                              |
| Volunteer/Trustee Recruitment                         | 47                                 | 7,144                              |
| <b>Total</b>                                          | <b>54,482</b>                      | <b>31,025</b>                      |

**2. Comparative Income Breakdown**

|                         | Y/E 31/12/2024<br>to the nearest £ | Y/E 31/12/2023<br>to the nearest £ |
|-------------------------|------------------------------------|------------------------------------|
| Donations               |                                    |                                    |
| -Event Ticket Donations | 757                                | 1,224                              |
| -Individual Donations   | 2,684                              | 2,479                              |
| -Corporate Donations    | 2,750                              | 15,450                             |
| Grants                  | 20,000                             | -                                  |
| Charitable Activities   |                                    |                                    |
| -Event Sponsorship      | 10,500                             | 8,000                              |
| -Stallholders           | 2,445                              | 3,475                              |
| -Training               | 500                                | 2,800                              |
| -Education Outreach     | -                                  | 200                                |
| -Panels                 | 150                                | 200                                |
| Trading Income          |                                    |                                    |
| -Raffle Ticket Sales    | -                                  | 286                                |
| -Merchandise Sales      | 549                                | 1,238                              |
| Interest                | 433                                | 317                                |
| <b>Total</b>            | <b>40,768</b>                      | <b>35,669</b>                      |

**3. Financial Review and Receipts and Payments accounts may not align in all cases, details of key examples are:**

- a. Event expenditure detailed in note 1) Comparative Expenditure Breakdown is inflated in 2024 when compared to the financial review, due to final payment for the 2023 event venue (£11,110) falling in early 2024.
- b. Event Sponsorship detailed in note 2) Comparative Income Breakdown differs from Financial Review due to outstanding sponsorship income for 2023 (£4,000) which was settled in 2024, while outstanding 2024 sponsorship income (£6,500) is to be settled in 2025.
- c. Restricted Funds closing balance relates to a 2024 event accessibility cost that is included in the financial review, with payment to be settled in 2025.

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# Accounts

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**Bi Pride UK**

**TRUSTEES ANNUAL REPORT AND FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31/12/2023**

**Registered Charity Number: 1177128**

**Bi Pride UK**  
**(Registered Charity Number: 1177128)**

**TRUSTEES' ANNUAL REPORT**  
**31/12/2023**

The Trustees present their report and financial statements for the year ended 31/12/2023.

The Trustees believe that the financial statements comply with current statutory requirements and the Charity's governing document.

**REFERENCE AND ADMINISTRATIVE DETAILS**

**Charity Name:** Bi Pride UK

**Charity Number:** 1177128

**Trustees:** A Baylas (previously Kay) (Chair) (interim Secretary 21/02/22 to 31/05/23)  
R Davey (Vice Chair)  
E Pooley (Secretary) (Appointed 31/05/23)  
A von Spreckelsen (Treasurer) (Resigned 17/02/24)  
K Barnett (Treasurer) (Appointed 01/02/2024)  
A Bond  
R Afflick (Resigned 17/01/2023)  
S Gossage (Appointed 31/05/23)  
C Appenteng (Appointed 19/06/23)(Resigned 12/10/2024)  
S Engineer (Appointed 31/05/23) (Resigned 23/05/24)  
S Jivraj (Appointed 21/08/23)  
A Liple (Appointed 15/01/2024)  
A Changa (Appointed 15/07/2024)

**Company Secretary:** A Kay (interim 21/02/22 to 31/05/2023)  
E Pooley (from 31/05/23)

**Registered Office:** 5 Caledonian Road  
London  
N1 9DX

**Bankers:** Lloyds Bank Plc  
120 Lewisham High Street  
Lewisham  
London SE13 6JG

**TRUSTEES' ANNUAL REPORT**  
**31/12/2023**

**STRUCTURE, GOVERNANCE and MANAGEMENT**

Bi Pride UK is a Charitable Incorporated Organisation registered on 12/02/2018.

**PUBLIC BENEFIT**

The trustees have complied with the duty in section 4 of the 2006 Act to have due regard to guidance on public benefit published by the commission.

**OBJECTIVES and ACTIVITIES**

To promote equality and diversity for the public benefit and those belonging to one or more minority identity. Particular focus is on the elimination of discrimination against people self-identifying as or assumed to be attracted to more than one gender (including but not exclusively bisexual/romantic, pansexual/romantic, and polysexual/romantic people) by:

- Raising public awareness of issues and difficulties faced by people who experience attraction to more than one gender;
- Celebrating, respecting and highlighting the diversity of communities of people who experience attraction to more than one gender;
- Staging a periodic multisexual ('bi pride' festival, and smaller events throughout the year; and
- Such other objects as are charitable under the laws of England and Wales as the management committee shall in their absolute discretion determine.

**ABOUT BI PRIDE UK**

Between 'gay' and 'straight', there are so many shades of attraction beyond gender. We seek to create spaces for anyone who falls into that spectrum or thinks that they might.

Our community is vibrant and vivid, and people adopt many different labels to identify themselves, or even choose not to use labels at all. Whether you use bi, bisexual, biromantic, pan, pansexual, panromantic, poly, polysexual, polyromantic, queer, fluid, heteroflexible, homoflexible, something totally different, a combination of these, or even no label at all, we're here for you.

Bi Pride UK's mission is to create spaces where people who experience attraction beyond gender can be freely visible and celebrate themselves and their identities. It's not enough to be 'welcome' at a Pride. We make up a very large proportion of the queer community – many stats actually say we're over half the community – and we deserve to be visible and celebrated in our own right.

**TRUSTEES' ANNUAL REPORT**  
**31/12/2023**

## **ACHIEVEMENTS and PERFORMANCE**

### **Introduction**

Across 2023, a consistent theme has been growth and resilience, with incredible successes being delivered by a team of fantastic and dedicated volunteers. We came into the year with a team close to the smallest size that we had seen in our seven-year history, a lingering impact of the early years of the pandemic, but we came out of it with an expanded team and a significant list of successes. We have also learned a great deal about how we can continue to improve our work, especially in terms of how to make both volunteering for Bi Pride UK and our flagship event more accessible.

The flagship event this year was also the first time that we have run a full-scale flagship event in two consecutive years, due to the impacts of Covid in 2020 and 2021. Witnessing the momentum that this created, and seeing our attendee growth from 2022 to 2023, only partly hampered by train strikes on the day, was an important validation of the need for events such as ours. We also continued to see growth on all of our social media platforms, and an increase in those reaching out to us as experts in our field to deliver training in their workplaces, and we are glad to see that wider queer organisations and corporate LGBTQ networks are recognising the importance of investing in bi inclusion work.

2023 also saw the release of some powerful statistics from the 2021 Census, similarly demonstrating the scale of the communities we support. While anecdotally the community already knew that there were as many bi and pan people as there are gay and lesbian people in the UK, seeing this demonstrated in such extensive datasets has felt empowering for our communities, and all the more so when we see that there are twice as many bi and pan young people as their gay and lesbian peers. We are only scratching the surface of the people who may find benefit and community from our work, and this gives us plenty to look forward to in the future.

### **Our objectives**

2023 was the final year of a three-year strategic period, for which our key objectives are:

1. Increasing our organisational sustainability and continuity as a whole;
2. Embedding anti-oppression across the charity, both in internal processes and in service delivery, and being accountable on this;
3. Using our platforms and spaces to amplify and centre the most marginalised voices within bi communities;
4. Growing our recognition as an expert voice for bi communities in the UK, but never speaking on behalf of these communities;
5. Developing systems and tools to express our impact more clearly and comprehensively;

**Bi Pride UK**  
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6. Building collaborative ways of working across all service delivery teams to foster innovation and creativity;
7. Working locally and collaboratively with bi people and communities across the UK.

As we come to the end of our current strategic period (2021-23), and we reflect back over the previous years, we see that our most successful prediction for this period of time was that it would be predominantly unpredictable. We have intentionally kept our specific objectives within each of these areas flexible to be reactive to the changing circumstances, and we feel that these seven areas continue to reflect what we want to achieve as an organisation. They therefore will also form the basis of our strategic planning for the new strategic period to come in 2024-26.

### **Our volunteers**

Bi Pride UK is an entirely volunteer run charity, as it has been since it was founded, which means that all of the huge successes we have made over the last year are thanks to the amazing volunteers who go above and beyond to give their time. Our organisational structure has a team of trustees, where each trustee is associated with a different team across the organisation and works alongside the Head of that team (for example the Secretary working with the Head of Volunteer Management). Within teams there are also volunteers responsible for different areas of expertise, such as a Research and Impact Manager in the Education and Outreach team and a Creative Designer in the Media and Communications team.

After a few very challenging years in terms of volunteer numbers, 2023 saw a huge increase in our team size, with 21 new volunteers starting with us across the year. We recruited our first Volunteer Manager to support the Head of Volunteer Management, and this then meant we had a lot more capacity to increase volunteer recruitment across the charity. This included the recruitment of our first ever Fundraising team members, as well as the creation of a new Head of Organisational Development position. We also expanded many of the teams to include new roles and existing roles that had been vacant for some time.

Due to ongoing difficulties with recruiting trustees into certain positions, we engaged Charity People, a specialist charity recruitment agency, to help us with recruiting for the Treasurer, Events Trustee, Fundraising Trustee and Secretary roles at the beginning of 2023. Through this agency, we filled the Fundraising and Events Trustee roles, as well as appointing a Head of Fundraising from among the candidates, and we also concurrently were able to successfully fill the Secretary role from direct applications. By the end of 2023, all of our 'Head of' roles were filled. At the end of the year, the Treasurer role remained unfilled (although our outgoing Treasurer remained in post until we filled the role in February 2024, beyond the scope of this report). We also applied to the BoardLead programme at the end of 2023, with the hope of recruiting an IT and Digital trustee, although this process (again beyond the scope of this report) was unsuccessful on this occasion.

Our Head of Volunteer Management participated in Good Practice in Volunteer

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Management training delivered by the Jewish Volunteering Network and the Benefact Group between September and December 2023. This was a really valuable experience for the team and for the organisation, and we have been working across the course of 2024 to implement the things we learned from this training, such as introducing volunteer recognition initiatives to improve volunteers' experiences and satisfaction.

As well as growing the volunteer team in 2023, we were also able to return to a previous model of holding in-person team away days to bring our volunteers together, having not been able to do this since before the beginning of the Covid pandemic. We held two team away days in 2023, one at the beginning of the year in February, and one at the end of the year in November. We used these away days as opportunities for team building and creating connections between teams, but they were also invaluable for the planning process for developing our new three-year strategy for 2024-26. These away days took place in London, with options for people to join remotely, and all volunteer expenses were reimbursed.

### **Our engagement and impact**

Bi Pride UK's three strategic pillars of work are our events work, our education and outreach work, and our communications work. This section gives an overview of what we have achieved in these three areas in 2023.

#### Bi Pride UK events

Our flagship Pride event in 2023, on Saturday 2nd September, was back at the Queen Mary, University of London, Mile End campus where we had been in 2022. At the event, we saw the biggest in-person attendance since the beginning of the Covid pandemic, with 1,000 people on-site. This was an achievement in itself, but even more significant due to the train strikes taking place across the country on that weekend. Having introduced a livestream at our 2022 flagship event, which was extremely popular and provided access to the event for several hundred more people than were able to attend in person, we again made this event a hybrid one. Overall, across in-person and online attendance, Bi Pride 2023 had 1,350 attendees. This beat the previous record we had set in 2022, and meant that we were still the largest bi-specific single day event to take place in the world.

After having run two full-scale flagship Pride events in previous years, we have a well-established format for Bi Pride. Our Main Stage had performers of all kinds throughout the day, hosted by the founder of Bitten Peach, Lilly Snatchdragon, and headlined by comedian Sophie Duker. Our panel stage, called the I Am Proud stage, featured discussions on topics of importance to the bi communities such as being bi and aromantic and/or asexual, decolonising bi identities, being bi performers in the drag scene, and bi experiences of sexual violence. We hosted a community hub, featuring 50 stalls run by bi activists and organisations, local and national LGBTQ charities, queer-run independent businesses, and larger corporates. In 2022, we had the first bi book fair in collaboration with Vaneet Mehta and Lake Shearing, and the 2023 event saw this return, complete with book readings and author meet-and-greets.

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However, we also introduced some new elements to the event in 2023. Our Remembrance Space, introduced in 2022 as a quiet space away from the bustle of the main event for people to reflect on and remember those that had passed, became the Remembrance Space and Multi-Faith Prayer Room. We created a photo zone, with a Bi Pride UK branded backdrop and a variety of Pride-related props such as fans and flags for people to pose with. From a fundraising perspective, we also introduced our first fundraising raffle at the event, with prizes donated by queer businesses, stallholders and others, and ran a sponsors' reception before the doors opened to the public so that our corporate sponsors and their colleagues could come together and network before the day got busy.

Any Bi Pride event is only able to be a success thanks to the dozens of volunteers who make it happen: the year-round core team of volunteers, and the on-the-day volunteers who join us for a few hours or even the entire day. In 2023 we had 100 on-the-day volunteers across varied roles from stewarding and information volunteers, to backstage and artist liaison volunteers, to accessibility volunteers on hand to offer assistance to any attendee with access needs. We also trialled a new opportunity, encouraging our corporate partners to rally their colleagues to volunteer with us in some way during the day. More than half a dozen employees at Tesco volunteered with us on the day at the event, getting involved with stewarding, backstage support and running the Bi Pride UK merchandise shops – and there would have been more of them had it not been for the train strikes. We received very positive feedback from the Tesco team, and we intend to expand our corporate volunteering opportunities to our corporate partners in the future.

Accessibility is a central principle for us at Bi Pride UK, and we factor considerable costs into our event budget to make the event as accessible as we can, whilst always recognising that there is more we can do and learn. Returning access features for the 2023 event included BSL interpretation on both stages, a mobile changing places toilet unit for people who need more facilities than a standard accessible toilet provides, free sanitary products in all toilets (with all toilets on the event footprint having been de-gendered), a sensory room for people to use whenever they need it, ear defenders available to borrow free of charge, livestreaming the event throughout the day (as mentioned above), and dedicated access volunteers located throughout the site for anyone who needed them. New features at the 2023 event included the multi-faith prayer room mentioned above, a sexual health testing van on site for anyone to use, and the attendance of two welfare officers from the queer-run welfare provision company SafeOnly. All of this is whilst the event was kept free to attend for all.

We recognise, however, that we do not always get it right, and there were some significant issues from an access perspective on the day. These included issues with the lift to the Main Stage preventing wheelchair users from getting on to the stage, which then also meant that parts of the day lacked BSL interpretation. There were also technical failures in the livestream of both stages at several points in the day, taking them offline for large chunks of time and reducing people's ability to engage with the event remotely. In recognition of the seriousness of these issues, we initiated an accessibility review process shortly after the event,

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aiming to identify where the issues lay and how we could prevent them from happening again, or mitigate the risks in some other way. Part of this included the decision to seek out alternative venues for future events. The review process extended beyond the period of time covered by this report, but will also become a fixture in the annual rhythm of event planning and follow up for future events and years. The final months of 2023 were spent researching and visiting potential 2024 venues so that we could lock in a date and start promoting it as soon as possible, but the new venue for 2024 was confirmed beyond the scope of this report.

### Community engagement

As well as our annual event, we also focus on how we can increase bi visibility and inclusion in other spheres, carried out primarily through our Education and Outreach team. The team, which near the end of 2022 had no team members, grew significantly in strength across the course of 2023, with the recruitment of a new Head of Education and Outreach and a Research and Impact Manager who joined the UK Prides Manager that we had appointed in late 2022. This expansion in capacity opened up the possibility of some really exciting and valuable opportunities for us as a charity.

A key fixture of the annual rhythm of the year for us is our attendance at other Prides around the UK. It is an opportunity for us to reach new audiences, increase conversations about bi experiences and provide a much needed avenue for bi people around the country to feel seen, heard and validated. When we attend a Pride, typically our volunteers will run a stall at the event: giving out resources, selling merchandise, taking donations and answering people's questions about the work we do and why it is needed. Sometimes we coordinate a group to walk together in the march or parade, and we might even be invited to speak on the Main Stage. Often we are the only bi presence at a Pride, and it makes an enormous difference to bi people attending the event, especially the growing numbers of young people identifying under the bi umbrella. In 2023, Luton Pride gave us a speaking slot on their Main Stage, and for the rest of the day we were running a stall in their community hub. This year we also attended Student Pride, London Trans Pride, Sparkle Weekend, Pride in Ely, BiCon and AfroYanga, and our volunteers had some incredible conversations, making connections with groups and individuals across the country.

Another core part of our work is delivering bi inclusion training to a variety of audiences. In 2023, our training clients included NHS England, Carpmals, the Department for Education, and the House of Commons. Additionally, all of our corporate sponsors have an element of bi inclusion training as part of their corporate sponsorship package, and we delivered training to many of our 2022 sponsors across the course of 2023. Additionally, our Chair was invited to present at a Bi Empowerment Day run by Stonewall in Leeds in September, which was a great opportunity to reach out to new and future leaders and activists in the bi communities. The feedback that we receive on our training and educational sessions is consistently positive, and as well as being a useful source of unrestricted income, this is also a great way for us to reach new audiences and increase the understanding of bi identities and biphobia.

