

# **Pride In North Cumbria**

*Charitable Incorporated Organisation*

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

*For the Year Ending 30 September 2024*

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Pride In North Cumbria  
Trustees Annual Report

Reference and Administrative Details

Period Start Date: 1 October 2023

Period End Date: 30 September 2024

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>
Dennis Thompson	Treasurer/Trustee	
Neil Robinson	Chair/Trustee	
Matty Smith	Secretary/Trustee	Secretary from July 2024
Alison Owen	Trustee	
Martin Reeves	Chair	until November 2023
Mary Cameron-Parker	Trustee	until November 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 LGBThq Centre in Carlisle and also work at Rainbow HQ Centre in Maryport two days a week.

### 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, and 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.

## **Trustees Annual Report**

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

#### *Overview*

During 2023/2024, because of the skills of Project Workers and Committee Members, we have been able to deliver a variety of projects and be involved in events and activities, some organised by us and some organised by other organisations. It has been nice to see how the project has grown and how the project is recognised by other services. This has only happened because of the hard work, dedication, commitment and belief that the people involved have in the project and make PiNC the organisation it is today.

It is nice to see how PiNC has developed over the past 21 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 and how many people it has supported. People who use the service in anyway remind us why we continue to do what we do.

#### **PiNC Funding/ Projects**

##### **Reaching Communities Lottery Grant, Heritage Lottery, Ragdoll Foundation, Children in Need, Frances C Scott Charitable Trust**

PiNC has received funding from the Ragdoll Foundation and Heritage Lottery for the PiNC Arts project and the Gender Diverse Film project.

Maryport Outreach Provision is delivered in partnership with Always Another Way funded by Children in Need.

Alongside existing funding from Frances C Scott Charitable Trust, and National Lottery Reaching Communities, as well as general fundraising and donations kindly received from events, companies, and fundraising.

#### *Reaching Communities Lottery Grant*

This year PiNC received Year 4 of the Reaching Communities Lottery Grant, the funding was awarded for five years in total to cover room hire and project worker costs and counsellor costs. For the final 2 years of the Reaching Communities Lottery Grant, PiNC was awarded funding to employ 2 Outreach Workers to assess the need for LGBTQ+ Services in Cumbria.

As part of this a Cumbria LGBTQ+ Survey has been distributed and completed around Cumbria to assess LGBTQ+ people's experiences in Cumbria and gaps in and the need for additional services in Cumbria. The intention is to share the results with other organisations so that they can use them to benefit LGBTQ+ people in Cumbria.

The two Outreach Workers have also commenced work with communities in Cumbria, starting at Eden Rural Foyer in Penrith on a Tuesday at the same time as the Employment Hub that works in partnership with young people's charities and the DWP. A Youth Club is also held in partnership with Euphoric Circus at the Foyer. They also intend to engage with organisations to find out if they have a need for services to be delivered or just as an introduction to discuss what we do for the purposes of signposting and referral. PiNC has also developed LGBTQ+ training packages to deliver to organisations to help them understand and support LGBTQ+ service users.

#### *Frances C Scott Charitable Trust*

PiNC received a three-year grant from Frances C Scott Charitable Trust for project work to support young people's development, mental health and to engage young people in projects.

### *Children in Need*

PiNC received funding from Children in Need to develop outreach work in the Maryport area, where PiNC is working in partnership with Always Another Way, where PiNC has opened another centre as a base and somewhere to meet. Sessions are on for all ages between 12pm and 2.30pm and for young people between 3pm and 6pm. Holiday Activities have been provided for young people including art workshops, attending their first pride, trips out to the cinema, and escape rooms. Work has been done with other organisations including Ewanrigg Centre, Shipping Brow Gallery and Netherall School where training has been provided to students. Local events have been attended including Maryport Lantern Festival, Carnival, and Taste of the Sea Festival.

### *Heritage Lottery*

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

### *Ragdoll Foundation*

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

By connecting young LGBTQ+ young people with creative LGBTQ+ professionals from across Cumbria. Young people can be inspired to explore the arts and show others their perspective of the world. It will also support the aspirations of young creatives, providing an opportunity to follow visual arts, music or fashion professionally; helping them to develop more skills to go into higher education or jobs in the arts.

### **Young People**

Young people can connect with others and share experiences; gain peer support; make new friends; get advice and be signposted to other agencies if required.

