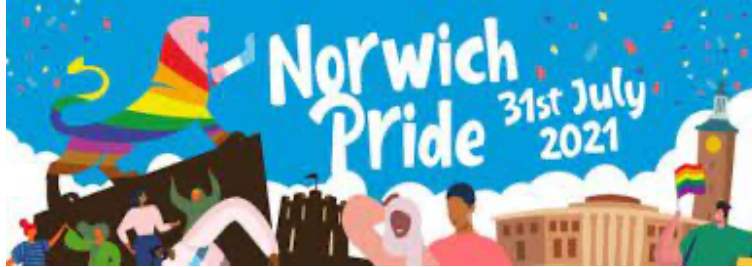


Norwich Pride Annual Report 2021

Registered Charity 1184491



Norwich Pride
c/o 10 Cathedral Street
Norwich
NR1 1LX
info@norwichpride.org.uk
www.norwichpride.org.uk

Trustees in 2021:

Julie Bremner
Nick O'Brien
Michelle Savage

Norwich Pride

Norwich Pride is the celebration of the Lesbian, Gay, Bisexual and Trans+ (LGBTQIA+) community for everyone.

Our mission is clear - to live in a city where everyone feels safe and proud to be themselves.

Our vision is to turn Norwich into a rainbow.

Our job is to organise an inclusive Pride March and associated events on the last Saturday in July.

Trustees' Foreword

This is our second report since becoming a registered charity in 2019. Our annual event has grown hugely since 2009, so two years ago a number of the founders and other volunteers decided we should become a charity, to ensure we are transparent and accountable as an organisation. We are always aiming to move forward and become the best version of ourselves whilst staying true to our original aims.

Pride 2021 took place against the backdrop of COVID for the second year in a row but we are proud to have put on an inclusive event which involved a much broader cross-section of our community and crucially encourage members of the community and allies to host their own events in celebration of our community (Pride Inspired).

We raise funds in a variety of ways, mainly seeking financial support from our Allies who sign up to our Pride Pledge (now in its second year) and share their commitment to LGBTQIA+ inclusion. We believe we must account for how funds raised are spent to achieve our objectives, and are therefore proud to present this report into our activities for 2021.

We are run by volunteers, although we buy in expertise and services when required and have formalised and professionalised our structures and policies over the last few years. We have a set of well-established Core Values and Ground Rules that all volunteers and contributors towards Norwich Pride must adhere to. These are located in our Handbook for Pride Organisers and volunteers sign up to these during their induction process. We consider these core documents every year and adapt where necessary to keep them current.

Overview:

Our objectives outlined in our CIO Charity Foundation document are:

To promote equality and diversity for the public benefit across the city of Norwich and the county of Norfolk; and in particular the elimination of discrimination on the grounds of sexual orientation or gender identity, including in particular but not exclusively by:

- a) Raising awareness of the public with regard to all aspects of discrimination in society and issues and difficulties affecting the lives of lesbian, gay, bisexual, transgender plus other sexual and gender identities (LGBTQ+) people;
- b) Advancing education and raising awareness in equality and diversity whether by teaching, interaction, performance or producing and/or displaying artistic and other materials;
- c) Producing publications, lectures, media, promoting public events and exhibitions, public advocacy and other means of communications;
- d) Association with voluntary organisations, and/or governmental, public and private bodies to develop and maximise the effectiveness of voluntary organisations run by and for LGBTQ+ people;
- e) Staging and promoting LGBTQ+ events and in particular an annual LGBTQ+ festival with a Pride Parade and associated events on the last Saturday of July;
- f) Promoting activities to foster understanding between people from diverse backgrounds.

The Structure of Norwich Pride

The Trustees form the members of the CIO and the Board of Trustees must comprise of at least 3 people. New Trustees may be recruited to the Board at any time by the Trustees. In selecting individuals for appointment as Trustees, the Trustees must have regard to the skills, knowledge and experience needed for the effective administration of the CIO. We are also actively considering the diversity of both the Trustees and the Organising Team. The Trustees may, by and from their number and from time to time, elect such officers (chair, secretary, treasurer) as they see fit. There are four layers of involvement for volunteers at Norwich Pride that reflect the time, experience and skills that people have to offer:

1. Trustees

The Trustees are people who have got considerable experience of organising Norwich Pride or have got specific skills that are important to the smooth running of the organisation. They are here to offer advice and support and oversee our long-term planning and development.