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Another exciting avenue for us to expand our impact across the bi communities is our £5,000 Bi Community Fund programme in collaboration with Consortium, and launched in January 2023. This programme was the first of its kind, offering micro grants to bi activists and community organisations to fund anything that would help them to afford the important work that they are doing in local and national communities, both in person and online. In 2023, grants totalling £1,500 were offered to a number of bi organisations and bi-focused performing arts projects through this programme: London Bisexual Games, Biscuit, the play 'Bi-TOPIA,' the play 'Two Tribes,' the London Bisexuals Meetup Group, and the play 'BoyBi.' Intended as a pilot, this fund has highlighted a number of key operational challenges within the process of funding bi activists and community groups, particularly the limited number of groups who have a bank account in their name and two or more individuals involved in the work itself (both of which were requirements due to Consortium's governance limitations in grantmaking). We have continued to review this process in 2024, beyond the scope of this report.

Over the course of 2023, we have also engaged with a number of campaigns across the sector. In January, we were a signatory on an open letter from the LGBTQ sector challenging the Government's decision to block the implementation of the Scottish Gender Recognition Reform Bill. In June, we signed the #StandWithTrans open letter campaign coordinated by Charity So Straight, which called on charities to stand with their trans and non-binary communities. And in October, we signed a letter coordinated by Stonewall which challenged Suella Braverman's comments that LGBTQ and women refugees are misusing their identities to make false claims. It is important to us that we use our platform and profile to challenge decisions affecting people within our communities, especially those groups who are most at risk from the negative and harmful narratives which are rampant in current discourse.

Similarly, we seek to do what we can to highlight the experiences of the more marginalised communities within an already marginalised space. For example, by hosting a panel at the 2023 flagship event which focused on the experiences of asexual and aromantic bi people, we were able to shine a light on an often overlooked and poorly treated part of the queer community. The conversations that were had were extremely important. We re-shared the recording of this panel on social media to mark Ace Week in October 2023, and the content was also shared by Stonewall at the same time. Similarly, our panels on the I Am Proud stage such as the bi-passing colonial legacies panel and the bi identities in sex work panel shone a light on important narratives and experiences which often go unheard. There was so much demand for the continuation of the bi-passing colonial legacies conversations that we took the decision for the 2024 event (beyond the scope of this report) to feature a follow-up panel on this topic.

We continue to observe a positive demonstration of our growing recognition and reputation. For example the number of clients who approached us for our training, and being called upon by Stonewall to present at their Bi Empowerment Day (as mentioned above) is a strong recognition of our credibility, as is receiving invitations to Pride receptions during the summer, such as one hosted by the

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Nordic embassies in London. Additionally, there were two conferences hosted by Consortium during the 2023 financial period, and Bi Pride UK was mentioned from the podium at both conferences, including during the keynote speech at the conference in January 2023.

### Communications

Volunteer numbers remained low in 2023 for the Media and Communications team, but we successfully recruited four new volunteers into this team. The team achieved some fantastic results and engagement across the year. Our communications work is about so much more than just marketing what we do – by using our website and social media platforms, we are able to contribute to our strategic goal of building virtual communities around the UK for people attracted to more than one gender.

The workload of most teams across the organisation increases as we get closer to the date of our flagship event. For the media and communications team, this includes creating all of the branded imagery which goes out across our website and social media platforms (both as native posts on our own accounts and as assets for performers, speakers and others to share on their own platforms) and designing all of the signage and event related materials for printing. The team also ensures that our event is promoted as widely as possible. In 2023, we secured a short promotional video from pansexual comedian Joe Lycett to be used on our platforms, and this received fantastic engagement. We saw strong engagement on our social media platforms on the day, with a total 'on-the-day' reach just across our Instagram Story posts of 25,025 people. Our event was covered by media outlets in the run-up, including QX Magazine and other queer sector press, and both Stonewall and DIVA ran post-event coverage on their platforms.

We saw some beautiful responses to our event on social media, truly highlighting the importance of such an event as we run:

*'I had the BEST day – felt so safe, included, excited, inspired, and giddy with happiness. Didn't stop grinning all day, and I kept spontaneously giggling'*  
(Instagram)

*'It was honestly so heartwarming to be surrounded by other bi people and listen to the panel talk about their experiences as bisexual people, So good for the soul!'*  
(Twitter/X)

*'A fab day volunteering at Bi Pride UK... The bisexual community are consistently erased from our own community and media. Today was all about the beautiful bi people of the UK'* (LinkedIn)

*'Taken me a few days to get over how AMAZING it was! I've never hosted something like this before, but what an honour! ... thank you so much for having me and the incredible audiences that came and went.'* (Instagram)

Beyond the event itself, we also built our engagement with a number of media

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platforms and channels across the year. For example, when the 2021 Census results were released in early 2023, we provided a quote for a PinkNews article and were interviewed by a student journalist for Hybrid Magazine in Oxford to provide an expert perspective on the topic. We were also interviewed for a slot on BBC Surrey and BBC Sussex Radio in September, marking Bi Visibility Week, where we spoke about the full extent of the bi community according to census statistics and how the demand for events like Bi Pride is growing year-on-year. While it is clearly important for us to be featured by the queer press, as this is a crucial part of our audience, it feels very important to us that we are also able to engage with media outlets around the country, as it is often through this that we are able to reach audiences which may not otherwise engage with our work in any way or understand much about the complexities of bi people's experiences.

Our own platforms are another valuable way to extend our message and reach new audiences. In 2023, we launched our TikTok account, adding this to the existing suite of social media platforms including Facebook, Instagram, LinkedIn, and Twitter/X. We are particularly aware that the demographics using different social media platforms vary, and given the known extent of young people identifying under the bi umbrella, being on TikTok is a valuable way to reach this significant demographic. We use our different platforms in a variety of ways, with a consistent message and brand across them all. For example, September is Bi Visibility Month, and to mark the month, and specifically for Bi Visibility Day (23rd September) 2023, we created and shared a variety of content, including coming out stories, personal reflections on what being bi means to different people, and highlighting various bi celebrities to increase visibility. We saw excellent engagement with this content. Under very different circumstances, we also used our social media accounts to issue a statement in October 2023 which condemned a Government decision to force trans patients in hospitals into the wrong gendered wards. It is important to us that we use our platforms to speak up for marginalised voices, especially those within the trans community.

### **Our fundraising and governance**

We would be unable to achieve the successes outlined above without strong fundraising and governance in the charity as a whole.

Fundraising is becoming increasingly challenging for organisations across the charity sector, and in this context, we have been fairly successful in 2023. From the recruitment we carried out with the agency Charity People (mentioned above), we appointed both a Fundraising Trustee and a Head of Fundraising, and created a new Merchandise and E-commerce Manager role to increase our ability to raise money through selling existing merchandise online through our web shop, at other Prides, and at our own Pride event. We also retained four of our corporate sponsors from 2022 (EY, Environment Agency, Sky and AutoTrader) and received a donation from Tesco, and received extremely positive feedback from all five in relation to their experiences of our flagship event and our other work.

As 2023 was the final year of the 2021-23 strategic period, a significant focus for the year was on preparing the strategic plan for the next three years (2024-26). At our

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February away day, we reviewed the strategic objectives from the 2021-23 strategy and decided to retain them as we feel there is still more that we can do to achieve greater results. At the November away day, each team presented its vision for the next three years in terms of what they want to achieve and the resources they need to do so, and these plans were synthesised into an overall organisational strategy. At this point, the draft strategy went back to the teams for their review, and was then signed off by the Board as we reached the end of the year. Based on this new strategy, the Head of Organisational Development began work on an organisation-wide project plan, and the Research and Impact Manager started constructing an impact strategy for 2024; both documents were under development and review well into 2024, beyond the scope of this report.

## **FINANCIAL REVIEW**

Bi Pride UK continued to be financially strong in 2023, with a 53% increase in income to 2022. Our income for 2023 was £35,669 which included a donation from Tesco of £15,000. We are also incredibly grateful to have received £10,000 in event sponsorship, all from returning sponsors. In Silver sponsorship we had EY, and our Bronze Sponsors were Auto Trader, Environment Agency and Sky.

In 2023 we focused on expanding other income sources and successfully increased our income for training delivered and speaker fees, as well as generating stallholder fees of £3,575 from the community hub at our event. We also continue to benefit from a modest but stable stream of income throughout the year from individual donors through various donation platforms, including voluntary donations from our event attendees when booking a free ticket for our flagship event.

The largest expenditure for 2023 was once again our flagship event, with a total cost of £37,940. These costs include venue hire as well as equipment and tech support hire required to present two stages. We pay all performers and panellists an event appearance fee and reimburse performer, speaker and volunteer travel and subsistence costs. A note that the final venue cost invoice for 2023 was only received in 2024, resulting in a lower expenditure reported in the accounts for 2023 than the actual event cost. Other notable expenditure includes an atypical spend on recruitment advertising through Charity People as we needed to expand our recruitment for certain trustee roles.

A final note that in preparation of our 2023 accounts we have identified and wish to correct an error in our 2022 account submission. The closing balance for the Lloyds Savings account was erroneously recorded as being £39,021, when this should have been £36,021, resulting in Section B1 Total Cash Funds not agreeing to the section A Cash Funds at Year End of £52,814.

## **RESERVES POLICY**

Our reserves remained at £30,000, the lowest possible cost of a single year's flagship event. The trustees plan to review this as the cost of the event grows year-on-year.

## **FUTURE PLANS**

At the close of the 2023 financial year, Bi Pride UK was in a healthy position, with a strong amount of reserves, positive relationships with funders, and a large and passionate volunteering team doing incredible work for the charity and for the bi communities as a whole. We have a clear vision for what the next three years will look like, and our plan is to achieve these goals. We have learned from previous years that we should expect the unexpected, but we are in a resilient place to be able to respond to the challenges that may be in our path.

Having decided to move to a new venue for 2024, this is a significant challenge for the future beyond 2023. Crucially, this venue needed to have equitable access to the Main Stage for all performers and BSL interpreters regardless of their mobility needs, and larger areas to dedicate to the community hub to allow for the stalls to be more accessible and navigable for large crowds, with wheelchair and mobility scooter users particularly in mind.

Our online magazine Unicorn has been on hiatus since the end of 2022, and unfortunately due to personal circumstances, a new Managing Editor recruited in 2023 was unable to lead this project forward. We are therefore hoping that in 2024 we will be able to put new plans in place for re-launching this project, although we would prefer to take time to do this right rather than rush the process and find it to be unsustainable. The first action is to recruit a new team, and this will be a focus for 2024.

More broadly across the organisation, our plans beyond 2023 feature a lot of development and implementation of systems and processes, for example developing robust impact measurement frameworks for each team across the organisation, and identifying a suitable CRM system to deploy in a tailored manner for different teams. We also plan for the 2024 financial year to be the first time that we prepare a more community-forward impact report to accompany the financial year's statutorily-required Charity Commission annual report.

We look forward to bringing our communities on this journey with us.

## **STATEMENT OF TRUSTEES RESPONSIBILITIES**

The Trustees are responsible for preparing the Trustees Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Charity 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 company as at the end of the year and of the surplus or deficit of the company for that period. In preparing those financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- make judgements and estimates that are reasonable and prudent;
- observe the methods and principles in the Charities SORP;
- prepare the financial statements on the going concern basis unless it is
- inappropriate to presume that the company will continue in business;
- state whether applicable UK Accounting Standards have been followed, subject to
- any material departures disclosed and explained in the financial statements.

The Trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charity. They have general responsibility for taking such steps as are reasonably open to them to safeguard the assets of the charity and to prevent and detect fraud and other irregularities.

This report has been prepared in accordance with the Statement of Recommended Practice – Accounting and Reporting by Charities (FRS 102 - 2019).

This report has been agreed by the trustees on 30 October 2024 and signed on their behalf by:

A handwritten signature in black ink, appearing to read 'Avi Baylas', is written over a light grey rectangular background.

Avi Baylas (Chair of Trustees)

**INDEPENDENT EXAMINER'S REPORT  
FOR THE YEAR ENDED 31/12/2023**



**CHARITY COMMISSION  
FOR ENGLAND AND WALES**

**Independent examiner's  
report on the accounts**

**Section A**

**Independent Examiner's Report**

**Report to the trustees/  
members of**

Charity Name  
Bi Pride UK

**On accounts for the year  
ended**

31<sup>st</sup> December 2023

**Charity no  
(if any)**

1177128

**Set out on pages**

1 (One)

(remember to include the page numbers of additional sheets)

I report to the trustees on my examination of the accounts of the above charity ("the Trust") for the year ended 31/12/2023.

**Responsibilities and  
basis of report**

As the charity trustees of the Trust, you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ("the Act").

I report in respect of my examination of the Trust's accounts carried out under section 145 of the 2011 Act and in carrying out my examination, I have followed 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 confirm that no material matters have come to my attention in connection with the examination which gives me cause to believe that in, any material respect:

- accounting records were not kept in accordance with section 130 of the Act or
- the accounts do not accord with the accounting records

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

**Signed:**

**Date:** 30/10/2024

**Name:**

GAYNOR ELIZABETH HUTTON

**Relevant professional  
qualification(s) or body  
(if any):**

ACCA registration number 4889501

**Address:**

14 London Road

Cirencester

GL7 1AE

**Bi Pride UK**  
(Registered Charity Number: 1177128)

**STATEMENT OF FINANCIAL ACTIVITIES**  
**FOR THE YEAR ENDED 31/12/2023**  
Prepared on a Receipts and Payments Basis

|                                                       | Unrestricted funds<br>to the nearest<br>£ | Restricted funds<br>to the nearest £ | Endowment funds<br>to the nearest £ | Total funds<br>to the nearest £ | Last year<br>to the nearest £ |
|-------------------------------------------------------|-------------------------------------------|--------------------------------------|-------------------------------------|---------------------------------|-------------------------------|
| <b>A1 Receipts</b>                                    |                                           |                                      |                                     |                                 |                               |
| Donations                                             | 19,153                                    | -                                    | -                                   | 19,153                          | 7,443                         |
| Grants                                                | -                                         | -                                    | -                                   | -                               | -                             |
| Charitable Activities                                 | -                                         | -                                    | -                                   | -                               | -                             |
| -Event Sponsorship and Exhibition                     | 11,475                                    | -                                    | -                                   | 11,475                          | 15,000                        |
| -Education and Training                               | 3,200                                     | -                                    | -                                   | 3,200                           | -                             |
| Trading Income                                        | 1,524                                     | -                                    | -                                   | 1,524                           | 855                           |
| Interest                                              | 317                                       | -                                    | -                                   | 317                             | 21                            |
|                                                       | -                                         | -                                    | -                                   | -                               | -                             |
| <b>Sub total (Gross income for AR)</b>                | <b>35,669</b>                             | <b>-</b>                             | <b>-</b>                            | <b>35,669</b>                   | <b>23,319</b>                 |
| <b>A2 Asset and investment sales, (see table).</b>    |                                           |                                      |                                     |                                 |                               |
|                                                       | -                                         | -                                    | -                                   | -                               | -                             |
|                                                       | -                                         | -                                    | -                                   | -                               | -                             |
| <b>Sub total</b>                                      | <b>-</b>                                  | <b>-</b>                             | <b>-</b>                            | <b>-</b>                        | <b>-</b>                      |
| <b>Total receipts</b>                                 | <b>35,669</b>                             | <b>-</b>                             | <b>-</b>                            | <b>35,669</b>                   | <b>23,319</b>                 |
| <b>A3 Payments</b>                                    |                                           |                                      |                                     |                                 |                               |
| Raising Funds                                         | -                                         | -                                    | -                                   | -                               | -                             |
| Charitable Activities                                 | 31,025                                    | -                                    | -                                   | 31,025                          | 66,496                        |
|                                                       | -                                         | -                                    | -                                   | -                               | -                             |
|                                                       | -                                         | -                                    | -                                   | -                               | -                             |
|                                                       | -                                         | -                                    | -                                   | -                               | -                             |
|                                                       | -                                         | -                                    | -                                   | -                               | -                             |
|                                                       | -                                         | -                                    | -                                   | -                               | -                             |
|                                                       | -                                         | -                                    | -                                   | -                               | -                             |
|                                                       | -                                         | -                                    | -                                   | -                               | -                             |
| <b>Sub total</b>                                      | <b>31,025</b>                             | <b>-</b>                             | <b>-</b>                            | <b>31,025</b>                   | <b>66,496</b>                 |
| <b>A4 Asset and investment purchases, (see table)</b> |                                           |                                      |                                     |                                 |                               |
|                                                       | -                                         | -                                    | -                                   | -                               | -                             |
|                                                       | -                                         | -                                    | -                                   | -                               | -                             |
| <b>Sub total</b>                                      | <b>-</b>                                  | <b>-</b>                             | <b>-</b>                            | <b>-</b>                        | <b>-</b>                      |
| <b>Total payments</b>                                 | <b>31,025</b>                             | <b>-</b>                             | <b>-</b>                            | <b>31,025</b>                   | <b>66,496</b>                 |
| <b>Net of receipts/(payments)</b>                     | <b>4,644</b>                              | <b>-</b>                             | <b>-</b>                            | <b>4,644</b>                    | <b>- 43,177</b>               |
| A5 Transfers between funds                            | -                                         | -                                    | -                                   | -                               | -                             |
| A6 Cash funds last year end                           | 52,814                                    | -                                    | -                                   | 52,814                          | 95,991                        |
| <b>Cash funds this year end</b>                       | <b>57,458</b>                             | <b>-</b>                             | <b>-</b>                            | <b>57,458</b>                   | <b>52,814</b>                 |