In-house counselling is available, and this service is being well used.

A wide variety of activities have attracted young people to the Carlisle Centre, and they have had the opportunity to try activities and engage in workshops, helping to expand their identity, likes and dislikes, self-expression, aspirations, achievements and skill set.

### **Drop In Sessions**

These are held on Monday to Thursday from 3 to 6 pm after school or college. Providing a safe space for young people to come and meet like-minded young people, make friends, be themselves, and chat about any concerns. It also gives the staff a chance to build a good rapport with young people. The young people also can eat at the centre to assist with cost of living.

## **Holiday Activities**

A variety of holiday activities and food have been provided to keep young people entertained and nourished during the school holidays.

## **Communities**

### *Asylum Seekers and 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 and needed a safe space to go without risking being outed and 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. Social events outside and inside the centre have been organised. Once asylum seekers receive Right to Remain status, they have needed additional advocacy and translation help to navigate the benefits system, job applications and finding housing. Many asylum seekers are vulnerable due to experiences in their home country and difficulties reaching the UK, as well as suffering hate crime. The asylum seekers on a Friday evening are one of the most popular sessions that the centre runs and continues to have a strong uptake and attendance.

### *Women*

The project has built relationships with women including vulnerable and marginalised women from a range of communities, inclusive of refugees and asylum seekers, women facing mental health issues and LGBTQ+ women. Alliances have been made with Cumbria International Women's Network and PiNC regularly attends their monthly meetings.

## **Events and Initiatives**

### *Art Exhibitions*

PiNC has had pop up art project exhibitions at Carlisle Market Hall as part of the Ragdoll Foundation project. The young people have helped to curate, hang work, invigilate and engage with the public during the exhibition, which have been well attended. Creative Workshops were also held in the exhibition space for young people.

### *Diversity Carnival*

PiNC held its first Diversity Carnival on 1 June in partnership with Multicultural Cumbria meeting at Bitts Park beside Carlisle Castle and parading through Carlisle City Centre with lots of LGBTQ+ and global countries flags to demonstrate the strength of diversity in Carlisle and Cumbria, accompanied by a drumming band and anyone who wanted to attend. The parade came back to Carlisle Castle and then on to Bitts Park where a Big Lunch was held for people to meet up and connect after with free food provided. It is hoped to grow this event in the future.

### *Queer Do*

After the success of the first Queer Do event in June 2023 to celebrate PiNC's 20<sup>th</sup> Anniversary. Another Queer Do with alternative LGBTQ+ acts was held at the Brickyard after the Diversity Carnival in June.

### *Pride by the Harbourside*

PiNC had a stall at Pride by the Harbourside again. This coincided with the opening of the Colours Centre in Whitehaven, which PiNC attended, and a m-ini music festival the evening before the main pride event.

### *Cumbria Pride*

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

### *Other Events*

PiNC has attended and ran stalls at public events. PiNC leaflets were also distributed at Solfest music festival via a committee member.

## **Partnership Working**

### *Always Another Way*

PiNC has started working from the centre in Maryport with Always Another Way.

### *Asylum Seeker and Refugee Work*

PiNC has worked in conjunction with organisations in the local area including Multicultural Cumbria, Carlisle Refugee Action Group, Penrith and Eden Refugee Network, Carlisle International Women's Network, Carlisle City of Sanctuary and Carlisle One World Centre.

## **Centres**

### *Café*

PiNC worked alongside Sticky Bits Cafe to provide café sessions at LGBThq in Carlisle on a Tuesday and Thursday morning for people of all ages.

### *Maryport*

PiNC has started outreach provision at Rainbow HQ centre at Maryport in partnership with Always Another Way. It's important that people know there are support services for the LGBTQ+ community in West Cumbria. The centre is intended to provide space that can be used for support, activities, and social meet ups for LGBTQ+ young people, with older people's sessions also available; professional meetings and office space in West Cumbria. The centre is opening at a time when the government funded Maryport Regeneration Programme, is developing to improve the experience of living in and visiting the Maryport area and to attract new initiatives.

## **Employees**

### *Outgoing/New*

PiNC has seen changes to the staff team. Some employees left the project to move on to develop new projects or for other reasons. This meant we employed other staff and involved current employees in delivering projects. We asked funders for an extension to the art and film projects.

