

# **Pride In North Cumbria**

*Charitable Incorporated Organisation*

## **Trustees Annual Report & Independently Examined Accounts**

*For the Year Ending 30 September 2021*

# Contents

Page 3. Reference & Administrative Details

Page 4-8. Trustees Annual Report

Page 9. Independent Examiner's Report

Page 10. Accounts for Year Ending 30 September 2021

## **Pride In North Cumbria Trustees Annual Report**

### Reference & Administrative Details

Period Start Date: 1 October 2020

Period End Date: 30 September 2021

Charity Name: Pride In North Cumbria

Other Names Charity Uses: PiNC

Charity Number: 1183956

Charity's Principal Address: LGBThq  
21 Victoria Place  
Carlisle  
CA1 1EJ  
pinc-cumbria@hotmail.co.uk

### Charity Trustees:

<i>Trustee Name</i>	<i>Role</i>	<i>Dates Acted (if not full year)</i>
Martin Reeves	Chair	
Rachel Hubbard	Secretary	
Dennis Thompson	Treasurer	
Mary Cameron-Parker	Trustee	
Carl Simmonds	Trustee	
Neil Robinson	Trustee	

### Senior Employees:

<i>Employee Name</i>	<i>Role</i>
Pam Eland	Project Manager

### Accountant:

Rosie Murphy (MAAT)  
RDM Accountancy Services Ltd  
69 Mount Pleasant Road  
Hastings  
TN34 3SJ

## Structure, Governance, and Management

### Governing Document

A Charitable Incorporated Organisation Foundation Model Constitution (who's only voting members are Trustees), adopted 18 June 2019.

### Charity Constitution

PiNC registered as a Charity on 23 August 2012 with a Constitution dated 14 August 2012 and the Charity Registration Number of 1148688; and converted to a Charitable Incorporated Organisation on 18 June 2019 with the Charity Registration Number of 1183956.

### Trustees

The Charitable Incorporated Organisation is managed by the Trustees who are elected and function as per the Governing Document.

### Organisational Structure

The day to day running of the CIO is delegated to employees and volunteers. The Trustees (Management Committee) retain overall control. Pride in North Cumbria works alongside the other LGBT organisations Cumbria Pride and Sticky Bits Café resident at LGBThq centre in Carlisle.

### Objectives, Activities, Performance, and Achievements:

#### Trustees Statement confirming regard to Public Benefit Guidance

The Trustees take in to account the CIO's Objectives and potential Public Benefit for Pride in North Cumbria Service Users and the wider public when making decisions; developing, and carrying out services, projects, and activities and their intended outcomes, while minimising risk.

#### Charity Objectives, Main Activities, Projects, Services, Achievements, Public Benefit, difference made to Beneficiaries, & Society

### Objects

As per the Governing Document: -

- (1) To promote equality and diversity for the public benefit and in particular the elimination of discrimination on the grounds of sexual orientation and gender identity of those living in Cumbria by raising awareness of the public about the issues and difficulties affecting the lives of lesbian, gay, bisexual, and transgender (LGBT) people.
- (2) To act as a resource for young people in Cumbria particularly those who are LGBT or uncertain of their sexual orientation or gender identity by providing advice and assistance and organising programmes of education and other activities as a means of: -
  - (a) Advancing in life and helping young people by developing their skills, capacities, and capabilities to enable them to participate in society as independent, mature, and responsible individuals.
  - (b) Advancing education.

## Main Activities, Projects, Services, Achievements, Public Benefit, difference made to Beneficiaries, & Society

PiNC still had to negotiate with Covid restrictions during this year, which meant there were times when the Centre had to shut during Lockdowns and find other ways to offer support to Service Users, mainly online and through communication platforms. During this time Employees were on Flexible Furlough for a short time. When the Centre was allowed to open after Lockdowns, there were still restrictions in place including QR Codes, Social Distancing, and Mask Wearing that needed to be observed.

Due to being awarded 5 years of National Lottery Reaching Communities funding, PiNC has been able to recruit new Employees, taking the total number of Employees to 7, working on a Part-Time basis. This means a lot more projects to engage Young People's interest and participation and offer support are being devised and the Centre receives a lot of attendance after School or College, offering a space for LGBT+ Young People to be free to be themselves; also due to increased staffing, Young People have also been able to attend during School Holidays, and at Weekends. Employees have pursued Training and Education according to their professional needs to improve the Centre's service.

PiNC has commenced or worked on various Projects this year including:

An LGBT History Project funded by the Heritage Lottery with a Website and Presentations to interested parties, increasing research and information available about LGBT History in Cumbria and further afield.