**Bi Pride UK**  
(Registered Charity Number: 1177128)

**STATEMENTS OF ASSETS AND LIABILITIES AT THE END OF THE PERIOD  
FOR THE YEAR ENDED 31/12/2023**

| Categories                                                  | Details                                                | Unrestricted funds<br>to nearest £                                                  | Restricted funds<br>to nearest £ | Endowment funds<br>to nearest £ |
|-------------------------------------------------------------|--------------------------------------------------------|-------------------------------------------------------------------------------------|----------------------------------|---------------------------------|
| <b>B1 Cash funds</b>                                        | Lloyds Treasurer's Account                             | 21,120                                                                              | -                                | -                               |
|                                                             | Lloyd's Savings Account                                | 36,338                                                                              | -                                | -                               |
|                                                             |                                                        | -                                                                                   | -                                | -                               |
|                                                             | <b>Total cash funds</b>                                | <b>57,458</b>                                                                       | <b>-</b>                         | <b>-</b>                        |
|                                                             | (agree balances with receipts and payments account(s)) | OK                                                                                  | OK                               | OK                              |
| <b>B2 Other monetary assets</b>                             | Details                                                | Unrestricted funds<br>to nearest £                                                  | Restricted funds<br>to nearest £ | Endowment funds<br>to nearest £ |
|                                                             |                                                        | -                                                                                   | -                                | -                               |
|                                                             |                                                        | -                                                                                   | -                                | -                               |
|                                                             |                                                        | -                                                                                   | -                                | -                               |
|                                                             |                                                        | -                                                                                   | -                                | -                               |
|                                                             |                                                        | -                                                                                   | -                                | -                               |
|                                                             |                                                        | -                                                                                   | -                                | -                               |
| <b>B3 Investment assets</b>                                 | Details                                                | Fund to which asset belongs                                                         | Cost (optional)                  | Current value (optional)        |
|                                                             |                                                        |                                                                                     | -                                | -                               |
|                                                             |                                                        |                                                                                     | -                                | -                               |
|                                                             |                                                        |                                                                                     | -                                | -                               |
|                                                             |                                                        |                                                                                     | -                                | -                               |
|                                                             |                                                        |                                                                                     | -                                | -                               |
| <b>B4 Assets retained for the charity's own use</b>         | Details                                                | Fund to which asset belongs                                                         | Cost (optional)                  | Current value (optional)        |
|                                                             |                                                        |                                                                                     | -                                | -                               |
|                                                             |                                                        |                                                                                     | -                                | -                               |
|                                                             |                                                        |                                                                                     | -                                | -                               |
|                                                             |                                                        |                                                                                     | -                                | -                               |
|                                                             |                                                        |                                                                                     | -                                | -                               |
|                                                             |                                                        |                                                                                     | -                                | -                               |
|                                                             |                                                        |                                                                                     | -                                | -                               |
|                                                             |                                                        |                                                                                     | -                                | -                               |
|                                                             |                                                        |                                                                                     | -                                | -                               |
| <b>B5 Liabilities</b>                                       | Details                                                | Fund to which liability relates                                                     | Amount due (optional)            | When due (optional)             |
|                                                             |                                                        |                                                                                     | -                                |                                 |
|                                                             |                                                        |                                                                                     | -                                |                                 |
|                                                             |                                                        |                                                                                     | -                                |                                 |
|                                                             |                                                        |                                                                                     | -                                |                                 |
|                                                             |                                                        |                                                                                     | -                                |                                 |
| Signed by one or two trustees on behalf of all the trustees |                                                        | Signature                                                                           | Print Name                       | Date of approval                |
|                                                             |                                                        |  | Avi Gida Baylas                  | 30/10/2024                      |

**Bi Pride UK**  
(Registered Charity Number: 1177128)

**NOTES TO THE ACCOUNTS  
FOR THE YEAR ENDED 31/12/2023**

**1. Comparative Expenditure Breakdown**

|                                                       | Y/E 31/12/2023<br>to the nearest £ | Y/E 31/12/2022<br>to the nearest £ |
|-------------------------------------------------------|------------------------------------|------------------------------------|
| <b>Charitable Activities</b>                          |                                    |                                    |
| Advertising/Promotional                               | 862                                | 1,234                              |
| Banking/Platform Fees                                 | 9                                  | 44                                 |
| Diversity, Inclusion & Accessibility                  | 4,706                              | 3,461                              |
| Donations                                             | -                                  | 4,000                              |
| Events                                                | 14,120                             | 49,965                             |
| Insurance                                             | 340                                | 314                                |
| Legal and Governance                                  | -                                  | 900                                |
| Office/Admin                                          | 1,427                              | 1,386                              |
| Supplies/Materials                                    | 458                                | 2,730                              |
| Training                                              | 100                                | 850                                |
| Unicorn Magazine                                      | -                                  | 396                                |
| Volunteer/Trustee Expenses - Subsistence              | 120                                | 38                                 |
| Volunteer/Trustee Expenses - Travel and Accommodation | 1,738                              | 843                                |
| Volunteer/Trustee Recruitment                         | 7,144                              | 335                                |
| <b>Total</b>                                          | <b>31,025</b>                      | <b>66,496</b>                      |

**2. Income Breakdown**

|                         | Y/E 31/12/2023<br>to the nearest £ |
|-------------------------|------------------------------------|
| Donations               |                                    |
| -Event Ticket Donations | 1,224                              |
| -Individual Donations   | 2,479                              |
| -Corporate Donations    | 15,450                             |
| Grants                  | -                                  |
| Charitable Activities   |                                    |
| -Event Sponsorship      | 8,000                              |
| -Stallholders           | 3,475                              |
| -Training               | 2,800                              |
| -Education Outreach     | 200                                |
| -Panels                 | 200                                |
| Trading Income          |                                    |
| -Raffle Ticket Sales    | 286                                |
| -Merchandise Sales      | 1,238                              |
| Interest                | 317                                |
| <b>Total</b>            | <b>35,669</b>                      |

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# Accounts

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**Bi Pride UK**

**TRUSTEES ANNUAL REPORT AND FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31/12/2022**

**Registered Charity Number: 1177128**

**Bi Pride UK**  
**(Registered Charity Number: 1177128)**

**TRUSTEES' ANNUAL REPORT**  
**31/12/2022**

The Trustees present their report and financial statements for the year ended 31/12/2022.

The Trustees believe that the financial statements comply with current statutory requirements and the Charity's governing document.

**REFERENCE AND ADMINISTRATIVE DETAILS**

**Charity Name:** Bi Pride UK

**Charity Number:** 1177128

**Trustees:** A Kay (Chair) (interim Secretary 21/02/22 to 31/05/23)  
R Davey (Vice Chair)  
N Batley (Secretary) (Resigned 17/01/22)  
E Pooley (Secretary) (Appointed 31/05/23)  
A von Spreckelsen (Treasurer)  
A Bond  
Z Brewster (Resigned 14/08/22)  
A Ayinde-Lawal (Resigned 25/09/22)  
R Afflick (Resigned 17/01/2023)  
S Gossage (Appointed 31/05/23)  
C Appenteng (Appointed 19/06/23)  
S Engineer (Appointed 31/05/23)  
S Jivraj (Appointed 21/08/23)

**Company Secretary:** N Batley (until 17/01/22)  
A Kay (interim 21/02/22 to 31/05/2023)  
E Pooley (from 31/05/23)

**Registered Office:** 5 Caledonian Road  
London  
N1 9DX

**Bankers:** Lloyds Bank Plc  
120 Lewisham High Street  
Lewisham  
London SE13 6JG

**TRUSTEES' ANNUAL REPORT**  
**31/12/2022**

**STRUCTURE, GOVERNANCE and MANAGEMENT**

Bi Pride UK is a Charitable Incorporated Organisation registered on 12/02/2018.

**PUBLIC BENEFIT**

The trustees have complied with the duty in section 4 of the 2006 Act to have due regard to guidance on public benefit published by the commission.

**OBJECTIVES and ACTIVITIES**

To promote equality and diversity for the public benefit and those belonging to one or more minority identity. Particular focus is on the elimination of discrimination against people self-identifying as or assumed to be attracted to more than one gender (including but not exclusively bisexual/romantic, pansexual/romantic, and polysexual/romantic people) by:

- Raising public awareness of issues and difficulties faced by people who experience
- attraction to more than one gender;
- Celebrating, respecting and highlighting the diversity of communities of people
- who experience attraction to more than one gender;
- Staging a periodic multisexual ('bi pride' festival, and smaller events throughout
- the year; and
- Such other objects as are charitable under the laws of England and Wales as the
- management committee shall in their absolute discretion determine.

**ABOUT BI PRIDE UK**

Between 'gay' and 'straight', there are so many shades of attraction beyond gender. We seek to create spaces for anyone who falls into that spectrum or thinks that they might.

Our community is vibrant and vivid, and people adopt many different labels to identify themselves, or even choose not to use labels at all. Whether you use bi, bisexual, biromantic, pan, pansexual, panromantic, poly, polysexual, polyromantic, queer, fluid, heteroflexible, homoflexible, something totally different, a combination of these, or even no label at all, we're here for you.

Bi Pride UK's mission is to create spaces where people who experience attraction beyond gender can be freely visible and celebrate themselves and their identities. It's not enough to be 'welcome' at a Pride. We make up a very large proportion of the queer community – many stats actually say we're over half the community – and we deserve to be visible and celebrated in our own right.

**TRUSTEES' ANNUAL REPORT**  
**31/12/2022**

## **ACHIEVEMENTS and PERFORMANCE**

### **Introduction**

As we look back across 2022, the ongoing effects of the Covid pandemic have left their marks, but we have taken what makes us stronger as a charity at our heart committed to community engagement and accessibility.

As a volunteer team, 2022 was another challenging year, with a shrinking team capacity across the year as members of the team needed to step away from their voluntary commitments, and limited resources available to recruit new volunteers. This is a trend seen across the wider charity sector, and although it made aspects of maintaining our previous levels of internal and external work difficult at times, the resilience of the core volunteering team allowed us to continue to achieve things of which we are very proud.

Being able to return to an in-person flagship Pride event was made all the more exciting for the three-year wait, but retaining the virtual element from our lockdown events through a livestream gave us what we believe is unique in the Pride space: a hybrid Pride. Thanks to this format, we met our 2019 Pride attendance numbers (1,300 people: the largest single day bi-specific event anywhere in the world) between those on site and those watching from elsewhere. Other 2022 highlights were the launch of both the Bi Community Fund and the Unicorn Fund, and being shortlisted for the 'Community or Charity Project of the Year' Award at the 2022 DIVA Awards.

### **Our objectives**

2022 was the middle year of a three-year strategic period, for which our key objectives are:

1. Increasing our organisational sustainability and continuity as a whole;
2. Embedding anti-oppression across the charity, both in internal processes and in service delivery, and being accountable on this;
3. Using our platforms and spaces to amplify and centre the most marginalised voices within bi communities;
4. Growing our recognition as an expert voice for bi communities in the UK, but never speaking on behalf of these communities;
5. Developing systems and tools to express our impact more clearly and comprehensively;
6. Building collaborative ways of working across all service delivery teams to foster innovation and creativity;
7. Working locally and collaboratively with bi people and communities across the UK.

As in 2021, with the ongoing impacts from the pandemic, we have kept our specific objectives within each of these areas flexible to be reactive to the

**Bi Pride UK**  
**(Registered Charity Number: 1177128)**

changing circumstances. We have achieved successes against our seven core objectives. By this measure, 2022 has also prepared us well for going into the third and final year of this strategic period in 2023.

## **Our volunteers**

Bi Pride UK continues to be an entirely volunteer-run charity, and we would not be able to deliver our work without these amazing people donating their time to a cause they feel passionately about. As mentioned above, the trend in 2022 was one of declining volunteer numbers, with several long-standing volunteers moving on from the charity and limited capacity to recruit for any but the most operationally critical roles, but this did not hamper us continuing to deliver for our community.

We successfully filled a few critical volunteer roles across the year, including the recently vacated Heads of Volunteer Management and Media and Communications roles, and the UK Prides Manager role which had been vacant since the death of Simon Cremen, one of our founding volunteers, in 2021. In the second half of 2022, our Treasurer gave us notice of leaving the role with a commitment to remaining in post until we could recruit a new Treasurer, but this role has proved difficult to recruit, as several other vacant Trustee roles (Secretary, Events Trustee and Fundraising Trustee) have also been. This led to us engaging Charity People as a specialist charity recruitment agency, beginning in early 2023 beyond the scope of this report.

In the 2023 financial period, we successfully recruited two Trustees through Charity People (the Events Trustee and Fundraising Trustee roles) as well as filling the Secretary role and several other Trustee and 'Head of' roles independently. The declining volunteer numbers trend has been reversed considerably, though as of writing in October 2023, recruitment for the Treasurer role is still live and our outgoing Treasurer is still in post.

## **Our engagement and impact**

Bi Pride UK's three strategic pillars of work are our events work, our education and outreach work, and our communications work. This section gives an overview of what we have achieved in these three areas in 2022.

### Bi Pride UK events

After our 2020 and 2021 virtual events, we were delighted in September 2022 to bring our flagship Pride event back in-person at a new London venue, Queen Mary University's Mile End campus. Having delivered three virtual events, and having grappled from our inception with the question of how to reach people beyond those able to attend a single-day event in the capital city, delivering Bi Pride 2022 as our first hybrid Pride with both of our stages livestreamed throughout the day made perfect sense. It also offered people who are more vulnerable to the effects of Covid a way to engage with the day and still be with their community from the safety of their own homes. This format was extremely

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popular, with a combined attendance across in-person attendance and virtual engagement with our livestreams of 1,300 people: as many as attended our inaugural 2019 event. It also provided a way for people busy on the day to catch up with the day's content after the event in their own time via our social media platforms. We have decided to retain the livestream as a standard fixture for all future flagship Bi Pride events.

Bi Pride 2022, as in 2019, featured two stages: the Main Stage, with a full-day schedule of performers; and the I Am Proud Stage, hosting panel discussions on intersectional topics across bi community experiences. On the Main Stage, we had Ru Paul stars River Medway and Victoria Scone headlining, with Sadie Sinner, founder of the Cocoa Butter Club, as stage host across the day. Sadie stepped in at the last minute for Lilly Snatchdragon who sadly got Covid the day before the event. On the I Am Proud Stage, our panels covered topics including non-monogamy, being bi in the workplace, faith and spirituality, and trans experiences. We are proud of being able to create a space for such open and vulnerable conversations. Both stages allowed us to showcase the best of bi community talent and shine a spotlight on the topics that are important to our communities.

We had two notable new features at the 2022 event. One was a designated Remembrance Space; this quiet corner with a memorial book was a place away from the bustle of the event to reflect on those we have lost. We also hosted our first Bi Book Fair in collaboration with bi authors Vaneet Mehta and Lo Shearing, with The Common Press selling a range of queer books. Two slots on the I Am Proud Stage were also part of the fair, with a panel on publishing as a bi author and a slot with several authors doing readings of their work. The fair was extremely popular and well received, and we decided it would make a return in 2023.

As in 2019, we put considerable budget and effort into making our event more accessible. As before, we had BSL interpretation on both stages, a Mobiloo unit available for people who need more facilities than a standard accessible toilet provides, free water available across the site and free sanitary products in all toilets (which were all de-gendered for the day). We also had a sensory room on site, and for 2022 invested in our own equipment for the room so that we would have this available for all future events. In 2022 (and in perpetuity) we named the sensory room for our much-missed volunteer Simon Cremen, having used money raised in his memory to purchase the equipment. New in 2022 was having a dedicated team of Access Assistant volunteers in yellow t-shirts based around the site to support anyone with additional access needs. We were also very grateful to work with the queer accessibility consultancy Quiplash to improve accessibility, including commissioning a consultant to carry out a site visit to identify additional changes we needed to make to the venue to make it more accessible for disabled attendees, and having disabled awareness training for our volunteers in advance of the event.

We faced some challenges in relation to the event. In some ways we were starting from scratch with this second in-person flagship event, having lost a lot of the momentum from our first event to the pandemic. In particular, the limited

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volunteering capacity outlined above was challenging, both in the run-up to the event and in terms of on-the-day volunteers at the event itself. However, our team achieved an incredible result despite this, and we were supported for the second year by a paid freelance events project manager who was able to fill some of this capacity gap. We also had some issues with the venue facilities, with some of the toilets we had hoped to use being unavailable due to building works, and the lift to the Main Stage breaking down temporarily during the day. However, after the event, with assurances from our venue that these issues would be resolved during the year, we were happy to lock in the venue again for 2023's event, allowing us to start event planning for the following year much earlier than we had previously been able to do.

### Community engagement

Our heavily reduced volunteer team was felt especially acutely in the Education and Outreach team, where we have no volunteers at all until the very end of 2022. This left us extremely limited in our capacity to deliver this area of work. We are therefore even more proud of what we were able to achieve here.

In pre-Covid years, we would get out on the road visiting other Prides around the UK, especially Prides where there was no other local bi community presence. This was not possible in 2020 as in-person Pride events were not taking place, but we had taken a decision in 2021 that we would not carry out this part of our work in 2021 because of the risk our volunteers would be under to go to large events, even those run with Covid-safety precautions. In 2022 we did not uphold a blanket decision over all Prides attendance, but with very limited team resources, we only attended one Pride: Pride in Ely. In late 2022, we filled the UK Prides Manager role, a crucial step towards resuming our important Prides engagement work in 2023.