The Project Manager also steps in when there are issues, as well as developing other projects and getting involved in the drop-in sessions and keeping PiNC administration up to date. A big thank you goes to our, who continue to deliver projects and support the young people and wider community.

### *Training*

All staff do regular training connected to their role



## **Future Projects**

### *Delivering Training*

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

### *Diversity Carnival*

It is hoped the Diversity Carnival will grow with annual events planned, bringing minority communities and organisations together to support each other.

### *Outreach Work*

Outreach work is being delivered in Maryport, at our new Rainbow HQ centre. We also have outreach workers through the Reaching Communities Lottery Fund engaging with individuals, communities, organisations and assessing the need for future services in Cumbria.

### *Funding*

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

## **Contribution made by Volunteers**

In total there were 6 Trustees and 4 Committee Members during the Year Ending 30 September 2024, and by the year end there was 4 Trustees and 2 Committee Members. There were 5 Volunteers, one who helped engage with young people, two work placements including assisting in delivering art activities, and additionally two other volunteers assisting with delivering art activities.

## **Financial Review**

### **Main Funding Sources**

#### *Funding Grants*

- Frances C Scott Trust
- Heritage Lottery
- National Lottery Reaching Communities Fund
- Ragdoll Foundation
- Children in Need

#### *Other Income*

- TK Maxx

#### *Fundraising*

- Events
- Raffle
- Stall Fundraising
- Rainbow Lottery
- Bingo Nights

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

Opening Bank Balance: £114,145. Expenditure: £195,496. Income: £197,950. Leaving an End of Year Bank Balance of £116,598 to be transferred to the 2024-2025 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 2024-2025.

### **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 Matty Smith, Secretary of Board of Trustees, 23.06.25



## 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 2024

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: 9 June 2025

**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  
Freedom Works – The Palace Workspace, 1-3 Robertson Street  
Hastings TN34 1HN

**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 2024**

Opening bank balance as at 1 October 2023			114,145	78,586
	<i>Unrestricted funds 2024</i>	<i>Restricted funds 2024</i>	<i>Total funds 2024</i>	<i>Total funds 2023</i>
<b>PLUS INCOME:</b>	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
Active Cumbria	-	-	-	5,440
Action for sustainability	-	-	-	300
Borderlines	-	-	-	710
Children In Need	-	19,393	19,393	-
Community Foundation	-	-	-	18,483
Donations	2,160	-	2,160	5,039
FCSCT	-	9,900	9,900	9,700
Fundraising	-	-	-	103
Herritage lottery	-	49,920	49,920	49,950
National Lottery Cost of Living	-	-	-	25,000
National lottery reaching communities	-	110,334	110,334	68,794
Proud and diverse Cumbria	-	-	-	370
Ragdoll	-	5,700	5,700	5,600
Rainbow Lottery	43	-	43	-
TK Maxx	500	-	500	-
Woman Up	-	-	-	45
<b>TOTAL INCOME</b>	<b>2,703</b>	<b>195,247</b>	<b>197,950</b>	<b>189,534</b>
			312,094	268,120
<b>LESS EXPENDITURE:</b>				
Cumbria Community Foundation			-	525
Councillor			3,200	2,900
Mental health			-	300
Support Worker			5,259	-
Heritage			-	7,587
Project Costs			24,485	8,213
Rent & Utilities			24,530	20,803
Training			509	-
Wages			131,414	104,629
Pension Costs			3,492	2,572
Volunteer Costs			132	-
Insurance			985	641
Professional			800	800
Other			689	5,004
<b>TOTAL EXPENDITURE</b>			<b>195,496</b>	<b>153,975</b>
Closing bank balance as at 30 September 2024			<b>116,598</b>	<b>114,145</b>

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PRIDE IN NORTH CUMBRIA CIO  
 CHARITABLE INCORPORATED ORGANISATION  
 STATEMENT OF ASSETS AND LIABILITIES  
 FOR THE YEAR TO 30 September 2024

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	Details	<i>Unrestricted funds 2024</i>	<i>Restricted funds 2024</i>	Total funds 2024
<b>Cash Funds</b>	Bank Account	8,162	108,436	116,598

		<b>Due Date</b>	<b>Amount due</b>
<b>Liabilities</b>	Independedent Examiners fee	Jul-25	800