2. Organising Team

These are people who have experience of volunteering for Norwich Pride and have got overall responsibility for organising the celebrations each year. They recruit, train and support the volunteers who make Norwich Pride happen. They work with partners like the City Council & Police on planning and ensure we have enough money each year to fund the celebrations. The Management Group meet at least once a month, and more often in the last few weeks before Norwich Pride.

3. Delivery Team

These are people with specific tasks – e.g. maintaining the website, managing the Pride Shop, organising acts for the Main Stage and Acoustic & Cabaret Tent, championing access, recruiting and supporting volunteers, liaising with schools, booking stalls. Some of these roles may have all-year-round tasks. The Delivery Team have regular meet-ups with the Management Group to ensure that everyone is working together towards a shared vision for Norwich Pride.

4. Pride Makers

These are people who work on the day and in the immediate lead-up to the Norwich Pride celebrations. They include all the stewards, steward team leaders, everyone who works in the Pride shop and members of the Access and the Wellbeing teams.

Background to Norwich Pride 2021

This was the second year with the backdrop of COVID-19 and we were determined to improve the depth and quality of our own online package given that we had the experience of an online event the year before and the learning points that came from that. We also felt more pressure this year due to the frustration there was at not doing a face to face event. We made the announcement in March 2021 -in good time to avoid letting our partners and supporters down.

The political backdrop was the stepping back from the “LGBTQIA+ action plan” by the Government. Our aim was to provide an online package that would be easy to access and watch but also focussed on our aims as an organisation. This was outlined by our Chair, Joe Ballard in his introduction. We felt that coming out of the COVID-19 pandemic, as we hoped we were at the time, there was a need to reassert our demands and values.

A message from Joe Ballard
Chair of Norwich Pride 2021

Pride means different things to different people.
It's not about abbreviations or group of letters, which app you use or who features the most on your playlist. Pride reminds us and shows the world that we all have far more in common than any differences that may divide us.

Pride helps us remember the achievements of the past, the sense of togetherness we have today and that there is still more to do for the future with our endeavours for equality and attitude change across the world. It brings the message home when there are still 69 countries where it is illegal to be gay and even in the first half of this year, different states of the USA passed over 100 new bills that restricted the rights of trans people – all whilst trans people are still being targeted and killed on the streets across the world.

The Government here in the UK recently admitted they had scrapped all plans for the LGBT Action Plan, which included reforming systems of the NHS for the better, ensuring children and young people felt supported in schools and education, revised approaches to reporting and responding to hate crimes, developing the gender recognition act and a commitment by the Government to act on new learnings about those who identify as non-binary or intersex. The Government has also kept stalling on the many calls to ban conversion therapy whilst advancing their own views of 'free speech' in defence of hate speech across university campuses. These are all reasons why we still march and why we still have Pride. Pride is a movement, and it will keep moving until everyone – no matter where they are – feels safe and supported both under the law, its systems and society's attitudes. Amongst the cake, cocktails and glitter, Pride is definitely still all about political

From politics to pencils - we're very proud of our Pride Schools Week campaign, with so many different schools and colleges taking part. Schools are still crawling out from the shadow of Section 28 and we all sincerely thank the individual teachers who work on, support and share Pride with their pupils.

I'd like to thank all our allies and supporters, and the hardworking team behind this year's Pride. In whatever way you choose to celebrate or take part in our special Pride this year, you are ensuring the spirit of Pride carries on in the most individual ways – as individual and unique as you are.

Yours in Pride,
Joe

About Norwich Pride

The first Norwich Pride took place in 2009 and has grown and grown each year. It is run by volunteers and relies on the support of the community to make it happen.

www.norwichpride.org.uk
On all the socials: @norwichpride
Email: info@norwichpride.org.uk

Registered office address:
10 Cathedral Street, Norwich NR1 1LX
Norwich Pride is a Charitable Incorporated Organisation registered in England and

This year's Norwich Pride may be presented differently, but it still carries the spirit of Pride that envelops all of us for the peak of the summer.

Norwich Pride Inspired
is about officially welcoming events run by the community into the family, ensuring events are run with our core values at heart.