Continuing our partnership with Consortium, the LGBT infrastructure charity, from 2021, we participated in the planning process for the Bi Community Fund; this fund, the first of its kind in the UK, was created using funds we earmarked from the 2021 donation from Tesco. We were involved in conversations about the format and structure of the fund and the application process involved to access it. We were also part of the recruitment process for the community-led decision making panel, reviewing and shortlisting applicants, interviewing candidates with a representative from Consortium, and choosing the make-up of the panel. We were very pleased with the diversity represented in the panel composition (and therefore the grants decision making process), including geography, race, gender and history of involvement in queer and bi activism. Our Chair and a bi member of staff from Consortium are also part of the grants panel. The fund itself was ready for launch in January 2023, beyond the scope of this report.

Also within the scope of our community engagement work is our training and consultation offer, which is available to all corporate sponsors as part of their sponsorship package, as well as being available for stand-alone training sessions. In 2022, we delivered one of the latter, participating in a panel on bi visibility with a media company, alongside internal speakers and a volunteer from UK Black Pride. Similarly, our outreach work around creating the panels programme on our I Am

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Proud Stage at our flagship event was a great opportunity to connect with and amplify people across the wider community. For example, hosting panels on faith and spirituality in the bi communities, on being both bi and trans, and on the varied experiences of non-monogamy and queerness gave a platform to some incredibly complex and nuanced experiences across the diversity of our bi communities.

### Communications

The Media and Communications team also experienced very low volunteer capacity for much of 2022, but despite this we managed to secure valuable coverage of our flagship Bi Pride event across queer media in the run up to the event, on the day and in follow up. We were featured in at least two London universities' Pride season round-ups to their students and staff (Queen Mary University where the event was held, and Middlesex University, who attended the event and also featured us in their post-event round-up) and an article by QX Magazine, and included in an article by Shivani Dave on QueerAF about supporting grassroots Prides. Additionally, in August our Chair was interviewed for the Bisexual Brunch podcast, talking about the upcoming flagship event and reflecting on bi erasure and the importance of bi visibility.

Our communications and virtual work is a central strategic theme for Bi Pride UK as a charity, and being able to livestream our flagship event is an important part of delivering this. As outlined above, both the Main Stage and the I Am Proud Stage were streamed throughout the day, with almost 600 people tuning across our different social media platforms. With this material almost all available on our platforms after the event itself, as of December 2022 the I Am Proud Stage recording had been viewed more than 1,400 times - this demonstrates a strong demand for the conversations our event was able to facilitate, and an incredible reach beyond a single day in-person event.

We also saw significant social media engagement throughout the day and in the days and weeks following the event. Sadiq Khan, Mayor of London, tweeted a celebratory message for Bi Pride from both his own account and the official Mayor of London account on the day of the event, and various organisations including DIVA, Pink News, QueerAF and Queer Britain also shared celebratory messages with the community across the day. DIVA continued their coverage of the event after the day, with a video blog published on their social media and a summary of their experiences at our event featured on their podcast. Posts and messages across social media from people participating on the day, both those there in-person and those tuning in online, were also extremely positive:

*'I went to [Bi Pride] this year and it was the first time I'd been surrounded by 'people like me' (and simultaneously so diverse). I really recommend it as an experience, it was such a feeling of relief and belonging' (Twitter)*

*'Hi BiPride team, I just want to convey my deepest appreciation for this livestream, in a time when events are all going back to physical-only. I came out during the pandemic, because I got access to events and resources that were not*

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**(Registered Charity Number: 1177128)**

*available in the conservative Asian country where I live. Thank you for being my source of #BiJoy in a place when it can get very lonely' (Facebook)*

*'Had a lovely Saturday volunteering at [Bi Pride] as one of their Accessibility Assistants, supporting attendees and their access needs. Something that really struck me was the number of young people who attended the day with their families and flew their LGBTQ+ flags proudly. I reflect on when I was their age and I was completely clueless about what I was feeling... It makes me happy that young people have spaces and access to information to explore and understand their identity.'* (LinkedIn)

Beyond communications directly linked to our flagship event, we also saw valuable engagement with our work, allowing our bi visibility and inclusion messages to reach a wider audience. 2022 marked the 50th anniversary of the first Pride march in the UK, and Bi Pride UK was featured as part of this celebration in the queer community. Amongst the mentions we are aware of, we were featured in a Gay Times article about 'The story of 50 years of Pride in the UK through 50 trailblazers', and also in Stonewall's 'After fifty years of Pride, what should we fight for next?' article. Our Chair and Vice Chair were also given valuable platforms to promote the charity's purpose and work. Our Vice Chair was interviewed on the Consortium's podcast in June 2022, talking about Pride month and our work, and gave a quote for Pink News' coverage of the forced outing of actor Kit Connor in late 2022, and our Chair has been commissioned by Vaneet Mehta and Lo Shearing (our partners on the Bi Book Fair) to contribute a chapter on the history of Bi Pride UK for their upcoming anthology exploring UK bi activism being published in 2024.

### Unicorn

Our extremely successful online magazine Unicorn also had a good year in 2022. In February, we published Issue 9 ('Sex'), featuring 21 articles exploring everything from destigmatising disability-inclusive sex to shining a light on intimate partner violence in India. In July we published Issue 10 with the theme of 'Punk', with 16 articles looking at how queer culture is challenging the establishment, whether through the independent music scene, tattooing and body art, or through the fetish and kink communities.

A major milestone for Unicorn in 2022 was the April launch of our Unicorn Fund, a pot of money set aside to ensure that creatives contributing to the magazine were being paid for their content. Until that point, we had been reliant on contributors being willing to donate their time and content, but it had been an aim to reach a point where creativity and labour were being adequately compensated. While the core Unicorn team continues to be volunteer-led, this fund will be factored in as part of the Unicorn project budget going forward, and the 'Punk' issue was the first time that Unicorn contributors were paid.

The Unicorn team saw the same impacts as the wider Bi Pride UK volunteer team across 2022, with several of our longer-standing volunteers needing to step away from their roles. As a result, after the 10th issue, we put Unicorn on hiatus, giving

**Bi Pride UK**  
**(Registered Charity Number: 1177128)**

the team time to review the success of the previous three years and plan a more sustainable publication going forwards.

## **FINANCIAL REVIEW**

Bi Pride UK continued to be financially strong in 2022, though with a more modest income than the anomalous income figures for 2021 (inflated by a one-off £80,000 donation from Tesco). Our income for 2022 was £23,319, and though our expenditure for the year exceeded this more than twice over at £66,496 (of which £51,300 was spent on our flagship event), we nonetheless finished the financial year with £52,814 in the bank. £30,000 of this was our designated reserves. Because our income total for 2022 is below the £25,000 threshold, we did not need to arrange an independent examination on our accounts.

In the first part of the year, we carried out a sponsorship package review with our corporate contacts, including some who had sponsored us in 2021 and some from previous years. This allowed us to assess the value of our benefits package and how we could offer more appealing value to the companies we work with, and informed the process of setting the 2022 sponsorship packages. In 2022, we were supported by one Silver corporate sponsor (EY) and five Bronze sponsors (Arup, Credit Suisse, GSK, Environment Agency and Sky). Of all these, all but Arup and GSK were returning sponsors. The total value of our sponsorship income for 2022 was £14,000, although due to overlapping invoicing periods from 2021 and not all 2022 invoices being paid within the 2022 financial period, the exact figures for sponsorship do not align to our reported corporate sponsorship income in this financial period.

In the 2022 financial period, we were also very grateful to be in receipt of several generous donations. Towards the end of the year, some friends and former colleagues of our late volunteer Simon Cremen organised a fundraising gala dinner in his memory, and alongside Mermaids and the Samaritans, we were chosen as one of the beneficiary charities. This donation was also match funded by the Lloyds Bank Foundation, where Simon had previously worked. Additionally, we were one of the featured charities of the D&I Leaders LGBT+ at Work Conference 2022, and received a donation in lieu of a speaker fee for one of our long-standing supporters Harry Queenborough. We also benefited from a modest but healthy stream of income throughout the year from individual donors through various donation platforms, including voluntary donations from our event attendees when booking a free ticket for our flagship event.

## **RESERVES POLICY**

Our reserves remain at a £30,000 level, the lowest cost of a single year's flagship event.

## **FUTURE PLANS**

Having emerged strong from the difficult years of lockdowns, unpredictability and restrictions, the Bi Pride UK team is excited for the opportunities that the future

**Bi Pride UK**  
**(Registered Charity Number: 1177128)**

holds. Having been able to deliver a very successful in-person Bi Pride event in 2022, we are looking forward to being able to focus on how future events can build on the momentum of being able to run the event every year (we hope) without interruption! We will also continue to commit considerable resources to making our events more and more accessible every year.

The focus for 2023 is strongly on building the volunteering team back up to strength. With every new volunteer, there is more that we are able to do as a charity and greater impact that we can have. Additionally, the more robust we can become as a charity, the closer we get to our longer-term aim of having paid staff members carrying out some of the work currently delivered by volunteers. Alongside this, we are looking forward to building up our fundraising and income generation capacity, particularly around diversifying our income streams to give us greater financial resilience in the years to come.

2023 is the third and final year of the current strategic period, so there will be a focus on determining our direction for the next three years of Bi Pride UK's journey, 2024-2026. This will be an exciting process, as we have achieved a great deal since our formation in 2017 and much more in the current strategic period than we could have hoped for in the world we have found ourselves operating in, and there is so much more we can achieve. We look forward to bringing our communities on this journey with us.

## **STATEMENT OF TRUSTEES RESPONSIBILITIES**

The Trustees are responsible for preparing the Trustees Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Charity 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 company as at the end of the year and of the surplus or deficit of the company for that period. In preparing those financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- make judgements and estimates that are reasonable and prudent;
- observe the methods and principles in the Charities SORP;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the company will continue in business;
- state whether applicable UK Accounting Standards have been followed, subject to
- any material departures disclosed and explained in the financial statements.

The Trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charity. They have general responsibility for taking such steps as are reasonably open to them to safeguard the assets of the charity and to prevent and detect fraud and other irregularities.

This report has been prepared in accordance with the Statement of Recommended Practice – Accounting and Reporting by Charities (FRS 102 - 2019).

This report has been agreed by the trustees on 29 October 2023 and signed on their behalf by:



Avi Kay (Chair of Trustees)

**Bi Pride UK**  
(Registered Charity Number: 1177128)

**STATEMENT OF FINANCIAL ACTIVITIES  
FOR THE YEAR ENDED 31/12/2022**



**CHARITY COMMISSION  
FOR ENGLAND AND WALES**

|                                    |                               |
|------------------------------------|-------------------------------|
| Charity Name<br><b>Bi Pride UK</b> | No (if any)<br><b>1177128</b> |
|------------------------------------|-------------------------------|

**Receipts and payments accounts**

**CC16a**

|                        |                               |    |                               |
|------------------------|-------------------------------|----|-------------------------------|
| For the period<br>from | Period start date<br>1/1/2022 | To | Period end date<br>12/31/2022 |
|------------------------|-------------------------------|----|-------------------------------|

**Section A Receipts and payments**

|                                                    | Unrestricted funds<br>to the nearest £ | Restricted funds<br>to the nearest £ | Endowment funds<br>to the nearest £ | Total funds<br>to the nearest £ | Last year<br>to the nearest £ |
|----------------------------------------------------|----------------------------------------|--------------------------------------|-------------------------------------|---------------------------------|-------------------------------|
| <b>A1 Receipts</b>                                 |                                        |                                      |                                     |                                 |                               |
| Donations                                          | 7,443                                  | -                                    | -                                   | 7,443                           | 82,813                        |
| Grants                                             | -                                      | -                                    | -                                   | -                               | 4,918                         |
| Charitable activities                              | -                                      | -                                    | -                                   | -                               | -                             |
| - Event Sponsorship and Exhibitors                 | 15,000                                 | -                                    | -                                   | 15,000                          | 8,000                         |
| - Education and Training                           | -                                      | -                                    | -                                   | -                               | 2,060                         |
| Trading Income                                     | 855                                    | -                                    | -                                   | 855                             | 708                           |
| Interest                                           | 21                                     | -                                    | -                                   | 21                              | -                             |
|                                                    | -                                      | -                                    | -                                   | -                               | -                             |
| <b>Sub total (Gross income for AR)</b>             | <b>23,319</b>                          | <b>-</b>                             | <b>-</b>                            | <b>23,319</b>                   | <b>98,499</b>                 |
| <b>A2 Asset and investment sales, (see table).</b> |                                        |                                      |                                     |                                 |                               |
|                                                    | -                                      | -                                    | -                                   | -                               | -                             |
|                                                    | -                                      | -                                    | -                                   | -                               | -                             |
| <b>Sub total</b>                                   | <b>-</b>                               | <b>-</b>                             | <b>-</b>                            | <b>-</b>                        | <b>-</b>                      |
| <b>Total receipts</b>                              | <b>23,319</b>                          | <b>-</b>                             | <b>-</b>                            | <b>23,319</b>                   | <b>98,499</b>                 |
| <b>A3 Payments</b>                                 |                                        |                                      |                                     |                                 |                               |
| Raising Funds                                      | -                                      | -                                    | -                                   | -                               | -                             |
| Charitable Activities                              | 66,496                                 | -                                    | -                                   | 66,496                          | 16,408                        |
|                                                    | -                                      | -                                    | -                                   | -                               | -                             |
|                                                    | -                                      | -                                    | -                                   | -                               | -                             |
|                                                    | -                                      | -                                    | -                                   | -                               | -                             |
|                                                    | -                                      | -                                    | -                                   | -                               | -                             |
|                                                    | -                                      | -                                    | -                                   | -                               | -                             |
|                                                    | -                                      | -                                    | -                                   | -                               | -                             |
| <b>Sub total</b>                                   | <b>66,496</b>                          | <b>-</b>                             | <b>-</b>                            | <b>66,496</b>                   | <b>16,408</b>                 |
| <b>Total payments</b>                              | <b>66,496</b>                          | <b>-</b>                             | <b>-</b>                            | <b>66,496</b>                   | <b>16,408</b>                 |
| <b>Net of receipts/(payments)</b>                  | <b>- 43,177</b>                        | <b>-</b>                             | <b>-</b>                            | <b>- 43,177</b>                 | <b>82,091</b>                 |
| <b>A5 Transfers between funds</b>                  | <b>-</b>                               | <b>-</b>                             | <b>-</b>                            | <b>-</b>                        | <b>-</b>                      |
| <b>A6 Cash funds last year end</b>                 | <b>95,991</b>                          | <b>-</b>                             | <b>-</b>                            | <b>95,991</b>                   | <b>13,900</b>                 |
| <b>Cash funds this year end</b>                    | <b>52,814</b>                          | <b>-</b>                             | <b>-</b>                            | <b>52,814</b>                   | <b>95,991</b>                 |

**Section B Statement of assets and liabilities at the end of the period**

| Categories           | Details                   | Unrestricted funds<br>to nearest £ | Restricted funds<br>to nearest £ | Endowment funds<br>to nearest £ |
|----------------------|---------------------------|------------------------------------|----------------------------------|---------------------------------|
| <b>B1 Cash funds</b> | Lloyds Treasurers Account | 16,793                             | -                                | -                               |

**Bi Pride UK**  
(Registered Charity Number: 1177128)

**STATEMENT OF FINANCIAL ACTIVITIES (CONT.)**  
**FOR THE YEAR ENDED 31/12/2022**

|                         |               |          |          |
|-------------------------|---------------|----------|----------|
| Lloyds Savings Account  | 39,021        | -        | -        |
|                         | -             | -        | -        |
| <b>Total cash funds</b> | <b>55,814</b> | <b>-</b> | <b>-</b> |

(agree balances with receipts and payments account (s))

Agreement Error

OK

OK

**Unrestricted funds**

**Restricted funds**

**Endowment funds**

to nearest £

to nearest £

to nearest £

**B2 Other monetary assets**

|         |   |   |   |
|---------|---|---|---|
| Details |   |   |   |
|         | - | - | - |
|         | - | - | - |
|         | - | - | - |
|         | - | - | - |
|         | - | - | - |
|         | - | - | - |

**B3 Investment assets**

|         |                             |                 |                          |
|---------|-----------------------------|-----------------|--------------------------|
| Details | Fund to which asset belongs | Cost (optional) | Current value (optional) |
|         |                             | -               | -                        |
|         |                             | -               | -                        |
|         |                             | -               | -                        |
|         |                             | -               | -                        |
|         |                             | -               | -                        |

**B4 Assets retained for the charity's own use**

|         |                             |                 |                          |
|---------|-----------------------------|-----------------|--------------------------|
| Details | Fund to which asset belongs | Cost (optional) | Current value (optional) |
|         |                             | -               | -                        |
|         |                             | -               | -                        |
|         |                             | -               | -                        |
|         |                             | -               | -                        |
|         |                             | -               | -                        |
|         |                             | -               | -                        |
|         |                             | -               | -                        |
|         |                             | -               | -                        |

**B5 Liabilities**

|         |                                 |                       |                     |
|---------|---------------------------------|-----------------------|---------------------|
| Details | Fund to which liability relates | Amount due (optional) | When due (optional) |
|         |                                 | -                     |                     |
|         |                                 | -                     |                     |
|         |                                 | -                     |                     |
|         |                                 | -                     |                     |
|         |                                 | -                     |                     |

Signed by one or two trustees on behalf of all the trustees

Signature

Print Name

Date of approval

|                                                                                     |         |            |
|-------------------------------------------------------------------------------------|---------|------------|
|  | Avi Kay | 29/19/2023 |
|                                                                                     |         |            |

**BI PRIDE UK**

England & Wales - Charity number 1177128

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# Accounts

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**Bi Pride UK**

**TRUSTEES ANNUAL REPORT AND FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31/12/2021**

**Registered Charity Number: 1177128**

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**Bi Pride UK**  
**(Registered Charity Number: 1177128)**

**TRUSTEES' ANNUAL REPORT**  
**31/12/2021**

The Trustees present their report and financial statements for the year ended 31/12/2021.

