

# **Pride In North Cumbria**

*Charitable Incorporated Organisation*

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

*For the Year Ending 30 September 2023*

## Contents

Page 3. Reference & Administrative Details

Page 4-9. Trustees Annual Report

Page 10-11. Independent Examiner's Report

Page 12. Accounts for Year Ending 30 September 2023

# Pride In North Cumbria Trustees Annual Report

## Reference & Administrative Details

<u>Period Start Date:</u>	1 October 2022
<u>Period End Date:</u>	30 September 2023
<u>Charity Name:</u>	Pride In North Cumbria
<u>Other Names Charity Uses:</u>	PiNC
<u>Charity Number:</u>	1183956
<u>Charity's Principal Address:</u>	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	to July 2023
Dennis Thompson	Treasurer	
Mary Cameron-Parker	Trustee	
Carl Simmonds	Trustee	to February 2023
Neil Robinson	Trustee	
Matty Smith	Trustee	from August 2023
Alison Owen	Trustee	from August 2023

## 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 organisation 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**

### *Overview*

During 2023, because of the past & present skills of project workers & committee members, we have been able to deliver a variety of projects & be involved in events & activities, some organised by us & some organised by others. It has been nice to see how the project has grown & how the project is recognised by other services. This has only happened because of the hard work, dedication, commitment & belief that the people involved have in the project & make PiNC the organisation it is today.

### **PiNC Funding/ Projects**

*Reaching Communities Lottery Grant, Frances C Scott Charitable Trust, Cumbria Community Foundation. Heritage Lottery, Active Cumbria*

PiNC has received new funding from the Ragdoll Foundation & Heritage Lottery for the PiNC Arts project & the Trans Film project; Maryport outreach provision in conjunction with Always Another Way from Cumbria Community Foundation; alongside existing funding from Frances C Scott Charitable Trust, National Lottery Reaching Communities, & Active Cumbria, as well as general fundraising & donations kindly received from events, companies, etc.

*Arts, Film Making, Outreach, Maryport, 20<sup>th</sup> Anniversary, Counselling, Fitness/Exercise*

### **Reaching Communities Lottery Grant**

This year PiNC received Year 3 of our Reaching Communities Lottery Grant, funded for five years in total to cover room hire & project worker costs & also counsellor costs, so we can continue to offer a free counselling service. This has been topped up with a cost of living grant for the remaining years of receiving the grant, to cover increasing staff wages & centre running costs.

Frances C Scott Charitable Trust have supported us with a three year grant for project work to support young people's development, mental health & to engage young people in projects.

We received funding from Cumbria Community Foundation to develop some outreach work in the Maryport area, working with Always Another Way, where we have taken on another building as a base & somewhere to meet.

An Active Cumbria grant to deliver health activities for women, including Yoga, Swimming, Tennis, & some Gym sessions

We also secured Heritage Lottery funding for a two year project to develop a film, collecting & sharing the stories of Trans, Non-Binary & Gender Non-Conforming (TNBGNC) young people. Hopefully establishing a presence in Cumbria for TNBGNC young people, encourage the breaking down of social barriers & preconceived ideas about TNBGNC people, creating safer & more open communities. Across the two years we will work with a professional filmmaker to follow a selection of young people in their daily lives, resulting in a feature length documentary film capturing the individual stories of these young people & giving an insight into their actual lives. This heritage will be shared via several film screenings within Cumbria, & at least one outside the county to increase outreach.

We secured funding from the Ragdoll Foundation, for a two year LGBTQ+ Art project to develop an art project & exhibitions, exploring LGBT artists & their work. Both projects are being well attended by young people who are expressing their creative side & developing their skills & sharing their experiences & views through art, as an effective way for them to develop friendships, reduce isolation & mental health issues.

By connecting young LGBTQ+ young people with creative professionals they identify with from across Cumbria. Young people can be inspired to explore the arts & show others how the world looks to them. It will also support the aspirations of young creatives, providing an opportunity to choose a professional discipline like visual arts, music or fashion; helping them to develop their own skills & to go into higher education or jobs in the arts.