The Pansy Patch Project initially funded by a Children in Need Covid Grant has contributed to the diverse activities provided by PiNC, offering the ability for Young People to do outdoor practical and creative activities, gain new skills, and interact with others, as well as provide fresh produce for the Young People to experiment with Cooking and Eating. A new Kitchen area has been fitted for this purpose and has the possibility of Young People gaining Food Hygiene qualifications in the future.

The Merchandise Bags funded by a Cumbria Youth Alliance Every Mind Matters Covid Grant were assembled in partnership with other charitable organisations to be distributed to local Schools to expand the Pupils knowledge of local organisations that might be able to offer them support if required.

The Discord Server initially funded by a Cumbria Youth Alliance Every Mind Matters Covid Grant has enhanced communication, support, and engagement for Centre Service Users, both Young People (who have their own private server for safeguarding purposes), and Adults.

Cumbria County Council Holiday Activities and Food Programme provides Meals and Activities for Young People eligible for Free School Meals during the School Holidays. Eligible Young People were fed and engaged in many Activities they might not have been able to access otherwise, including Rock Climbing, Crazy Golf, Yoga, Escape Room, Local Trips, and Barbecues. This occupied Young People during the School Holidays and ensured they received good nutrition.

During their Drop-In Sessions, the Young People engage in a wide variety of Activities including different Games, there is a specific, regular Dungeons and Dragons group; Quizzes, Exercise, Virtual Reality, Music, Films, Book Club, Arts and Crafts, Cooking and Eating, and Workshops; as well as being able to socialise with other Service Users and access emotional and practical support if required, including through the Centre's Counsellor. Young People have done Internet Safety and Hate Crime Training Sessions, improving their ability to take care of their Personal Safety.

PiNC in partnership with Sticky Bits Café CIC, initially hosted and helped Free Radicals set up as a CIC. This included setting up and operating a temporary Pop-Up Shop in Carlisle City Centre. They also worked together to organise Why Pride? Project and host Social and Fundraising Events, Exhibitions, providing a local Creative Space. The Pop-Up Shop utilised Volunteer assistance to help run it, widening outreach and awareness raising and attracted people who had never had contact before. The temporary Pop-Up Shop sold Books, Plants, Art, Collectibles, Cards, etc, in association with other local Businesses, raising funds that contributed towards PiNC's Funding.

Why Pride? done in partnership with Sticky Bits Café and Free Radicals CIC led to many events engaging other organisations including Tullie House Museum, Bookends, Cakes and Ale Café to improve Young People's knowledge of the origin and purpose of Pride events globally, Hate Crime, Sexual Health and Rights culminating in a Youth Tent, and Exhibition at Cumbria Pride; NHS HIV Testing at the Centre; Workshops; Evening Social Events, etc. Young People interacted with the Project who had not had contact with PiNC in the past and now are regular Service Users. A Protest was held in Carlisle City Centre objecting to Police and Council inaction towards a Hate Preacher who expresses antagonistic views towards various minorities encouraging Young People's ability to stand up for their rights. Local Authorities have also been contacted to request action about this issue.

The Rainbow Stripes Award Ceremony encouraging local organisations to improve their understanding, support, access, and provision to their LGBT Employees and the Community they serve continued to be organised to be held every 1 December including in 2021.

PiNC has engaged and worked with other organisations including Local Authorities (Councils, Police, Fire Service, NHS); Schools, Colleges, University; National Youth Agency; Charities, Museums, Businesses, and Media.

Pam has set up an LGBT Network to reach out to other Organisations who support or provide for the local LGBT community to discuss provision, joint-working, avoid duplication, and local awareness-raising.

The National Citizens Service brought Young People to the Centre to make them aware of local support. Carlisle College Students had the opportunity to do a Work Placement at the Centre, and PiNC helped Carlisle College to set up an LGBT Group.

PiNC has either commemorated or been present at various events or awareness raising days & months including LGBT History Month, World Pride Month, and World AIDS Day.

There is still plenty of work being planned by PiNC to keep the organisation and the Young People busy in future years.

### Contribution made by Volunteers

There were 6 Voluntary Trustees and 3 Committee Members to the Year Ending 2021. There were 6 additional Volunteers whose help included a Carlisle College Work Placement, and work associated with the Pansy Patch Project, and Why Pride. Centre Service Users also helped to fill the Merchandise Bags to be distributed to Schools. Free Radicals, initially hosted by PiNC, which is now a Community Interest Company in its own right, recruited its own Volunteers for the Pop-Up Shop.

### Financial Review

#### Main Funding Sources

##### *Funding Grants*

- Children In Need
- Cumbria County Council Health & Activities Fund
- Cumbria County Council Health Grant
- Cumbria Youth Alliance – Covid Grant
- Frances C Scott Trust
- LGBT Consortium
- National Lottery Reaching Communities Fund
- Police and Crime Commissioner
- Ragdoll Foundation
- Sticky Bits Café – Why Pride?