The Trustees believe that the financial statements comply with current statutory requirements and the Charity's governing document.

**REFERENCE AND ADMINISTRATIVE DETAILS**

**Charity Name:** Bi Pride UK

**Charity Number:** 1177128

**Trustees:** A Kay (Chair)  
T Brooks (Vice Chair) (Resigned 29/11/21)  
N Batley (Secretary) (Resigned 17/01/22)  
A von Spreckelsen (Treasurer) (Appointed 15/03/21)  
A Bond  
R Davey (Appointed Vice Chair 29/11/21)  
R Jones (Appointed 18/05/20) (Resigned 01/06/21)  
Z Brewster (Appointed 15/03/21) (Resigned 14/08/22)  
A Ayinde-Lawal (Appointed 16/08/21) (Resigned 25/09/22)  
R Afflick (Appointed 05/08/21)

**Company Secretary:** N Batley

**Registered Office:** 5 Caledonian Road  
London  
N1 9DX

**Bankers:** Lloyds Bank Plc  
120 Lewisham High Street  
Lewisham  
London SE13 6JG

**TRUSTEES' ANNUAL REPORT**  
**31/12/2021**

**STRUCTURE, GOVERNANCE and MANAGEMENT**

Incorporation

Bi Pride UK is a Charitable Incorporated Organisation registered on 12/02/2018.

**PUBLIC BENEFIT**

The trustees have complied with the duty in section 4 of the 2006 Act to have due regard to guidance on public benefit published by the commission.

**OBJECTIVES and ACTIVITIES**

To promote equality and diversity for the public benefit and those belonging to one or more minority identity. Particular focus is on the elimination of discrimination against people self-identifying as or assumed to be attracted to more than one gender (including but not exclusively bisexual/romantic, pansexual/romantic, and polysexual/romantic people) by:

- Raising public awareness of issues and difficulties faced by people who experience attraction to more than one gender;
- Celebrating, respecting and highlighting the diversity of communities of people who experience attraction to more than one gender;
- Staging a periodic multisexual ('bi pride' festival, and smaller events throughout the year; and
- Such other objects as are charitable under the laws of England and Wales as the management committee shall in their absolute discretion determine.

**ABOUT Bi Pride UK**

Between 'gay' and 'straight', there are so many shades of attraction beyond gender. We seek to create spaces for anyone who falls into that spectrum or thinks that they might.

Our community is vibrant and vivid, and people adopt many different labels to identify themselves, or even choose not to use labels at all. Whether you use bi, bisexual, biromantic, pan, pansexual, panromantic, poly, polysexual, polyromantic, queer, fluid, heteroflexible, homoflexible, something totally different, a combination of these, or even no label at all, **we're here for you.**

Bi Pride UK's mission is to create spaces where people who experience attraction beyond gender can be freely visible and celebrate themselves and their identities. It's not enough to be 'welcome' at a Pride. We make up a very large proportion of the GRSD (Gender, Romantic and Sexual Diversity) community – many stats actually say we're over half the community – and **we deserve to be visible and celebrated in our own right.**

**TRUSTEES' ANNUAL REPORT**  
**31/12/2021**

**ACHIEVEMENTS and PERFORMANCE**  
CHAIR'S REPORT

**Introduction**

Following the immediate disruptions of 2020 on the entire Pride community, 2021 has similarly been a year of challenges: identifying how to move forwards in a world where uncertainty is the biggest certainty and an urge to return to some kind of 'normality' is leaving already excluded members of our communities behind. 2021 was a challenging year for Bi Pride UK in some ways, and a very valuable one for us in others. Financially we exceeded all fundraising targets, allowing us to bring forward some of our existing plans sooner than expected. Our volunteer team has found the realities of life challenging, with the toll of over a year existing in an unprecedented situation of constant anxieties showing through, and this accurately reflects the experiences of many parts of the community that we work to serve. We see success in 2021 redefined as coming through another unpredictable year with some key objectives achieved and others adapted to fit the realities of life.

**Our objectives**

2021 was the first year of a new three-year strategic period for Bi Pride UK. We set ourselves the following seven core objectives for the period:

1. Increasing our organisational sustainability and continuity as a whole;
2. Embedding anti-oppression across the charity, both in internal processes and in service delivery, and being accountable on this;
3. Using our platforms and spaces to amplify and centre the most marginalised voices within bi communities;
4. Growing our recognition as an expert voice for bi communities in the UK, but never speaking on behalf of these communities;
5. Developing systems and tools to express our impact more clearly and comprehensively;
6. Building collaborative ways of working across all service delivery teams to foster innovation and creativity;
7. Working locally and collaboratively with bi people and communities across the UK.

Our focus for 2021 was to enact what we have learned from our formative years to this point, and particularly what we have learned from adapting to Covid-19 across 2020. The specifics of our objectives for the year were intentionally adaptable to reflect the changing circumstances.

**Our volunteers**

Bi Pride UK is an entirely volunteer-run charity, and we are grateful to all of our volunteers, who are integral to our work. Some are with us for a short time, others stay for years, but each one is a valuable addition to the team.

In 2021, we gained 4 new trustees. This included making use of a partnership with Beyond Suffrage, a trustee training programme increasing the number of women from ethnic minority backgrounds serving at Board level, for the second year in a row. This has been a very successful partnership, with our third Board member from the programme joining us this year, bringing significant experience in fundraising and income generation.

**Bi Pride UK**  
**(Registered Charity Number: 1177128)**

Alongside ongoing volunteer recruitment, our Head of Volunteer Management (also a volunteer) has invested a lot of time into developing and strengthening Bi Pride UK's volunteer recruitment, induction and support processes. Through this we aim to maintain a high standard of support for volunteers, offering a mutually beneficial experience for every Bi Pride UK volunteer.

At the beginning of March 2021, we held an online away day evening for the team and brought together volunteers from across the UK in a combination of Bi Pride UK business and a chance for volunteers to connect. As there was an influx of new volunteers in the first quarter of 2021, this was a great opportunity for new volunteers to integrate and more established volunteers to come together in a less formal setting.

We cannot speak about our volunteer team in 2021 without paying tribute to Simon Cremen, a founding Bi Pride UK volunteer who tragically passed away in June 2021. He was our UK Prides Manager, responsible for building up our relationships with and visibility at Prides across the UK, and a dedicated and much-loved volunteer. As a proud ally to both the bi and trans communities, he was an incredible role model for how to speak up for, but never speak over, more marginalised identities. We have plans to commemorate him appropriately as a charity.

## **Our engagement and impact**

### **Bi Pride UK events**

We had secured funding from the Comic Relief LGBTQ+ COVID-19 Fund (administered by Metro Charity) to run a second virtual BiFi event in June 2021, following a successful virtual event in June 2020. However, due to the death of our volunteer Simon two weeks before the event date and an unrelated urgent capacity crunch for our key event volunteers, we took the difficult decision to cancel this event. Comic Relief kindly allowed us to keep the portion of the grant which had already been committed as expenditure and for any suitable recorded content to be used instead for our planned virtual Pride event in September 2021.

Despite ongoing Covid-19 restrictions in 2021 preventing us from running an in-person Pride event like our 2019 Pride event, we used what we learned from our virtual BiFi event in 2020 to run a virtual Pride event in September 2021. For Bi Pride 2021, Covid restrictions allowed us to broadcast pre-recorded content from a studio with a live event host and a small team of supporting volunteers. We streamed content via YouTube, Twitch and Facebook, with almost 1000 people tuning in across the 7.5 hour event, and hundreds more watching it on catch-up across the different platforms. This event was the first for which we engaged a paid part-time freelance project manager to support the team of volunteers, and they provided valuable capacity and expertise.

We received some very positive feedback on the event through social media:

'Been loving today's @BiPrideUK panel talks. Amazing what it does for you to hear familiar feelings expressed by "your people". #BiPrideUK'

'Every year I take a virtual trip across the pond for @BiPrideUK and it is consistently the best bi community event of the year. If you aren't watching their panels on non-binary identity and m-spec men then you are missing you!'

'Absolutely love the fact that every panelist starts not only with their pronouns but with a physical description of themselves. How is this not common practice? #BiPrideUK21

#accessibility'

## **Community engagement**

In previous years before the pandemic, Bi Pride UK volunteers would attend other Prides across the UK to raise awareness of the charity's work, connect with local bi activists and groups, and provide much needed bi visibility at as many Prides as possible. We decided in 2021 to maintain our decision taken in the previous year not to have our volunteers attend in-person events due to Covid-19 risks, but we were able to attend Student Pride's virtual Pride event in April 2021, which provided an opportunity to network with students and other organisations in attendance.

In 2021 we developed on an existing relationship with Consortium to improve infrastructure for bi activists and organisations in the UK. We partnered with them on a project they funded to engage bi community researchers to explore funding access for activism in the bi communities. The report produced identified some useful barriers and recommendations for increasing access to funding. At the same time, we allocated £4000 of Bi Pride UK's funds to seed a small grants fund, and Consortium identified a donor to add a further £1000 to the fund. This Bi Community Fund will launch in the autumn of 2022, and will provide micro grants to fund activists with minimal requirements for the application process, allowing easier access to essential funding. After a successful pilot, we hope to build a further fund with a greater value of matched funds.

We have also continued to deliver educational sessions on topics of bi awareness and inclusion in 2021, with sessions delivered remotely. These included a training on bi mental health with the Environment Agency, an introductory session on bi inclusion for the Royal Academy of Music Student Union, and speaking as part of a bi inclusion and allyship panel co-hosted by Sky's and EY's LGBT+ Networks, both of whom we have worked with as sponsors.

## **Communications**

In a time when much engagement has continued to be virtual, our communications work has been an important part of our frontline delivery, including working closely with the events team for our virtual Pride event in September 2021. The virtual nature of the event meant that there was a lot of input needed from a communications perspective in terms of video and image editing and platform management, and our communications volunteers also worked closely with the events team to promote the event.

## **What's next**

As we move forwards, we look forward to a return to in-person Pride events from 2022, but we know that what we learned about virtual events and inclusion in 2020 and 2021 will remain with us. We will strive towards every event we run being more accessible than the last, with all future Pride events being hybrid, and will work with marginalised parts of the bi communities and the wider queer communities to make this a successful reality.

We look forward to strengthening and deepening our relationships with our corporate partners, as well as bringing new sponsors on board, and hope to continue to grow the Bi Pride UK team and its supporters.

Unicorn will continue to develop, as we enter a new period in its growth where we explore options for enabling it to fund itself. We have created the Unicorn Fund which will allow contributors to be paid for their work, but we will also be exploring monetisation

**Bi Pride UK**  
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avenues to make this fund self-sustaining.

Most of all we look forward to bringing every part of our bi communities in the UK on the next part of our journey with us.

**FINANCIAL REVIEW**

Following a surprisingly financially successful year in 2020, 2021 has been similarly positive in terms of net gains. We are extremely grateful to our corporate sponsors, donors, and other funders for helping us to raise significant funds this year.

At the beginning of the year, we received confirmation of a core grant awarded by the 'LGBT+ Futures: National Emergencies Trust Fund,' administered by the Consortium. This was a Covid response grant application for £858. As mentioned previously, we were also given permission to keep a portion of the £7,830 grant we were awarded through Comic Relief's LGBTQ+ COVID-19 Recovery Fund, in partnership with METRO Charity and NAZ, for the committed costs of the 2021 BiFi Festival at the point that we took the decision to cancel the event.

Although our 2021 Pride event was a virtual event, we were supported by 8 corporate sponsors, including 3 who were new to working with us. In Silver sponsorship, we had Environment Agency returning at a higher level than in previous years, and we brought on both Aviva and Sky as new sponsors. Our Bronze sponsors included Google, Credit Suisse and Clifford Chance as returning sponsors, and a new sponsorship relationship with AutoTrader. In total our 2021 corporate sponsorship amounted to £9,500.

In addition to the income raised through corporate sponsorship, we were also selected as a recipient of one of three donations of £80,000 from Tesco, alongside the Albert Kennedy Trust and the Terrence Higgins Trust. This donation signifies more than three times Bi Pride UK's annual income in previous years, and therefore made an extremely big impact for us as a charity. £30,000 of this amount was allocated as reserves, and a further £4,000 was allocated to the Bi Community Fund mentioned previously. This cash donation also enabled us to be able to engage a freelance team member to support our September event, and to establish a fund for Unicorn so that from 2022 we can pay the magazine's contributors a fee for their content.

Beyond the scope of the 2021 accounts, the donation from Tesco has facilitated Bi Pride UK to pay the upfront costs associated with the 2022 Bi Pride Festival in September 2022, our first in-person event since 2019 and also our first hybrid Pride event.

**RESERVES POLICY**

the trustees have made a minuted decision to keep undesignated reserves at a level of at least £30,000 (the budgeted cost of a single year's Pride event). A formalised reserves policy along this basis is in development.

**STATEMENT OF TRUSTEES RESPONSIBILITIES**

The Trustees are responsible for preparing the Trustees Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Charity 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 company as at the end of the year and of the surplus or deficit of the company for that period. In preparing those financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- make judgements and estimates that are reasonable and prudent;
- observe the methods and principles in the Charities SORP;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the company will continue in business;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements.

The Trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charity. They have general responsibility for taking such steps as are reasonably open to them to safeguard the assets of the charity and to prevent and detect fraud and other irregularities.

This report has been prepared in accordance with the Statement of Recommended Practice – Accounting and Reporting by Charities (FRS 102 - 2019).

This report has been agreed by the trustees on 24 September 2022 and signed on their behalf by:

  
Avi Kay (Sep 30, 2022 16:45 GMT+1).....Avi Kay (Chair of Trustees)

**INDEPENDENT EXAMINER'S REPORT**  
**31/12/2021**

I report to the trustees on my examination of the accounts of the Bi Pride UK (charity number: 1177128) for the year ended 31 December 2021 which are set out on pages 10 to 16.

**Responsibilities and basis of report**

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

I report in respect of my examination of the Trust's accounts 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 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:

1. accounting records were not kept in respect of the Trust as required by section 130 of the Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts 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 accounts to be reached.



**Nicola Anderson FCA FCIE**  
**Chartered Accountant and Independent Examiner**

189 Baldwins Lane  
Croxley Green  
Rickmansworth  
Herts. WD3 3LL

Dated: Sep 30, 2022

**Bi Pride UK**  
(Registered Charity Number: 1177128)

**STATEMENT OF FINANCIAL ACTIVITIES  
FOR THE YEAR ENDED 31/12/2021**

|                                    | <b>Note</b> | <b>Unrestricted<br/>Funds</b> | <b>Restricted<br/>Funds</b> | <b>Total<br/>Funds 2021</b> | <b>Total<br/>Funds 2020</b> |
|------------------------------------|-------------|-------------------------------|-----------------------------|-----------------------------|-----------------------------|
|                                    |             | <b>£</b>                      | <b>£</b>                    | <b>£</b>                    | <b>£</b>                    |
| <b>INCOME FROM</b>                 |             |                               |                             |                             |                             |
| Donations                          |             | <b>82,813</b>                 | -                           | <b>82,813</b>               | 4,080                       |
| Legacies                           |             | -                             | -                           | -                           | -                           |
| Grants                             | 4           | <b>2,000</b>                  | <b>2,918</b>                | <b>4,918</b>                | -                           |
| Charitable activities              |             |                               |                             |                             |                             |
| - Event Sponsorship and Exhibitors |             | <b>9,500</b>                  | -                           | <b>9,500</b>                | 10,000                      |
| - Education and Training           |             | <b>2,060</b>                  | -                           | <b>2,060</b>                | 1,900                       |
| Trading Income                     |             | <b>393</b>                    | -                           | <b>393</b>                  | 372                         |
| Other Income                       |             | -                             | -                           | -                           | 9                           |
| Interest                           |             | -                             | -                           | -                           | 33                          |
|                                    |             |                               |                             |                             | <u>16,393</u>               |
| <b>TOTAL</b>                       |             | <b><u>96,766</u></b>          | <b><u>2,918</u></b>         | <b><u>99,684</u></b>        |                             |
| <b>EXPENDITURE ON</b>              |             |                               |                             |                             |                             |
| Raising funds                      | 5           | -                             | -                           | -                           | -                           |
| Charitable activities              | 5           | <b><u>13,921</u></b>          | <b><u>2,918</u></b>         | <b><u>16,839</u></b>        | <u>6,357</u>                |
| <b>TOTAL</b>                       |             | <b><u>13,921</u></b>          | <b><u>2,918</u></b>         | <b><u>16,839</u></b>        | <u>6,357</u>                |
| <br><b>NET MOVEMENT IN FUNDS</b>   |             | <br><b>82,845</b>             | <br>-                       | <br><b>82,845</b>           | <br>10,036                  |
| <b>BALANCE BROUGHT FORWARD</b>     |             | <b><u>14,214</u></b>          | <b><u>-</u></b>             | <b><u>14,214</u></b>        | <u>4,178</u>                |
| <b>BALANCE CARRIED FORWARD</b>     |             | <b><u>97,059</u></b>          | <b><u>-</u></b>             | <b><u>97,059</u></b>        | <u>14,214</u>               |

The detailed 2020 comparative statement of financial activities is reported in note 2.