### *Young People*

Young people have the opportunity to connect with other LGBT+ young people & share experiences, peer support & make new friends; get advice & be signposted to other agencies if required. In-house counselling is available to under 18's & over 18's. A wide variety of activities have attracted young people to the Carlisle centre & they have had the opportunity to try new activities & workshops, helping to expand their identity, likes & dislikes, self-expression, aspirations, achievements & skill set. Young people mainly come in after school or college but groups have also been run on a Friday evening & a Saturday afternoon to widen access.

### Drop In Sessions

These are held every evening Monday to Thursday, providing a safe space for young people to come & meet like-minded young people, make friends, be themselves, & chat about any concerns. It also gives the staff a chance to build a good rapport with young people. The young people also have the opportunity to eat at the centre to assist if their parents are financially struggling.

### Holiday Activities

A variety of holiday activities & food have been provided to keep young people entertained & nourished during the school holidays, for 2 days during the Easter holidays & 8 days in the summer holidays, including trips to Lake District Wildlife Park, Tullie House, Maryport Aquarium, Natures Helping Hands, Cinema & Allonby Beach.

### Communities

#### *Asylum Seekers & Refugees*

The centre has also offered provision to asylum seekers, many who arrived in the local area in the last couple of years. Some asylum seekers have been identified as LGBT & have needed a safe space to go without risking being outed & this has resulted in the centre being open to all asylum seekers, so that LGBT+ people can come without risking others finding out about their identity, as all are welcome. Asylum seekers have been able to use the centre kitchen facilities to cook authentic food that is not available in the hotels, access fitness activities including going to the gym, swimming, team games & bike riding. They have been able to put their skills to good use through volunteering, like gardening & building maintenance. Social nights outside & inside the centre have been organised, as local venues were refusing to allow asylum seekers in without ID, which they don't possess. Once asylum seekers receive Right to Remain status, they have needed additional advocacy & translation help to navigate the benefits system, job applications & finding housing, partly due to language difficulties. Many asylum seekers are vulnerable due to experiences in their home country & difficulties reaching the UK, as well as suffering hate crime.

#### *Women*

The project has built relationships with women including vulnerable & marginalised women from a range of communities, inclusive of refugees & asylum seekers, women facing mental health issues & those from the LGBT community. The project has developed a deeper understanding of challenges that women face & engaged in a range of wellbeing activities like, swimming, yoga, tennis, walks & nurture through nature.

## **Events & Initiatives**

### *20<sup>th</sup> Anniversary*

It's really nice to see how PiNC has developed over the past 20 years. In 2023 PiNC celebrated our 20<sup>th</sup> year of operating, which has given the opportunity to look back on what the project has achieved & how many people it has supported.

PiNC received funding from the Heritage Lottery for the 20<sup>th</sup> Anniversary Celebrations including a day event for 14+ year olds at the Brickyard & an evening event for 18 + year olds called #NotEveryoneLovesKylie featuring LGBT+ Acts. An Open Day was organised at the Carlisle centre for individuals, agencies & young people, including the High Sherriff, which was covered by the local newspaper. A Dungeons & Dragons Day was organised for young people at the centre & there was a 20<sup>th</sup> Century Anniversary Exhibition at Tullie House.

### *Art Exhibitions*

During the summer holidays, PiNC set up its first pop up art's project exhibition in Carlisle City Centre for two weeks. The young people decided on the name "Show Your True Colours" & they helped to curate, hang work, invigilate & engage with the public during the exhibition, which was well attended & we learned a lot from it.

As part of the exhibition, we had the chance to commission two young filmmakers to make films to be shown in the exhibition. One about the differences & similarities between the generations, called 'Generations Through Time;' plus a documentary called 'Queer In Cumbria' about growing up LGBTQIA+ in Cumbria over the years. It was an honour to be able to support young artists

### *Pride by the Harbourside*

PiNC organised a minibus trip to Pride by the Harbourside in Whitehaven. The young people explored the festival & took part in workshops in the youth tent, which proved popular. PiNC had one stall in the youth tent & one by the harbourside at this event. One of our young people was also performing in the youth tent with their band.

