

Pride In North Cumbria

Charitable Incorporated Organisation

Trustees Annual Report & Independently Examined Accounts

For the Year Ending 30 September 2022

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Pride In North Cumbria Trustees Annual Report

Reference & Administrative Details

Period Start Date: 1 October 2021

Period End Date: 30 September 2022

Charity Name: Pride In North Cumbria

Other Names Charity Uses: PiNC

Charity Number: 1183956

Charity's Principal Address: Rainbow HQ
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 Rainbow HQ 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's remit is to help 13 to 25-year-olds. If a younger person gets in touch, PiNC will still offer guidance & signpost the child elsewhere. Barnardo's has referred young people as part of social prescribing. PiNC has a counsellor for under 18's.

PiNC is not a youth club & is primarily for a minority community. There is a drop-in session between 3pm & 6pm after school, college & university on weeknights that is well attended & staff evaluate each session. Often 10 to 15 young people drop in & there has been up to 24 people in the centre. 32 young people attended the Halloween Party. A monthly drop in session solely for older young people aged 16 to 25 between 6 & 9pm is now held where there has been an In-House Escape Room, a Movie Night watching & talking about LGBTQIA+ films, a Picasso Pizza Night doing arts & crafts & making pizzas. PiNC has reached out to young people as far as Brampton, Wigton, Silloth, Appleby, & Cockermouth. Young people outside of Carlisle who can't make it to the weeknight drop in sessions due to time & distance, can attend a monthly Saturday session instead.

Drop In sessions offer a safe space for young people to chat about worries or concerns, meet up with friends & chill. Activities help break the ice, especially when new people come & don't know anyone. Food is also provided so that young people don't go hungry. It serves as a home from home, non-judgemental place of safety for young people to socialise, escape, discuss, debate, create, laugh, learn, listen & be. Also informing staff by highlighting issues, needs & areas where support is needed & potential projects to appeal to young people's interests.

There are up to 12 young people attending Dungeons & Dragon sessions. The group's confidence has improved to a point where all young people take turns as storyteller & a second group has been created to run their own parallel story. The group have developed their own support network & are welcoming of walk-in players helping character development & personal progression. The sessions run from 4 to 7pm.

The social media & discord group keep young people up to date by posting games, chat, & discussion groups, etc. Also, Facebook, Instagram, TikTok & WhatsApp. PiNC has reinstated a text service, so we can message young people directly with what's on, & also send information about support services. Young people can use this if they have a crisis. The service isn't 24 hours & PiNC works out the best times & who will look after it & discuss it with the young people to get it right.

PiNC is always looking at different ways to communicate & reach young people & find ways to promote & celebrate what PiNC is doing, but are always aware of the need to protect young people's wellbeing & identities so we don't out them.

We have supported many who see LGBThq as a sanctuary amid unsettling & uncertain experiences in their own lives. We have celebrated together & reached out to a wider network of people who face oppression & discrimination including refugees recently moving to the area.

A young person's mother spoke to PiNC staff at Cumbria Pride & said that PiNC has changed their child's life & they have improved a lot in confidence.

Young people get older, go in to higher or further education & move on. PiNC's role is to help them build confidence to ready them for this. It helps young people coming to terms with their gender & sexual identity to become more self-accepting adults.

PiNC Funding

PiNC funding primarily covers Wages, Room Hire & Project Costs for Young People's Activities.

Centre

The upstairs room is now decorated & new flooring laid & will be used for art activities amongst other things. The centre name is being changed from LGBThq to Rainbow HQ, to remove the LGBT+ specific terminology to help people who are fearful of being exposed.

Projects

PiNC has been involved in projects around food & activities including the Holidays & Activity Fund that arranges healthy eating & activities for young people during the school holidays. Activities included a bowling event; a visit to a Wildlife Park; Newcastle Life Centre; Allonby & Silloth Beaches; walking with Alpacas, around Talkin Tarn; Laser Quest & the cinema; ZoobieDoo, Clip & Climb sessions; Mindfulness; Cooking & Baking; Arts & Crafts; & a Drag Doll Workshop. A Breakfast Club pilot ran 2 days a week between 6am & 8am. Active Lifestyle health funding for a sports/exercise project with I-Can fitness, skateboarding & bike riding with Rebike, receiving a free reconditioned bike at the end. Cooking Workshops every 4 weeks covered different countries including Iran & Greece & involved cooking, art & cleaning up after. A Healthy Eating project to assist young people with cooking skills & potentially produce a recipe book from it.