The notes on pages 12-16 form part of these financial statements

**Bi Pride UK**  
(Registered Charity Number: 1177128)

**BALANCE SHEET AS AT 31/12/2021**

|                                                       | Note | 2021<br>£            | 2020<br>£     |
|-------------------------------------------------------|------|----------------------|---------------|
| <b>CURRENT ASSETS</b>                                 |      |                      |               |
| Debtors                                               |      | 1,500                | 314           |
| Cash at bank and in hand                              |      | <u>95,991</u>        | <u>13,900</u> |
|                                                       |      | <b>97,490</b>        | 14,214        |
| <b>CREDITORS:</b> amounts falling due within one year |      | <u><b>432</b></u>    |               |
| <b>NET CURRENT ASSETS</b>                             |      | <b>97,059</b>        | <u>14,214</u> |
|                                                       |      | <b>97,059</b>        | 14,214        |
| <b>CAPITAL AND RESERVES</b>                           |      |                      |               |
| Restricted funds                                      | 8    | -                    | -             |
| Unrestricted funds                                    | 7    | <u><b>97,059</b></u> | <u>14,214</u> |
|                                                       |      | <u><b>97,059</b></u> | <u>14,214</u> |

The accounts have been agreed by the trustees on 24 September 2022 and signed on their behalf by:

  
Avi Kay (Sep 30, 2022 16:45 GMT+1).....Avi Kay (Chair of Trustees)

The notes on pages 12-16 form part of these financial statements

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31/12/2021**

**1. ACCOUNTING POLICIES**

**1.1 Basis of preparation of financial statements**

The accounts (financial statements) have been prepared to give a 'true and fair' view and have departed from the Charities (Accounts and Reports) Regulations 2008 only to the extent required to provide a 'true and fair view'. This departure has involved following Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) issued in October 2019 rather than the Accounting and Reporting by Charities: Statement of Recommended Practice effective from 1 April 2005 which has since been withdrawn.

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102, effective 1 January 2015), hereafter referred to as the Charities SORP (FRS 102), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

Bi Pride UK meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note.

There are no material uncertainties concerning the charity's ability to continue as a going concern.

In the application of the charity's accounting policies, the Trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised, if the revision affects only that period, or in the period of the revision and future periods if the revision affects both current and future periods. However, there are no judgements or assumptions that have a significant risk of causing material adjustment.

**1.2 Income**

Voluntary income is received by way of donations and gifts and is included in full in the Statement of Financial Activities when receivable. The value of services provided by volunteers has not been included.

Grants, including grants for the purchase of fixed assets, are recognised in full in the Statement of Financial Activities in the year in which they are receivable.

Other income and income from investments is accounted for on a receivable basis and is included when received.

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31/12/2021**

**1.3 Expenditure**

Resources expended are recognised in the period in which they are incurred and include attributable VAT which cannot be recovered.

In accordance with the Statement of Recommended Practice: Accounting by Charities, the resources expended have been categorised as follows:

- (i) Costs of raising funds – comprise those costs incurred in publicity and fund raising events. Charitable activities – comprise all expenditure directly relating to the
- (ii) principal activity and the associated administration costs.

**1.4 Unrestricted funds**

Unrestricted funds are donations and other incoming resources receivable or generated for the objects of the charity without further specified purpose and are available as general funds.

**1.5 Designated funds**

Designated funds are unrestricted funds earmarked by the management committee for particular purposes.

**1.6 Restricted funds**

Restricted funds are to be used for specific purposes as laid down by the donor. Expenditure which meets these criteria is charged to the fund, together with a fair allocation of management and support costs.

**1.7 Financial instruments**

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value.

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31/12/2021**

**2. COMPARATIVE STATEMENT OF FINANCIAL ACTIVITIES**

|                                    | Unrestricted<br>Funds       | Restricted<br>Funds    | Total Funds<br>2020         |
|------------------------------------|-----------------------------|------------------------|-----------------------------|
| <b>INCOME FROM</b>                 | <b>£</b>                    | <b>£</b>               | <b>£</b>                    |
| Donations                          | 4,080                       | -                      | 4,080                       |
| Grants                             | -                           | -                      | 4,202                       |
| Charitable activities              |                             |                        |                             |
| - Event Sponsorship and Exhibitors | 10,000                      | -                      | 10,000                      |
| - Education and Training           | 1,900                       | -                      | 1,900                       |
| Trading Income                     | 372                         | -                      | 372                         |
| Other Income                       | 9                           | -                      | 9                           |
| Investments                        | <u>33</u>                   | <u>-</u>               | <u>33</u>                   |
| <b>TOTAL</b>                       | <b><u>16,393</u></b>        | <b><u>-</u></b>        | <b><u>16,393</u></b>        |
| <b>EXPENDITURE ON</b>              |                             |                        |                             |
| Raising funds                      | -                           | -                      | -                           |
| Charitable activities              | <u>6,357</u>                | <u>-</u>               | <u>6,357</u>                |
| <b>TOTAL</b>                       | <b><u>6,357</u></b>         | <b><u>-</u></b>        | <b><u>6,357</u></b>         |
| <b>NET MOVEMENT IN FUNDS</b>       | <b>10,036</b>               | <b>-</b>               | <b>10,036</b>               |
| <b>BALANCE BROUGHT FORWARD</b>     | <b><u>4,178</u></b>         | <b><u>-</u></b>        | <b><u>4,178</u></b>         |
| <b>BALANCE CARRIED FORWARD</b>     | <b><u><u>14,214</u></u></b> | <b><u><u>-</u></u></b> | <b><u><u>14,214</u></u></b> |

**3. NET INCOME**

The net income is stated after charging:

|  |             |          |
|--|-------------|----------|
|  | <b>2021</b> | 2020     |
|  | <b>£</b>    | <b>£</b> |

|                            |   |   |
|----------------------------|---|---|
| Independent Examiners' fee | - | - |
|----------------------------|---|---|

During the year, no director/trustee received any emoluments or reimbursement for services (2020: £Nil).

The key management personnel of the company comprise the trustees. The total employee benefits of the key management personnel were £nil (2020: £nil).

**Bi Pride UK**  
(Registered Charity Number: 1177128)

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31/12/2021**

| <b>4. GRANTS RECEIVED</b>    | <b>Unrestricted<br/>£</b> | <b>Restricted<br/>£</b> | <b>Total<br/>2021<br/>£</b> | <b>Total<br/>2020<br/>£</b> |
|------------------------------|---------------------------|-------------------------|-----------------------------|-----------------------------|
| METRO                        | -                         | 2,060                   | 2,060                       | -                           |
| LGBT Consortium LGBT Futures | -                         | 858                     | 858                         | -                           |
| British LGBT Awards          | <u>2,000</u>              | <u>-</u>                | <u>2,000</u>                | <u>-</u>                    |
|                              | <b><u>2,000</u></b>       | <b><u>2,918</u></b>     | <b><u>4,918</u></b>         | <b><u>-</u></b>             |

| <b>5. EXPENDITURE</b>                         | <b>Unrestricted<br/>£</b> | <b>Restricted<br/>£</b> | <b>Total<br/>£</b>   |
|-----------------------------------------------|---------------------------|-------------------------|----------------------|
| <b>Year Ending 31/12/2021</b>                 |                           |                         |                      |
| Cost of raising funds                         |                           |                         |                      |
| Fundraising                                   | -                         | -                       | -                    |
| Charitable Activities:                        |                           |                         |                      |
| Advertising/Promotional                       | 240                       | -                       | 240                  |
| Banking/Platform Fees                         | 150                       | -                       | 150                  |
| Diversity, Inclusion & Accessibility          | -                         | -                       | -                    |
| Donations and Grants                          | 167                       | -                       | 167                  |
| Events                                        | 10,760                    | 2,918                   | 13,678               |
| Insurance, Legal and Governance               | 1,538                     | -                       | 1,538                |
| Office/Admin                                  | 303                       | -                       | 303                  |
| Supplies/Materials                            | 308                       | -                       | 308                  |
| Volunteer Expenses - Subsistence              | -                         | -                       | -                    |
| Volunteer Expenses - Travel and Accommodation | -                         | -                       | -                    |
| Volunteer Recruitment                         | -                         | -                       | -                    |
| Website Costs                                 | 455                       | -                       | 455                  |
|                                               | <b><u>13,921</u></b>      | <b><u>2,918</u></b>     | <b><u>16,839</u></b> |

|                                               |                     |                 |                     |
|-----------------------------------------------|---------------------|-----------------|---------------------|
| <b>Year Ending 31/12/2020</b>                 |                     |                 |                     |
| Cost of raising funds                         |                     |                 |                     |
| Fundraising                                   | -                   | -               | -                   |
| Charitable Activities:                        |                     |                 |                     |
| Advertising/Promotional                       | 51                  | -               | 51                  |
| Banking/Platform Fees                         | 35                  | -               | 35                  |
| Diversity, Inclusion & Accessibility          | 2,307               | -               | 2,307               |
| Donations and Grants                          | 169                 | -               | 169                 |
| Events                                        | 1,908               | -               | 1,908               |
| Insurance, Legal and Governance               | 161                 | -               | 161                 |
| Office/Admin                                  | 30                  | -               | 30                  |
| Supplies/Materials                            | 17                  | -               | 17                  |
| Volunteer Expenses - Subsistence              | 22                  | -               | 22                  |
| Volunteer Expenses - Travel and Accommodation | 222                 | -               | 222                 |
| Volunteer Recruitment                         | 960                 | -               | 960                 |
| Website Costs                                 | 475                 | -               | 475                 |
|                                               | <b><u>6,357</u></b> | <b><u>-</u></b> | <b><u>6,357</u></b> |

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31/12/2021**

**6. TAXATION**

The charity is considered to pass the tests set out in Paragraph 1 Schedule 6 Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the charity is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992 to the extent that such income or gains are applied exclusively to charitable purposes.

**7. STATEMENT OF FUNDS**

|                           | <b>Balance at<br/>1 January<br/>2021<br/>£</b> | <b>Income<br/>£</b> | <b>Expenditure<br/>£</b> | <b>Balance 31<br/>December 2021<br/>£</b> |
|---------------------------|------------------------------------------------|---------------------|--------------------------|-------------------------------------------|
| <b>Unrestricted Funds</b> |                                                |                     |                          |                                           |
| General Reserves          | <u>14,214</u>                                  | <u>94,766</u>       | <u>11,921</u>            | <u>97,059</u>                             |

|                           | <b>Balance at<br/>1 January<br/>2020<br/>£</b> | <b>Income<br/>£</b> | <b>Expenditure<br/>£</b> | <b>Balance 31<br/>December 2020<br/>£</b> |
|---------------------------|------------------------------------------------|---------------------|--------------------------|-------------------------------------------|
| <b>Unrestricted Funds</b> |                                                |                     |                          |                                           |
| General Reserves          | <u>4,178</u>                                   | <u>16,393</u>       | <u>6,357</u>             | <u>14,214</u>                             |

**8. RESTRICTED FUNDS**

|                              | <b>Balance at<br/>1 January<br/>2021<br/>£</b> | <b>Income<br/>£</b> | <b>Expenditure<br/>£</b> | <b>Balance 31<br/>December 2021<br/>£</b> |
|------------------------------|------------------------------------------------|---------------------|--------------------------|-------------------------------------------|
| METRO                        | =                                              | 2,060               | 2,060                    | =                                         |
| LGBT Consortium LGBT Futures | =                                              | 858                 | 858                      | =                                         |
|                              | =                                              | <u>4,918</u>        | <u>4,918</u>             | =                                         |

|                              | <b>Balance at<br/>1 January<br/>2020<br/>£</b> | <b>Income<br/>£</b> | <b>Expenditure<br/>£</b> | <b>Balance 31<br/>December 2020<br/>£</b> |
|------------------------------|------------------------------------------------|---------------------|--------------------------|-------------------------------------------|
| LGBT Consortium LGBT Futures | =                                              | -                   | -                        | =                                         |
|                              | =                                              | =                   | =                        | =                                         |

# BiPride UK 2021 Accounts

Final Audit Report

2022-09-30

|                 |                                                   |
|-----------------|---------------------------------------------------|
| Created:        | 2022-09-30                                        |
| By:             | Amsel von Spreckelsen (amsel@bcfconsulting.co.uk) |
| Status:         | Signed                                            |
| Transaction ID: | CBJCHBCAABAAftY892bLV3vgbn2Ofi2uhkXkxgy8buP       |

## "BiPride UK 2021 Accounts" History

-  Document created by Amsel von Spreckelsen (amsel@bcfconsulting.co.uk)  
2022-09-30 - 14:39:03 GMT
-  Document emailed to chair@biprideuk.org for signature  
2022-09-30 - 14:40:57 GMT
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2022-09-30 - 15:44:31 GMT
-  Signer chair@biprideuk.org entered name at signing as Avi Kay  
2022-09-30 - 15:45:43 GMT
-  Document e-signed by Avi Kay (chair@biprideuk.org)  
Signature Date: 2022-09-30 - 15:45:45 GMT - Time Source: server
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-  Email viewed by anderson.nic@btinternet.com  
2022-09-30 - 17:36:48 GMT
-  Signer anderson.nic@btinternet.com entered name at signing as Nicola Anderson FCA FCIE  
2022-09-30 - 17:52:14 GMT
-  Document e-signed by Nicola Anderson FCA FCIE (anderson.nic@btinternet.com)  
Signature Date: 2022-09-30 - 17:52:16 GMT - Time Source: server
-  Agreement completed.  
2022-09-30 - 17:52:16 GMT



**Adobe Acrobat Sign**

**BI PRIDE UK**

England & Wales - Charity number 1177128

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# Accounts

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**BI PRIDE UK**

**TRUSTEES ANNUAL REPORT AND FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 DECEMBER 2020**

**Registered Charity Number: 1177128**

**BI PRIDE UK**  
**(Registered Charity Number: 1177128)**

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| Statement of Financial Activities | 10      |
| Balance Sheet                     | 11      |
| Notes to the Financial Statements | 12 - 17 |

**BI PRIDE UK**  
**(Registered Charity Number: 1177128)**

**TRUSTEES' ANNUAL REPORT**  
**31 DECEMBER 2020**

The Trustees present their report and financial statements for the year ended 31 December 2020.

The Trustees believe that the financial statements comply with current statutory requirements and the Charity's governing document.

**REFERENCE AND ADMINISTRATIVE DETAILS**

**Charity Name:** Bi Pride UK

**Charity Number:** 1177128

**Trustees:** A Kay (Chair)  
T Brooks (Vice Chair)  
N Batley (Secretary) (Appointed 16/11/20)  
A Pepper De Caires (Treasurer) (Resigned 02/12/20)  
A Bond  
R Davey  
R Jones (Appointed 18/05/20) (Resigned 01/06/21)  
B Ajose (Appointed 18/05/20) (Resigned 27/02/21)  
P Desson-Baxter (Resigned 12/02/20)  
S Neath (Resigned 04/06/20)  
C Courte (Deceased 21/02/20)

**Company Secretary:** N Batley

**Registered Office:** 5 Caledonian Road  
London  
N1 9DX

**Bankers:** Lloyds Bank Plc  
120 Lewisham High Street  
Lewisham  
London SE13 6JG

**TRUSTEES' ANNUAL REPORT**  
**31 DECEMBER 2020**

**STRUCTURE, GOVERNANCE AND MANAGEMENT**

**Incorporation**

Bi Pride UK is a Charitable Incorporated Organisation registered on 12/02/2018.

**OBJECTIVES AND ACTIVITIES**

**Objectives**

To promote equality and diversity for the public benefit and those belonging to one or more minority identity. Particular focus is on the elimination of discrimination against people self-identifying as or assumed to be attracted to more than one gender (including but not exclusively bisexual/romantic, pansexual/romantic, and polysexual/romantic people) by:

- Raising public awareness of issues and difficulties faced by people who experience attraction to more than one gender;
- Celebrating, respecting and highlighting the diversity of communities of people who experience attraction to more than one gender;
- Staging a periodic multisexual ('bi pride' festival, and smaller events throughout the year; and
- Such other objects as are charitable under the laws of England and Wales as the management committee shall in their absolute discretion determine.

**ABOUT BI PRIDE UK**

**What We Do**

Between 'gay' and 'straight', there are so many shades of attraction beyond gender. We seek to create spaces for anyone who falls into that spectrum or thinks that they might.