Norwich Pride at Home
will ensure there are many different ways to celebrate at home or work, from creative ideas and downloads!

Our **Pride Schools Week** took place in July, in the lead up to Pride and focussed on the need for all schools to support LGBTQIA+ students as schools opened up again as lockdown eased. We were acutely aware of the way in which schools could support young LGBTQIA+ people and how much they would have missed this support over lockdown. We were concerned

that there had been an increase in bullying over this year and with schools having so much on their plates, LGBTQIA+ inclusion remained of massive importance.

It was great to see schools hosting their own pride events in the lead up to July for the first time and our online event with Juno Dawson, trans author was a success. We estimate that around 20 local schools took part in Pride Schools Week in some way.

We continued to demonstrate our commitment to a diverse pride with our Black History Month icons and in efforts to make work across all of our platforms as inclusive as possible. Over the whole of October we published a post each day on a person of colour who has inspired us.



Norwich Pride 31 July 2021

On the morning of Pride, we started the day with a welcome from our Chair Joe Ballard. Once that had finished there was a Zumba warm up and rainbow baking and cocktail making classes to set the scene over the rest of the morning.

Midday saw the launch of our Pride Question Time, chaired by Education Lead Nick O'Brien with guests Peter Tatchell, Asifa Lahore, Lisa McIntyre and Josh Rivers. The panel was diverse and a good mix of both local and national speakers. It touched on issues including education, standing up against racism and showing support to our trans community at a time when it felt they were increasingly under attack. Over the course of the past year, Norwich Pride had lobbied our city MPs Chloe Smith and Clive Lewis alongside our Trans Advisory Group. Around 60 people took part virtually at the time whilst the event was viewed by around 900 people after the day.

This was an excellent and invigorating backdrop to the virtual march shortly after 1pm which was a movingly put together collage of messages of support and LGBTQIA+ representation. Although nothing can rival the colour, drama and energy of thousands of people marching, the video did a superb job and had brilliant feedback. Overall the march has been watched by around 7,000 – a superb reach for something that took place online.

The Pride Show took place from 2pm over the rest of the afternoon with a diverse range of performers. The event was hosted live by Titania Trust, ably assisted by Dame Vesta Bules. The show had two unique, never seen before game show competitions – the Norwich Pride Dragster Challenge and the Degeneration game. Other performers included The Squirrels, David Fung and Kimberley Moore.

PRIDE SHOW LIVE

It's the time to bring the party to Pride! Join us all afternoon for song, laughs, charm, glitter, and incredibly queer puns. Pride Show Live will once again be hosted by official Pride Diva and the region's supreme queen of the stage and shower-screen, Titania Trust, who will be nonverbally joined by Dame Vesta Bules. This year's show will look, sound, and feel quite different, as we'll be streaming LIVE from our own TV studio into your homes, workspaces, bars, caravans, phones, and tablets. As well as the stunning local line-up of terrific top talent, the show will also include two 'unique' never seen before game show competitions. (Trust says they are unique, but they do sound a little familiar...)

You can help choose the winners via social media @norwichpride, and can keep up to date with all Titania's backstage gossip @TitaniaTrust

Norwich Pride's Dragster Challenge
A handful of local drag artists with diabolical challenges - all in front of our judging panel. What could go wrong?

The Degeneration Game
With ludicrous tasks, and points to be won, this is a 'haven't-gp' competition, with special guest participants. You can also play along at home - but don't forget the cuddly toy!

Titania Trust has toured around many a stage including festivals, prides, pantomime, and cabaret shows. Appearances also include the big and little screen, and even smaller screen online during lockdown with her whimsical anecdotal episodes and podcast Trust Me. Her latest shows include Storytime with Auntie Titania, Caboodle Cabaret and the acclaimed Titania We Trust.

"Outstanding vocals and acerbic wit."
- Eastern Daily Press

"Simply the best." - Non

Dame Vesta Bules, star of stage, screen and four kitchens, Dame Vesta is proudly best known for her recurring role as 'Woman with Hat' in Quanten Abbey and her recent appearance in Murder She Wrote On Ice, which earned her a Dameshood for services to sewing bodices. With her big eyes and her floral crinolines, Dame Vesta is on hand this year to bring her unique brand of spatastic chaos to Norwich Pride.