An after school Wellbeing Project that young people helped devise to enable them to try activities, they wouldn't get the chance to try outside of the centre like neuro-linguistic-programming, walking, use of the outdoor gym, cooking, & aromatherapy, to make them feel good about themselves, promoting techniques that calm the mind, mental health & emotional wellbeing. Young people took ownership of a half term Wellbeing Taster Day where they could talk about their own methods of staying calm & positive, supporting their peers to find new methods.

An Art History project involved workshops exploring LGBT artists needing Artist & Material Costs.

Partnership Working

Schools

PiNC was asked by a school in West Cumbria to do some joint working to help the school with LGBT+ issues.

PiNC delivered LGBT+ training to 4 groups of 30 at Lancaster Royal Grammar School. PiNC also delivered 4 sessions on the same day at Trinity School via ICan, for which PiNC received funding. PiNC plans to promote its Training Package around Cumbria.

PiNC helped organise a pride after exams & before the summer holidays at Caldew School.

Carlisle College

PiNC helped to set up an LGBT+ support group at Carlisle College who came to visit the centre, as well as the Student Union. Pam has posted centre activity in a WhatsApp group to them.

Rainbow Stripes

An Awards Ceremony promoting supporting equality in the workplace was held at Energus Centre in Workington. Attendees sat at tables & food & refreshments were provided.

Free Radicals

PiNC initially assisted with setting up & hosting Free Radicals, which eventually set up independently as a CIC, able to apply for funding in their own right, with a centre office space.

The Free Radicals pop-up shop generated income & interest by selling LGBT+ related & goods of interest. Lots of pride flags & pronoun badges were sold at a protest against a Hate Preacher. The community around the shop constructively addressed local controversies including hate crime & anti-trans actions & speech by councillors. The shop was considered successful & acted as a meeting point, attracting young people & adults who had not previously been involved & generated a lot of media interest.

Big Gay Day took place at the Free Radical Pop-Up Shop before it shut, with an Art Exhibition & Stalls, in partnership with Tullie House & the Library, backdropping a new archive project.

Social evenings were held at the shop & other venues, including Open-Mic nights.

Free Radicals held various exhibitions including Trans & Non Binary Art Exhibition supporting 15 trans & NB artists; & a Youth Culture Exhibition celebrating 100 years of Youth Culture in Cumbria in partnership with the Museum of Youth Culture. The launch events & exhibitions were well attended at Tribe at the local city centre park.

There was a specific LGBT+ element to the Borderlines Book Festival in 2022 that PiNC, Free Radicals & Tullie House helped with & Cumbria Libraries contributed funding to, LGBT+ authors had 4 Book Talks & 2 Workshops ensuring LGBT+ voices were heard & more diversity in Borderlines output. Young People received free tickets to attend.

Women's Group

A partnership Refugee Women's Project was set up in association with Multicultural Cumbria & the Cumbria International Women's Group. The Panah Project holds women-only swimming sessions at Trinity School, to help a diverse range of women from marginalised groups who can't swim gain a life skill, confidence, & improve technique. They also meet regularly to walk & benefit from nature, including the Lake District, offering a regular safe space, signposting, friendship & community building.

The Woman Up Conference was held at Tullie House in partnership with Multicultural Cumbria & aimed to be radically inclusive, representing & giving a voice to as many women as possible, informally educating, boosting solidarity & empowering people with inspirational stories on Maternity, Mental Health, Stereotypes, Body Image & an LGBTQ+ Panel, also raising funds.

Refugees

PiNC has also worked in partnership with Multicultural Cumbria & Carlisle Refugee Action Group, to help refugees staying at local hotel by hosting Refugee Groups at the centre where information, support & an opportunity to socialise & relax are provided. Refugees also get the opportunity to cook & eat authentic foods, which they don't get at the hotel accommodation. All are invited, minimising exposure for LGBT+ asylum seekers reluctant to come out.

Events & Initiatives

COP26 International Event

PiNC was approached by Sustainable Carlisle & a PiNC representative spoke at a multi organisation COP26 Rally in Carlisle City Centre about LGBT+ issues in relation to environmental issues including the necessity for migration due to a hostile home country & people being forced to live in poor, rundown, out of town areas at greater risk of climate catastrophe due to being ostracised by their indigenous community.