Our community is vibrant and vivid, and people adopt many different labels to identify themselves, or even choose not to use labels at all. Whether you use bi, bisexual, biromantic, pan, pansexual, panromantic, poly, polysexual, polyromantic, queer, fluid, heteroflexible, homoflexible, something totally different, a combination of these, or even no label at all, **we're here for you.**

Bi Pride UK's mission is to create spaces where people who experience attraction beyond gender can be freely visible and celebrate themselves and their identities. It's not enough to be 'welcome' at a Pride. We make up a very large proportion of the GRSD (Gender, Romantic and Sexual Diversity) community – many stats actually say we're over half the community – and **we deserve to be visible and celebrated in our own right.**

**TRUSTEES' ANNUAL REPORT**  
**31 DECEMBER 2020**

**OUR WORK IN 2020 (CHAIR'S REPORT)**

2020 was the third and final year of Bi Pride UK's first three-year strategy, intended to be a year spent building on the successes of 2019 and planning for the next three-year strategic period. With the rise of Covid, it became quickly apparent that rather than increasing our operations, we would instead need to reduce them in order to reflect a rapid significant decline in projected income and out of recognition that our hard-working volunteers were now facing every kind of unexpected pressure, reducing their capacity to give time to Bi Pride UK's work. We therefore instead turned our primary focus inwards to prioritise sustainability, while doing what we could to build community with those experiencing isolation.

Despite the challenges faced, a major highlight of the year came when we learned that we had won the Charity or Community Initiative Award at the British LGBT Awards 2020. This highly prestigious award is testament to the hard work put in over the previous years and in 2020 by all of our incredible volunteers, and has served as both a morale booster and a boost towards much greater recognition of our work for bi inclusion on a national stage.

**Governance**

Building on the work begun in 2019 to strengthen our board, we continued recruiting for vacant Trustee roles. As well as recruiting for new roles, our Secretary and our Treasurer both moved on during 2020, making recruiting for these critical roles a top priority. Other members of the board were appointed as acting Secretary and acting Treasurer while we recruited new people to fill the roles. The team also sadly lost our newly appointed Fundraising Trustee, Catherine Courte, who passed away in February 2020 after a short illness.

We established a valuable new partnership with Beyond Suffrage, a training programme aiming to get more young racialised women into governance roles. Through this programme, we recruited two members of the first cohort into our Events Trustee and Representation and Inclusion Trustee roles respectively, and they have proved to be an excellent addition to the team.

The timing of the pandemic in the final year of a three-year strategic plan allowed us to reflect on the next three years and how we would learn from and incorporate lessons learned from the pandemic into our work going forward. Across 2020 we consulted with the entire volunteer team on how we should develop our work, and this resulted in putting together an ambitious but pragmatic strategic plan for 2021-23, recognising that much of the plan would need regular review to adapt to unexpected circumstances unfolding through the Covid-19 pandemic.

**Operations**

**Finance**

Faced with a difficult financial situation as many charities were as the Covid-19 pandemic took hold, we carried out a budget reforecast process in the first quarter of the year, adjusting our deliverables to match the available funds we had in the bank or the immediate pipeline. This process allowed us to identify that we had a shortfall at the time of reforecasting of approximately £1,500, and therefore to plan ways to meet this shortfall. As is outlined below in the section on fundraising activities, we exceeded our projected reforecast fundraising targets, allowing us to end the financial year in a much more healthy position than we could have anticipated at the beginning of the year.

We appointed our first voluntary Finance Officer in 2020, allowing us to increase capacity for managing and processing organisational finances. This has allowed us a significant improvement in efficiency in processing payments and facilitating reporting.

Due to delays relating to the ongoing pandemic, we applied for an extension to our 2019 reporting period, and were granted this with a new deadline of 31st January 2021. 2019 was our first financial period crossing the threshold for an independent examination, so this extension gave us time to carry out that process without putting the volunteers involved in the process under further pressure.

Towards the end of the year, we also began the process of identifying what our needs would be from accounting software. As a small but growing charity, spreadsheets were reaching the limits of their utility, and we identified that Quickbooks would best meet our requirements, with an aim to begin implementing and migrating our accounting to the software at the beginning of 2021.

## **IT**

Our most significant development in 2020 in IT and technologies was a migration of internal communications from multiple WhatsApp groups for different elements of our work into a central Slack system. This was tested by the Trustees in the early months of the year, and rolled out to the wider team at an away day in March 2020. It has proved to be much more effective, both in terms of organising relevant topics and themes, and for creating a separation between Bi Pride UK work on Slack and volunteers' more personal communications on WhatsApp.

The IT team was also involved in the process of identifying Quickbooks as the most suitable accounting software for our purposes, considering relevant integrations, data security and ease of use among other criteria.

## **Fundraising**

Although we had an ambitious budget approved for 2020, this was planned without factoring in the impact that Covid-19 would have on fundraising. With the rapid change in events within the first quarter of the year, Bi Pride UK like many charities experienced a quick and significant reduction in projected income. Between income lost from selling merchandise at Prides across the UK, event income generated at our physical events, and corporate sponsorship tied to our flagship Pride event, our budget reforecast in March predicted a loss of over 75% of our income for the year.

However, across the year we found that we were able to continue to generate income through various channels, albeit much reduced from what we had anticipated when setting our 2020 budget. In particular, our successes included:

- bringing on board three corporate sponsors for our virtual BiFi event in June - two (EY and Credit Suisse) were returning sponsors and one (Google) was a new sponsor for us;
- recruiting Sky as our first Silver sponsor for 2021 (new to us as a sponsor), with their fee spread over financial years 2019-20 and 2020-21;
- £4080 raised through donations during our virtual BiFi Festival;
- launching our new merchandise shop to sell Bi Pride UK and Unicorn merchandise;
- winning a £7,830 grant through Comic Relief's LGBTQ+ COVID-19 Recovery Fund, in partnership with METRO Charity and NAZ, to cover the costs of a second BiFi Festival in 2021;
- putting in a second Covid response grant application for £858 of core costs (independent examination, online accounting software and insurance costs) to the LGBTQ+ Futures: National Emergencies Trust Fund - *this application was successful in early 2021, beyond the scope of the figures in this financial report*

## **Volunteer management**

We came into 2020 with a focus on continuing to recruit more volunteers across the charity and build up our volunteer team. As it quickly became apparent that many of our usual activities would need to be put on hold during the pandemic, we took a decision to make this a focus of the year, while also beginning to create more

robust internal volunteer management and support processes.

Our first Head of Volunteer Management moved on in January 2020 shortly after moving from the events team into this new position, and we welcomed a new volunteer to the role later in the year who quickly began to formalise our volunteer management systems and identify new avenues and platforms for volunteer recruitment to help us to address a relative lack of diversity in our team.

We held an in person away day in London in March 2020, a few weeks before lockdowns began. This day was a great opportunity for our geographically dispersed volunteers to come together in one place; as a remote working team, these away days have been very valuable for team cohesion. Once the lockdowns began, we were of course no longer able to hold in person away days, but we ran a virtual half-day 'away day' for the whole team in October 2020 with a predominant focus on team cohesion and coming together as a community, particularly valuable for introducing a large number of new volunteers who had joined the team during 2020.

### **How we delivered public benefit**

Our activities in 2020 did not look as we had planned for them to be at the end of 2019, but as a charity we were able to continue to deliver significant public benefit albeit through different formats and channels across our three strategic areas: our events, our education and outreach work, and our communications work. Being awarded the British LGBT Awards 'Charity or Community Initiative' award in November 2020 was a fantastic recognition of the impact we have had for the bi communities and of the hard work of our entirely voluntary team.

### **Events**

Following our hugely successful Bi Pride flagship event in 2019, we had ambitious plans for 2020, including returning with a larger second annual Bi Pride event in London in September, and also built early plans for a new event, Bi Pride Local in May 2020.

Our idea for Bi Pride Local was that we would leverage our privilege as a registered charity with access to funds that smaller unregistered organisations cannot access in order to fund local grassroots events and projects. The programme of the event would be designed by the local community organisers so that it is a truly local event, in partnership with us. We used an existing relationship with Bi Cymru to identify Swansea as the location of the first Bi Pride Local, as they had been running an annual BiFest event in Swansea for 10 years and the format of the event followed a similar pattern to our larger London event with both panels/workshops and music performance. We would bring to the table a budget significantly larger than the group had previously had for organising the event, allowing for contributors to be paid and the usual entry fee to be removed, as well as the use of our networks and channels to promote the event to a wider audience.

With the advent of Covid-19 came the inevitable cancellation of our second annual Bi Pride event on Saturday 5th September 2020, and the postponement of the first Bi Pride Local event in partnership with Bi Cymru, scheduled to be on Saturday 16th May 2020. However, we felt we wanted to continue to provide some kind of event virtually for the bi communities in the UK, and our BiFi Festival was born.

We ran this 5-hour virtual stream on Saturday 20th June 2020, put together in haste within a couple of months. It followed a similar pattern to our physical flagship event: three pre-recorded panels on different topics (mental health in lockdown, bi BAME empowerment, and bi and trans representation in arts and culture), followed by a variety of performers and artists, including music, magic and drag.

We chose to run it earlier in the year in June rather than at the time we would have run our physical event because we felt that in the height of lockdown was when people would most need a virtual event, rather than in the unknown circumstances later in the year. We had a combined viewership of 1500 across the two

platforms (Twitch and Facebook), and those who joined on the day and have watched the content on YouTube afterwards greatly appreciated the Festival, and we received very positive feedback on social media and from contributors:

*'It made me realise how rare it is to see people like myself on these things, and I learned so much more about biphobia and bi-erasure even though I thought I knew everything. It inspired me to arrange and host some intersectional bi+ panels in India with different marginalised groups. And I delved more into the effects of biphobia and wrote a piece for Vice.'*

*'The level of inclusivity and intersectionality/diversity just in your second year was amazing. I could see that it definitely went beyond tokenism.'*

Our Bi-Fi Festival 2020 allowed us to deliver two key organisational priorities: creating spaces which educate about and celebrate bi identities; and generating bi visibility and positive conversations about bi people. Addressing the first, we gave bi people a sense of belonging, with a longer-term of positively influencing individuals' well-being and mental health, and on the second we educated people within and beyond the bi community, and generated ongoing conversations which could have influence far beyond the contributors and attendees themselves, all while also creating high-quality content that accounts for varying accessibility needs and for those who may face risk attending an in-person event and contributing educational and celebratory content around bi identities that is available in perpetuity.

In the BiFi Festival, we created a virtual community space for bi people to come together, with community cohesion improving people's resilience and mitigating the physical and mental health risks inherent in isolation for a marginalised community at a time of relatively unprecedented collective and repeated trauma and stress. The event also helped to educate people about bi identities and communities and the many intersections bi people experience with other aspects of their identities, encouraging positive conversations around this subject.

It was our first fully virtual event, and we learned a lot from organising BiFi Festival 2020, particularly in relation to online accessibility. While the event had BSL interpretation throughout, we did not provide subtitles and were only able to provide audio description for the streamed videos uploaded after the event. We learned that these are all elements we would need to incorporate into future virtual events to make our content available to as wide an audience as possible. We also did our best in a short planning period to optimise the platform itself that we were using to stream the event, and resolved from delivering the event to ensure that future virtual events to increase the range of streaming platforms used to overcome barriers to access such as being incompatible with screen readers.

Building on the popularity of our BiFi Festival, we ran a one-hour virtual event to mark Bi Visibility Day on Wednesday 23rd September, Let's Get Visible. This featured a panel entitled 'Looking Back and Moving Forward,' reflecting on 2020 and what's been learned to take forwards, followed by a couple of performances by two of the panellists. As with BiFi, this event was also well received by the bi communities.

We drew on our experiences running our two virtual events in 2020 to put together a successful grant application for delivering a second BiFi Festival in 2021; we envisioned this event, as with our 2020 events, as a direct response to the isolation and erasure that the bi communities already experience in more 'normal' times and which have been heightened by impacts of lockdown and Covid. Beyond this, we intend to take forward the experience of running virtual events by ensuring that our future physical flagship Bi Pride will feature virtual elements, extending participation beyond those able to come to a physical event in London.

*Please note that due to unfortunate circumstances (the combination of suddenly reduced volunteer capacity and the tragic and sudden loss of one of our founding volunteers to suicide less than two weeks before the*

*date of the event), BiFi 2021 had to be cancelled and the majority of the grant paid back. Comic Relief agreed for us to retain £2,060 of this grant to reuse content that was pre-recorded for our virtual Bi Pride event in September 2021 and a panel on mental health put out as a piece of stand-alone content.*

### **Education and Outreach**

2020 has been a critical year for planning the future and direction of our Education and Outreach work, arguably our strategic area with the greatest opportunity for nuance. In Bi Pride UK's organisational restructure in late 2019, we roughly categorised this work into four main focuses: engagement with Prides, regional/local outreach work, training delivery, and research and impact work exploring both internal monitoring and evaluation and external data. This new structure required significant recruitment, and with the circumstances around Covid-19 we took a more slow and intentional approach with this recruitment, and once we recruited for a new Head of and Deputy Head of Education and Outreach, the small team began to plan what this area of work might look like going forwards, and built this into our process of outlining a strategic plan for 2021-23.

In a typical year, Bi Pride UK volunteers attend 25-30 local Prides across the UK to increase bi visibility where there may not otherwise be a bi community, and joining with the local bi community/ies where there is such, but 2020 was not a typical year. Due to Covid-19, the only Pride we physically attended in 2020 was Student Pride in London in February, as all Prides from March onwards were cancelled or moved to a virtual format. We also participated in the virtual Global Pride on Sunday 27th June, organised by the European Pride Organisers Association (EPOA), submitting a two-minute video about the importance of bi inclusion; our video was used three times across the 24-hour stream, reaching audiences in multiple time zones.

We continued to build on previous years through delivering training and speaking on panels and at workshops, participating in nearly 15 such events, including bi visibility/awareness panels with Work Pride (organised by myGwork), the British Library, the General Medical Council (GMC) and ELOP, a panel discussion on the Pride for young people organised by akt, and several corporate events including Lloyds Banking Group, CBRE, Nomura and Leigh Day. The panel put together by akt was also then reshared as part of Bristol Pride's virtual event later in the year. We also spoke at the first Bi Leads Network meeting for bi representatives on corporate LGBT networks, held at Google in February, and this led to us building a number of important funding conversations with new corporate organisations.

In recognition of the difficult situations most organisations found themselves in as a result of Covid-19, we decided to donate a portion of our income raised through the BiFi Festival to three grassroots bi run organisations. This resulted in donations of £68.62 made to each of T&Coffee, Bis of Colour, and the Bi Survivors Network.

In the second half of the year, the Chair of Bi Pride UK was invited to participate on the grants decision making panel for a Covid-19 response fund funded by the National Emergencies Trust and administered by Consortium, and when there was very little uptake and few grant applications from UK bi organisations, this began a conversation with Consortium about the structural and other barriers faced by grassroots bi organisations when it comes to applying for funding. In November, Consortium reached out to Bi Pride UK about a small budget they had ringfenced for a piece of community consultation and research to explore these barriers in more depth and identify recommendations for making fundraising more accessible to the bi communities. We agreed to partner with them on this project, with the view to developing it further in the new year.

### **Communications**

In the communications team, we began 2020 with the relaunch of our website. This marked a significant upgrade and a significant increase in functionality from our previous website, including a new web shop and other new features. The new website provides us with new ways to build our brand image and recognition,

and is an important step to prepare us for growth and expansion in the years to come.

At the same time as the new website launch in January 2020, we launched our new online magazine, Unicorn, as a section of the new website. Unicorn is the first bi arts and culture magazine in the world, and was an immediate success. In 2020 Unicorn covered themes from 'Dreams' to 'Crush' to 'Green.' As well as content written or created by our Unicorn volunteer team, the magazine has featured contributors from across the world. Unicorn has been a valuable platform for us as a charity, reaching new audiences who might not ordinarily engage through a more mainstream community organisation, and allows us to find new ways to encourage and platform expression of what it means to be attracted beyond gender.

2020 has also been a year for expanding our visibility on social media. Following the success of the Unicorn Instagram account launched in the summer of 2019 but only used regularly from the magazine's launch in January 2020, we launched our Bi Pride UK Instagram account in March 2020. We began to share a monthly 'Bicon' across our social media accounts, beginning with Frieda Kahlo in April 2020 and platforming other high-profile people under the bi umbrella such as Joe Lycett, Brenda Howard and Josephine Baker. We also ran our 'Activism Corner' in April and May on Instagram, where bi activists across different communities and causes would have a take-over day on our account and highlight the work that they do. Activists included Vaneet Mehta talking about his world around #BiMenExist, Julia Shaw talking about bi women in science, and Sammy Howard talking about her trans support group T&Coffee.

The communications team works closely with the events team for every event we run, but in particular there has been a lot of close collaboration between the two teams in the process of putting together our BiFi Festival in June 2020. The virtual nature of the event meant that there was a lot of input needed from a communications perspective in terms of video and image editing and platform management, and our communications volunteers worked extremely hard to make this happen in a very limited period of time. They also worked closely with the events volunteers to promote the event to as many media platforms as possible, including working with OutNews Global as an official media partner and being listed in Pride event round-ups published by Forbes and the New York Times.

Our visibility in the media increased significantly across the year. Most notably, our Chair was interviewed on radio channel Gaydio to mark Bi Visibility Day in September, and we received significant prominence in the press as a result of winning the British LGBT Awards 'Charity or Community Initiative' Award in November 2020, which included being featured in a supplement in the print edition of the Guardian on Wednesday 2nd December among other media who published online stories about the 2020 award winners.

Building on a previous relationship with Islington's Pride, a local initiative to record the LGBT history and community of Islington, the borough in which our registered address is based, Bi Pride UK's history was featured in an archiving project run by the organisation. After being featured in a physical LGBT History Month exhibition at the Islington Museum, we were invited to participate in their oral history project; our Chair recorded our contribution, outlining how Bi Pride UK was founded and how we have grown and developed over time. This interview will be stored and be available to be accessed through Islington's Pride in perpetuity.