### *Cumbria Pride*

PiNC also held a stall at Cumbria Pride with information leaflets & merchandise, where they engaged with people attending.

### *Other Events*

*(Culture Bazaar North & West Cumbria, Unity Festival, Upperby Gala, Carlisle College Freshers Fair, Solfest)*

PiNC has attended & ran stalls at other public events including Culture Bazaar North & West, Unity Festival, Upperby Gala, & Carlisle College Freshers Fair. PiNC leaflets were also distributed at Solfest music festival via a committee member.

### *Trips*

The Arts Project had a trip to Manchester where it visited the Whitworth Museum's (Un)Defining Queer exhibition in April. During the summer, the group went to the park to enjoy nature & outside activities & create landscape artwork. They also went on a minibus trip to Buttermere, where they walked around the lake, doing drawing challenges

## **Partnership Working**

### *Always Another Way*

PiNC made plans to work from the new centre in Maryport with Always Another Way, intended to provide a space that can be used for support, activities, & social meet ups for LGBTQ+ young people; and also, professional meetings & office space.

### *Asylum Seeker & Refugee Work*

PiNC has worked in conjunction with organisations in the local area including Multicultural Cumbria, Carlisle Refugee Action Group, Penrith & Eden Refugee Network, & Carlisle International Women's Network.

### *Arts Professionals*

The PiNC arts project has worked with a number of professionals on the Film-Making & Arts Projects including local street art duo Beardy Synergy; a Drama Workshop by LGBTQ+ theatre group The Moonlighters Collective; Film Makers; local Graphic Designer Vincent; fashion designer Noki & stylist & fashion editor Kim Howells; & drag artist Summer Salty at a Drag Workshop.

### **Centres**

#### *Café/Warm Spaces*

The café was involved in warm spaces during the winter to assist with the cost of living crisis.

#### *Maryport*

There are plans to run an outreach provision at the new centre at Maryport. It's important that people know there are support services for the LGBTQ+ community in West Cumbria. PiNC is currently working with Always Another Way & the centre is intended to provide space that can be used for support, activities, & social meet ups for LGBTQ+ young people; professional meetings & office space in West Cumbria. The new centre is opening at a time when the government funded Maryport Regeneration Programme, is developing to improve the experience of living in & visiting the Maryport area & to attract new initiative's.

### **Employees**

#### *Outgoing/New*

PiNC also saw changes to the staff team, some employees left the project to move on to develop new projects, meaning we were able to take on new staff to deliver the Arts & Film projects, as well as developing other projects & getting involved in the drop in sessions & to keep PiNC administration up to date. A big thank you goes to our long time workers, who continue to deliver projects & support the young people & wider community.

#### *Training*

All staff attended Autism Training with Triple A to give employees a better understanding of neurodiversity as a number of young people attending PiNC are neurodiverse; A new Youth & Community Worker started a Youth Work Level 2 qualification; & the Designated Safeguarding Lead & Deputy attended a Safeguarding Level 2 course 3 course to ensure PiNC adheres to its safeguarding responsibilities.

### **Future Projects**

#### *Delivering Training*

An LGBTQ+ training package has been developed, with the intention to start delivering it, covering gender & sexuality, use of pronouns, homophobia, transphobia & hate crimes.

#### *Equality & Diversity March*

An Equality & Diversity March has been planned for 1 June 2024 with the intention to hold another event at the Brickyard again.

#### *Outreach Work*

There are plans to employ 2 new Outreach Worker posts with upcoming funding requirements in Spring 2024.

#### *Funding*

There are new funding grants being applied for future projects & to improve existing provision.



### Contribution made by Volunteers

There were 8 Voluntary Trustees and 5 Committee Members to the Year Ending 2023. There were 11 additional Volunteers whose help included garden & centre maintenance, helping out on stalls & at the pop up exhibition, cooking for fundraising events & giving talks, administration & youth work & a Counsellor gaining work experience for their qualification. Centre Service Users also helped.