##### *HM Government Coronavirus Job Retention Scheme*

- HMRC Furlough Payments

##### *Reimbursements*

- Cumbria Pride

##### *Fundraising*

- Events
- Pansy Patch Sales
- Pop-Up Shop Sales
- Stall Fundraising

### Charity's Financial Position at end of Financial Period

Opening Bank Balance: £31,753. Expenditure: £91,405. Income: £138,335.00. Leaving an End Of Year Bank Balance of £78,683 to be transferred to the 2021-2022 Opening Bank Balance.

Projected commitments are in place matching the remainder of the Grant Funding Awards already paid/due to be paid for Projects continuing during 2021-2022.

Due to the Covid-19 closure, Furlough was claimed at a total of £7,180.

### Reserves Amount and Policy

A new Reserves Policy has been implemented for the Accounting Year Ending September 2020, following advice from Cumbria Youth Alliance, as a condition of receiving a 3-year Funding Grant from Frances C Scott Trust. The Reserves comprising 5 to 10% of the Annual Turnover or Expected Turnover of the organisation, due to increasing funding, scope of provision, and number of Employees.

### Declaration

*Signed on behalf of Charity Trustees*

- Signature: R Hubbard
- Full Name: Rachel Louise Hubbard
- Position: Secretary
- Date: 30 July 2022





## Independent examiner's report on the accounts

Report to the trustees/  
members of

Pride In North Cumbria CIO

On accounts for the year  
ended

30<sup>th</sup> September 2021

Charity no 1183956

Responsibilities of  
committee and examiner

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

The trustees consider that an audit is not required for this year under section 144 of the Charities Act 2011 and that an independent examination is needed.

It is my responsibility to:

- Examine the accounts under section 145 of the Charities Act,
- To follow the procedures laid down in the general directions given by the Charities Commission (under section 145(5)(b) of the Charities Act, and
- To state whether particular matters have come to my attention.

Basis of independent  
examiner's statement

My examination was carried out in accordance with general directions given by the Charities Commission. An examination includes a review of the accounting records kept by the Charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts and seeking explanations from the trustees concerning such matters. The procedures undertaken do not provide all the evidence that would be required in an audit, and consequently no opinion is given as to whether the accounts present a 'true and fair view' and the report is limited to those matters set out below.

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:

- the accounting records were not kept in accordance with section 130 of the Charities Act; or
- the accounts did not accord with the accounting records; or
- the accounts did 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 to enable a proper understanding of the accounts to be reached.

Signed:

Date: 27<sup>th</sup> April 2022

Name:

Rosie Murphy MAAT

PRIDE IN NORTH CUMBRIA CIO  
ACCOUNTS  
FOR THE YEAR TO 30 September 2021

Opening bank balance as at 1 October 2020		31,753	3,474
	Unrestricted funds 2021	Total funds 2021	Total funds 2020
PLUS INCOME:	£	£	£
Donations	816	816	15
Children In Need	31,820	31,820	31,500
Awards for All	-	-	9,450
Heritage Lottery	-	-	10,000
HMRC Furlough Payment	7,180	7,180	6,824
COVID grant	-	-	2,000
Cumbria Youth Alliance - Covid Grant	725	725	6,000
PCC	1,900	1,900	-
Fundraising	3,308	3,308	938
Francis C Scott Trust Grant	10,000	10,000	10,000
Peoples health trust Grant	-	-	2,271
Cumbria Pride	2,000	2,000	-
Ragdoll	1,350	1,350	-
LGBT Consortium	4,830	4,830	-
CCC	5,380	5,380	-
Big Lottery	66,776	66,776	-
Grant for Why	2,250	2,250	-
<b>TOTAL INCOME</b>	<b>138,335</b>	<b>138,335</b>	<b>78,858</b>
	170,088	170,088	83,433
LESS EXPENDITURE:			
Councillor	3,050	3,050	-
Project Costs	7,239	7,239	6,525
Laptop	-	-	499
Computer software costs	-	-	500
Rent & Utilities	12,869	12,869	9,798
Training	660	660	0
Wages	63,553	63,553	32,508
Pension Costs	1,339	1,339	201
Volunteer Costs	1,499	1,499	315
Insurance	590	590	502
Professional	607	607	-
Other	-	-	712
<b>TOTAL EXPENDITURE</b>	<b>91,405</b>	<b>91,405</b>	<b>51,679</b>
Closing bank balance as at 30 September 2021	<b>78,683</b>	<b>78,683</b>	<b>31,753</b>