## **TREASURER'S REPORT**

### **Financial Review**

Bi Pride UK finished the year with an increase in funds of £10,036, primarily relating to sponsorship incomes related to the event in 2019 (£2,000), planned events in 2021 (£1,500), training provision from Bi Pride UK volunteers (£1,850), and donations from the public (£4,080). BiFi in June 2020 was able to be self-funded by sponsorship directly related to the event, allowing the charity to operate and build a functional reserve during the year in preparation for 2021 and the return of the main September Bi Pride.

### **Reserves Policy**

As a new charity without financial underwriting, Bi Pride UK has not yet implemented a formal reserves policy. It has been the trustees' stated intention to operate a surplus budget in the early years to build a cash reserve whilst still delivering an event that the community can be proud of. This period should also be considered a proof of concept of the business and operating model of the charity, during which an appropriate reserve policy can be developed and agreed by the board.

It is to be noted that in 2021 (before these accounts were prepared) the charity received a large unrestricted donation (Tesco: £80,000). Whilst this does not affect the statement of accounts as presented, it ensures that the charity can be considered a going concern at the time of writing, and the trustees have made a minuted decision to keep undesignated reserves at a level of at least £30,000 (the budgeted cost of a single year's Pride event). A formalised reserves policy along this basis is in development.

Amsel von Spreckelsen (Treasurer)

### **STATEMENT OF DIRECTORS' (TRUSTEES') RESPONSIBILITIES**

The Trustees are responsible for preparing the Trustees Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Charity 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 company as at the end of the year and of the surplus or deficit of the company for that period. In preparing those financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- make judgements and estimates that are reasonable and prudent;
- observe the methods and principles in the Charities SORP;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the company will continue in business;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements.

The Trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charity. They have general responsibility for taking such steps as are reasonably open to them to safeguard the assets of the charity and to prevent and detect fraud and other irregularities.

This report has been prepared in accordance with the Statement of Recommended Practice – Accounting and Reporting by Charities (FRS 102 - 2019a).

**BI PRIDE UK**  
(Registered Charity Number: 1177128)

**STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 31 DECEMBER 2020**  
**(INCORPORATING THE INCOME AND EXPENDITURE ACCOUNT)**

|                                    | Note | Unrestricted<br>Funds | Restricted<br>Funds | Total<br>Funds 2020  | Total<br>Funds 2019  |
|------------------------------------|------|-----------------------|---------------------|----------------------|----------------------|
|                                    |      | £                     | £                   | £                    | £                    |
| <b>INCOME FROM</b>                 |      |                       |                     |                      |                      |
| Donations                          |      | 4,080                 | -                   | 4,080                | 7,031                |
| Legacies                           |      | -                     | -                   | -                    | -                    |
| Grants                             | 4    | -                     | -                   | -                    | 4,202                |
| Charitable activities              |      | -                     | -                   | -                    | -                    |
| - Event Sponsorship and Exhibitors |      | 10,000                | -                   | 10,000               | 19,272               |
| - Education and Training           |      | 1,900                 | -                   | 1,900                | -                    |
| Trading Income                     |      | 372                   | -                   | 372                  | -                    |
| Other Income                       |      | 9                     | -                   | 9                    | -                    |
| Interest                           |      | <u>33</u>             | <u>-</u>            | <u>33</u>            | <u>-</u>             |
| <b>TOTAL</b>                       |      | <b><u>16,393</u></b>  | <b><u>-</u></b>     | <b><u>16,393</u></b> | <b><u>30,505</u></b> |
| <b>EXPENDITURE ON</b>              |      |                       |                     |                      |                      |
| Raising funds                      | 5    | -                     | -                   | -                    | 56                   |
| Charitable activities              | 5    | <u>6,357</u>          | <u>-</u>            | <u>6,357</u>         | <u>35,997</u>        |
| <b>TOTAL</b>                       |      | <b><u>6,357</u></b>   | <b><u>-</u></b>     | <b><u>6,357</u></b>  | <b><u>36,053</u></b> |
| <b>NET MOVEMENT IN FUNDS</b>       |      | <b>10,036</b>         | <b>-</b>            | <b>10,036</b>        | <b>(5,548)</b>       |
| <b>BALANCE BROUGHT FORWARD</b>     |      | <b><u>4,178</u></b>   | <b><u>-</u></b>     | <b><u>4,178</u></b>  | <b><u>9,726</u></b>  |
| <b>BALANCE CARRIED FORWARD</b>     |      | <b><u>14,214</u></b>  | <b><u>-</u></b>     | <b><u>14,214</u></b> | <b><u>4,178</u></b>  |

The detailed 2019 comparative statement of financial activities is reported in note 2.

The notes form part of these financial statements

**BI PRIDE UK**  
(Registered Charity Number: 1177128)

**BALANCE SHEET AS AT 31 DECEMBER 2020**

|                                                       | Note | 2020<br>£            | 2019<br>£           |
|-------------------------------------------------------|------|----------------------|---------------------|
| <b>FIXED ASSETS</b>                                   |      |                      |                     |
| Tangible fixed assets                                 | 7    | -                    | -                   |
| <b>CURRENT ASSETS</b>                                 |      |                      |                     |
| Debtors                                               | 8    | 314                  | 0                   |
| Cash at bank and in hand                              |      | <u>13,900</u>        | <u>4,178</u>        |
|                                                       |      | <b>14,214</b>        | <b>4,178</b>        |
| <b>CREDITORS:</b> amounts falling due within one year | 9    | <u>-</u>             |                     |
| <b>NET CURRENT ASSETS</b>                             |      |                      |                     |
|                                                       |      | <b><u>14,214</u></b> | <b><u>4,178</u></b> |
|                                                       |      | <b><u>14,214</u></b> | <b><u>4,178</u></b> |
| <b>CAPITAL AND RESERVES</b>                           |      |                      |                     |
| Restricted funds                                      | 13   | -                    | -                   |
| Unrestricted funds                                    | 12   | <u>14,214</u>        | <u>4,178</u>        |
|                                                       |      | <b><u>14,214</u></b> | <b><u>4,178</u></b> |

The directors acknowledge their responsibilities for preparing financial statements which give a true and fair view of the state of affairs of the charity as at the end of each financial year

The financial statements were approved by the Board of Directors on 29th October 2020 and were signed on its behalf by:



Amsel von Spreckelsen - Treasurer/Trustee

The notes form part of these financial statements

## **NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2020**

### **1. ACCOUNTING POLICIES**

#### **1.1 Basis of preparation of financial statements**

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102, effective 1 January 2015), hereafter referred to as the Charities SORP (FRS 102), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Bi Pride UK meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note.

There are no material uncertainties concerning the charity's ability to continue as a going concern.

In the application of the charity's accounting policies, the Trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised, if the revision affects only that period, or in the period of the revision and future periods if the revision affects both current and future periods. However, there are no judgements or assumptions that have a significant risk of causing material adjustment.

#### **1.2 Income**

Voluntary income is received by way of donations and gifts and is included in full in the Statement of Financial Activities when receivable. The value of services provided by volunteers has not been included.

Grants, including grants for the purchase of fixed assets, are recognised in full in the Statement of Financial Activities in the year in which they are receivable.

Other income and income from investments is included when received.

## **NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2020**

### **1.3 Expenditure**

Resources expended are recognised in the period in which they are incurred and include attributable VAT which cannot be recovered.

In accordance with the Statement of Recommended Practice: Accounting by Charities, the resources expended have been categorised as follows:

- (i) Costs of raising funds – comprise those costs incurred in publicity and fund raising events.
- (ii) Charitable activities – comprise all expenditure directly relating to the principal activity and the associated administration costs.

### **1.4 Operating leases**

Rentals applicable to operating leases where substantially all of the benefits and risks of ownership remain with the lessor are charged to the Statement of Financial Activities as incurred.

### **1.5 Pensions**

Employees of the charity will be entitled to join a defined contribution ‘money purchase’ scheme. The costs of the defined contribution scheme are included with the associated staff costs and are allocated to charitable activities.

### **1.6 Tangible fixed assets and depreciation**

Tangible fixed assets are stated at cost less depreciation. Depreciation is provided at rates calculated to write off the cost of fixed assets, less their estimated residual value, over their expected useful lives on the following bases:

### **1.7 Unrestricted funds**

Unrestricted funds are donations and other incoming resources receivable or generated for the objects of the charity without further specified purpose and are available as general funds.

### **1.8 Designated funds**

Designated funds are unrestricted funds earmarked by the management committee for particular purposes.

### **1.9 Restricted funds**

Restricted funds are to be used for specific purposes as laid down by the donor. Expenditure which meets these criteria is charged to the fund, together with a fair allocation of management and support costs.

### **1.10 Financial instruments**

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value.

**NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2020**

**2. COMPARATIVE STATEMENT OF FINANCIAL ACTIVITIES**

|                                    | Unrestricted<br>Funds | Restricted<br>Funds | Total Funds 2019 |
|------------------------------------|-----------------------|---------------------|------------------|
|                                    | £                     | £                   | £                |
| <b>INCOME FROM</b>                 |                       |                     |                  |
| Donations                          | 5,316                 | 1,715               | 7,031            |
| Legacies                           | -                     | -                   | -                |
| Grants                             | -                     | 4,202               | 4,202            |
| Charitable activities              |                       |                     |                  |
| - Event Sponsorship and Exhibitors | 19,272                | -                   | 19,272           |
| Fundraising                        | -                     | -                   | -                |
| Investments                        | -                     | -                   | -                |
| <b>TOTAL</b>                       | <u>24,588</u>         | <u>5,917</u>        | <u>30,505</u>    |
| <b>EXPENDITURE ON</b>              |                       |                     |                  |
| Raising funds                      | 56                    | -                   | 56               |
| Charitable activities              | 30,080                | 5,917               | 35,997           |
| <b>TOTAL</b>                       | <u>30,136</u>         | <u>5,917</u>        | <u>36,053</u>    |
| <b>NET MOVEMENT IN FUNDS</b>       | (5,548)               | -                   | (5,548)          |
| <b>BALANCE BROUGHT FORWARD</b>     | <u>9,726</u>          | -                   | <u>9,726</u>     |
| <b>BALANCE CARRIED FORWARD</b>     | <u>4,178</u>          | -                   | <u>4,178</u>     |

**3. NET INCOME**

|                                                              |             |      |
|--------------------------------------------------------------|-------------|------|
| The net income is stated after charging:                     | <b>2020</b> | 2019 |
|                                                              | £           | £    |
| Depreciation of tangible fixed assets - owned by the charity |             | -    |
| Independent Examiners' fee                                   |             | -    |

During the year, no director/trustee received any emoluments or reimbursement for services (2019: £Nil).

The key management personnel of the company comprise the trustees. The total employee benefits of the key management personnel were £nil (2019: £nil).

|                                        |             |          |
|----------------------------------------|-------------|----------|
|                                        | <b>2020</b> | 2019     |
|                                        | £           | £        |
| Details of staff costs are as follows: |             |          |
| Salaries                               |             | -        |
| Social Security Costs                  |             | -        |
| Pension costs                          |             | -        |
|                                        | -           | -        |
|                                        | -           | -        |
| Average No. of employees               | <u>0</u>    | <u>0</u> |

No employee received remuneration in excess of £60,000 (2019: None).

**BI PRIDE UK**  
(Registered Charity Number: 1177128)

**NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2020**

| <b>4. GRANTS RECEIVED</b> | <b>Unrestricted<br/>£</b> | <b>Restricted<br/>£</b> | <b>Total 2020<br/>£</b> | <b>Total<br/>2019<br/>£</b> |
|---------------------------|---------------------------|-------------------------|-------------------------|-----------------------------|
| LGBT Futures              | —                         | —                       | —                       | <u>4,202</u>                |
|                           | —                         | —                       | —                       | <u>4,202</u>                |

| <b>5. EXPENDITURE</b>                         | <b>Unrestricted<br/>£</b> | <b>Restricted<br/>£</b> | <b>Total 2020<br/>£</b> | <b>Total 2019<br/>£</b> |
|-----------------------------------------------|---------------------------|-------------------------|-------------------------|-------------------------|
| Cost of raising funds                         |                           |                         |                         |                         |
| Fundraising                                   |                           |                         |                         | 56                      |
| Charitable Activities:                        |                           |                         |                         |                         |
| Advertising/Promotional                       | 51                        |                         | 51                      | 2,158                   |
| Banking/Platform Fees                         | 35                        |                         | 35                      | -                       |
| Diversity, Inclusion & Accessibility          | 2,307                     |                         | 2,307                   | 4,547                   |
| Donations and Grants                          | 169                       |                         | 169                     | 183                     |
| Events - Contractors & Services               | 556                       |                         | 556                     | 10,490                  |
| Events - Performers and Contributors          | 1,351                     |                         | 1,351                   | 7,971                   |
| Insurance, Legal and Governance               | 161                       |                         | 161                     | 867                     |
| Office/Admin                                  | 30                        |                         | 30                      | 492                     |
| Supplies/Materials                            | 17                        |                         | 17                      | 3,658                   |
| Volunteer Expenses - Subsistence              | 22                        |                         | 22                      | 466                     |
| Volunteer Expenses - Travel and Accommodation | 222                       |                         | 222                     | 5,013                   |
| Volunteer Recruitment                         | 960                       |                         | 960                     | -                       |
| Website Costs                                 | 475                       |                         | 475                     | 152                     |
|                                               | <u>6,357</u>              | —                       | <u>6,357</u>            | <u>36,053</u>           |

## 1. TAXATION

The charity is considered to pass the tests set out in Paragraph 1 Schedule 6 Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the charity is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992 to the extent that such income or gains are applied exclusively to charitable purposes.

**NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2020**

**7. TANGIBLE FIXED ASSETS**

|                                           | Furniture,<br>Fittings and<br>Equipment<br>£ | Computer<br>Equipment<br>£ | Total<br>£ |
|-------------------------------------------|----------------------------------------------|----------------------------|------------|
| <b>Cost</b>                               |                                              |                            |            |
| At 1 January 2020                         | -                                            | -                          | -          |
| Additions                                 | -                                            | -                          | -          |
| Disposals                                 | -                                            | -                          | -          |
| At 31 December 2020                       | -                                            | -                          | -          |
| <b>Depreciation</b>                       |                                              |                            |            |
| At 1 January 2020                         | -                                            | -                          | -          |
| Charge for the year                       | -                                            | -                          | -          |
| On Disposals                              | -                                            | -                          | -          |
| At 31 December 2020                       | -                                            | -                          | -          |
| <b>Net book value At 31 December 2020</b> |                                              |                            |            |
|                                           | -                                            | -                          | -          |
| At 31 January 2020                        | -                                            | -                          | -          |

**8. DEBTORS**

|                         | 2020         | 2019 |
|-------------------------|--------------|------|
| Debtors and prepayments | £ <u>314</u> | £ -  |

**9. CREDITORS: Amounts falling due within one year**

|                              | 2020 | 2019 |
|------------------------------|------|------|
|                              | £    | £    |
| Other creditors and accruals | -    | -    |
| Social security costs        | -    | -    |
| Deferred income              | -    | -    |
|                              | -    | -    |

**10. STATUTORY INFORMATION**

The Charity is Registered in England and Wales and the registered number and registered office address can be found on the Legal and Administrative information page.

**NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2020**

**11. ANALYSIS OF NET ASSETS BETWEEN FUNDS**

|              | <b>Tangible Fixed<br/>Assets<br/>£</b> | <b>Net Current<br/>Assets<br/>£</b> | <b>Total 2020<br/>£</b> | <b>Total 2019<br/>£</b> |
|--------------|----------------------------------------|-------------------------------------|-------------------------|-------------------------|
| Restricted   | -                                      | -                                   | -                       | -                       |
| Unrestricted | <u>-</u>                               | <u>14,214</u>                       | <u>14,214</u>           | <u>4,178</u>            |
|              | <u>-</u>                               | <u>14,214</u>                       | <u>14,214</u>           | <u>4,178</u>            |

**12. STATEMENT OF FUNDS**

|                           | <b>Balance at 1<br/>January 2020<br/>£</b> | <b>Income<br/>£</b> | <b>Expenditure<br/>£</b> | <b>Balance 31<br/>December<br/>2020<br/>£</b> |
|---------------------------|--------------------------------------------|---------------------|--------------------------|-----------------------------------------------|
| <b>Unrestricted Funds</b> |                                            |                     |                          |                                               |
| General Reserves          | <u>4,178</u>                               | <u>16,393</u>       | <u>6,357</u>             | <u>14,214</u>                                 |

**13. RESTRICTED FUNDS**

|              | <b>Balance at 1<br/>January 2020<br/>£</b> | <b>Income<br/>£</b> | <b>Expenditure<br/>£</b> | <b>Balance 31<br/>December<br/>2020<br/>£</b> |
|--------------|--------------------------------------------|---------------------|--------------------------|-----------------------------------------------|
| LGBT Futures | <u>-</u>                                   | <u>-</u>            | <u>-</u>                 | <u>-</u>                                      |
|              | <u>-</u>                                   | <u>-</u>            | <u>-</u>                 | <u>-</u>                                      |

**14. OPERATING LEASE COMMITMENTS**

At 31 December 2020, the charity had total commitments under non-cancellable operating leases over the remaining life of those leases of £nil (2019: £nil).