### Financial Review

#### Main Funding Sources

##### *Funding Grants*

- Active Cumbria
- Cumbria Community Foundation
- Frances C Scott Trust
- Heritage Lottery
- National Lottery (Cost of Living)
- National Lottery Reaching Communities Fund
- Ragdoll Foundation

##### *Other Income*

- Action for Sustainability
- Borderlines
- Proud & Diverse Cumbria
- Woman Up

##### *Fundraising*

- Events
- Raffle
- Stall Fundraising
- Rainbow Lottery

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

Opening Bank Balance: £78,586. Expenditure: £153,975. Income: £189,534. Leaving an End Of Year Bank Balance of £114,145 to be transferred to the 2023-2024 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 2023-2024.

#### 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 the Charity Trustees by Colin Neil Robinson, Chair of the Board of Trustees



**CHARITY COMMISSION**  
FOR ENGLAND AND WALES

## 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 2023

**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:**

*R Murphy*

**Date:** 27 June 2024

**Name:** Rosie Murphy FMAAT Cert HE (Open)

**Relevant professional qualification(s) or body (if any):** Fellow member of the AAT

**Address:** RDM Accountancy Services Ltd  
69 Mount Pleasant Road, Hastings  
TN34 3SJ

Give here brief details of any items that the examiner wishes to disclose.

NONE

**PRIDE IN NORTH CUMBRIA CIO**  
**CHARITABLE INCORPORATED ORGANISATION**  
**STATEMENT OF RECEIPTS AND PAYMENTS**  
**FOR THE YEAR TO 30 September 2023**

Opening bank balance as at 1 October 2022			78,586	78,683
	<i>Unrestricted funds 2023</i>	<i>Restricted funds 2023</i>	<i>Total funds 2023</i>	<i>Total funds 2022</i>
<b>PLUS INCOME:</b>	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
Active Cumbria	-	5,440	5,440	-
Action for sustainability	300	-	300	-
Anti Racist Cumbria	-	-	-	50
Arnold Clark	-	-	-	2,000
Borderlines	710	-	710	-
CCC	-	-	-	14,015
CCF Project Grant	-	-	-	8,000
Community Foundation	-	18,483	18,483	27,000
Cumbria Pride	-	-	-	97
Donations	5,039	-	5,039	1,958
FC SCT	-	9,700	9,700	10,000
Fundraising	103	-	103	538
Hadfield Trust	-	-	-	2,000
Herritage lottery	-	49,950	49,950	-
I Can Health	-	-	-	150
Lottery A4A	-	-	-	9,175
National Lottery Cost of Living	25,000	-	25,000	-
National lottery reaching communities	-	68,794	68,794	-
Other	-	-	-	25
Play Income	-	-	-	600
Proud and diverse Cumbria	370	-	370	-
Ragdoll	-	5,600	5,600	150
Rainbow Lottery	-	-	-	17
Rates Refund	-	-	-	141
RC Grant	-	-	-	67,674
Shop	-	-	-	3,026
Woman Up	45	-	45	236
<b>TOTAL INCOME</b>	<b>31,567</b>	<b>157,967</b>	<b>189,534</b>	<b>146,852</b>
			268,120	225,535
<b>LESS EXPENDITURE:</b>				
Advertising			-	250
Cumbria Community Foundation			525	-
Councillor			2,900	6,450
Mental health			300	-
Heritage			7,587	-
Project Costs			8,213	20,363
Shop expenses			-	5,634
Transport			-	257
Rent & Utilities			20,803	14,588
Training			-	405
Wages			104,629	93,791
Pension Costs			2,572	2,366
Volunteer Costs			-	801
Insurance			641	556
Professional			800	1,462
Other			5,004	25
<b>TOTAL EXPENDITURE</b>			<b>153,975</b>	<b>146,949</b>
Closing bank balance as at 30 September 2023			<b>114,145</b>	<b>78,586</b>