Anti-Racist Cumbria Conference

Some of the employees/volunteers attended & found it beneficial.

Carlisle United

Carlisle United are trying to get equality & diversity minority groups involved including LGBT+, young people & women. Free tickets are available to attend Carlisle United matches. PiNC's logo is on the banner, which raises awareness of PiNC. Carlisle United can also sign up to the Rainbow Stripes awards.

Cumbria Pride

PiNC had a youth & activity presence at Cumbria Pride including a stall where funds were raised, as well as a youth tent & mini protest. PiNC also participated in a Pre-Pride March.

Cumbria Royal Variety Performance

The Variety Performance took place at Harraby Community Centre in June, raising funds for Cumbria Pride, PiNC & the Air Ambulance with entertainment including Billie Raymond & Razzmatazz & stalls.

Future Projects

There are plans to apply for funding to open a centre/café in West Cumbria to improve wider LGBT+ provision, starting with opening a centre for one year to evaluate its performance.

There are plans to celebrate PiNC's 20th anniversary, which will include projects, events & partnership work.

Contribution made by Volunteers

There were 6 Voluntary Trustees and 3 Committee Members to the Year Ending 2022. There were 3 additional Volunteers whose help included garden maintenance, running a Breakfast Club & a Counsellor gaining work experience for their qualification. Centre Service Users also helped. Free Radicals, initially hosted by PiNC 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

- Arnold Clark
- Cumbria County Council
- Cumbria Community Foundation
- Frances C Scott Trust
- Ground Work
- Hadfield Trust
- National Lottery Awards For All
- National Lottery Reaching Communities Fund
- Ragdoll Foundation

Reimbursements

- Carlisle City Council Rates Rebate

Fundraising

- Events
- Raffle
- Pop-Up Shop Sales
- Stall Fundraising
- Rainbow Lottery
- Training Sessions

Charity's Financial Position at end of Financial Period

Opening Bank Balance: £78,683. Expenditure: £146,949. Income: £146,852. Leaving an End Of Year Bank Balance of £78,586 to be transferred to the 2022-2023 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 2022-2023.

Reserves Amount and Policy

A new Reserves Policy was implemented for the Accounting Year Ending September 2020, following advice from Cumbria Youth Alliance . 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: 12 July 2023



Report to the trustees/
members of

Pride In North Cumbria CIO

On accounts for the year
ended

30th September 2022

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:

23rd June 2023

PRIDE IN NORTH CUMBRIA CIO
ACCOUNTS
FOR THE YEAR TO 30 September 2022

Opening bank balance as at 1 October 2021	78,883	81,763
	Total funds 2022	Total funds 2021
PLUS INCOME:	£	£
Donations	1,958	816
Children In Need	-	31,820
HMRC Furlough Payment	-	7,180
Cumbria Youth Alliance - Covid Grant	-	725
PCC	-	1,900
Fundraising	538	3,308
Francis C Scott Trust Grant	-	10,000
Cumbria Pride	97	2,000
Ragdoll	150	1,350
LOBT Consortium	-	4,830
CCC	14,015	5,380
Big Lottery	-	66,776
Grant for Why	-	2,250
Rates Refund	141	-
Anti Racist Cumbria	50	-
Arnold Clark	2,000	-
RC Grant	67,674	-
CCF Project Grant	8,000	-
Hadfield Trust	2,000	-
Rainbow Lottery	17	-
PC&CT	10,000	-
Community Foundation	27,000	-
I Can Health	150	-
Lottery AAA	9,175	-
Other	25	-
Play Income	600	-
Shop	3,026	-
Woman Up	236	-
TOTAL INCOME	148,862	188,838
	225,535	170,088
LESS EXPENDITURE:		
Advertising	250	-
Councillor	6,450	3,050
Project Costs	20,363	7,239
Shop expenses	5,634	-
Transport	257	-
Rent & Utilities	14,588	12,869
Training	405	660
Wages	93,791	63,553
Pension Costs	2,366	1,339
Volunteer Costs	801	1,499
Insurance	556	590
Professional	1,462	607
Other	25	-
TOTAL EXPENDITURE	148,849	81,405
Closing bank balance as at 30 September 2022	78,688	78,883