"A cracking lady, a laugh riot" Terry Wogan
- BBC 2 - Angela Lansbury

The Squirrels have performed at numerous Pride events and sold-out venues, events and theatres all over the UK. They absolutely loved being part of The X Factor in 2018 and various stage shows. This dramatic duo is made of Miss Crystal (aka Drag UK finalist, Drag Idol 2019, Sissy Figgall and Vocal Cord Semi-Finalist) and Miss, who has performed all over the globe including performances with the international drag spectacular The Ladybirds. MBK has also just released their new EP called Verbal Grenade.

David Fung, accomplished magician and showman, David will bring his polished routines to surprise and delight showcasing the know and mystery of magic together. Offering a contemporary twist, David blends classic acts with his own brand of talent to engage and entertain.

Kimberley Moore, since playing and kindling from a young age, singer-songwriter Kimberley has used her talents as an outlet for expression and help her make sense of the world. With her voice pure and ethereal (that you can hear on her EP called I Am Here) she enjoys the clarity in the nonsense of metaphor, woven into her acoustic songs, often confessional and story-like.

For the first time, we partnered with the Puppet Theatre Norwich as a venue for the show with a small, selected audience. All members of the audience tested for COVID beforehand.

We were very proud this year to develop our **Pride Inspired** and **Proud at Home** events. Pride Inspired allowed us to work with a range of other organisations to broaden the reach and range of our online event.

Those working with us to put on events included:

- The Ancient House Museum of Thetford Life
- The Co-op
- Cinema City
- Norwich Arts Centre
- Norwich and Norfolk Millennium Library
- Hustle Gym
- RISE art collective

We also tried to encourage people to take part more actively from home with ideas around making flags, cakes and building a party to support full participation in pride.

Finally, we used the Guide to promote the LGBTQ+ venues who could also fly the flag and run events during the big day.

COVID-19 has had a huge impact on all of us and at this stage we are longing for lockdown to end. This Pride took place at an awkward time where things were opening up and people were perhaps moving on in their heads, yet major events still could not happen. We mitigated this by making the announcement early and trying to involve people as much as we could. We anticipate very excitedly being able to report on a live event in next year's report.

Trans Day of Remembrance

We worked with our Trans Advisory Group on an event for Trans Day of Remembrance on Saturday 20th November at the Maddermarket Theatre. This was a well-attended informal discussion involving social media influencer Adrian Sweeney, local animator Edalia Day and local activists Charlie Caine and Andrew Copeman.

Below is a page from our Pride Guide 2021 showing the range of Pride Inspired events and some press coverage.

Pride Inspired Events



At the time of going to press we are still hearing about all the wonderful events local venues, businesses, artists, and allies are planning to hold in July, here are just a few. Go to www.norwichpride.org.uk for full joining details on these and many other events.

Queer Norfolk Stories - YNA project - from the 8th July.

An audio tour around Norwich City centre that shares local LGBT+ experiences and history using the free Echoes app.

Ancient House Teenage History Club host **Pride of the People: Helping History Out of the Closet** 17th July 10am to 4.30pm. Ancient House Museum of Thetford Life, White Hart Street, Thetford, IP24 1AA.

A pop-up exhibition curated by Ancient House Teenage History Club explore local queer history including the life of Princess Catherine Duleep Singh and her twenty-year love affair with Lina Schaffer.

Co-op Join In Live Local - 19th July 11.00am. Online.

Join In Live Local is all about staying connected with Co-op customers and community groups. With a particular focus on LGBT+ projects, guest speakers and colleagues will be talking about the work being done to support Norwich.

Norwich Castle Museum and Art Gallery - from the 19th July - Instagram @norwichcastle

Join Norwich Castle Museum and Art Gallery for crafting tutorials inspired by some of the decorative arts in our collections, watch for inspiration on how to decorate your own space for Norwich Pride At Home in celebration of the LGBT+ community in our city.

There's Something Queer About This Art - 20th July to the 1st August. Circle Space Gallery, 29 St Augustine's Street, Norwich, NR3 3BY.

An exhibition featuring works from Norwich and nearby lesbian, gay,

bisexual, trans and queer (LGBTQ) identifying artists. **There's Something Queer About This Art** aims to showcase art by our queer community artists. The subject matter doesn't necessarily represent queerness, it just happens to be that the artists are LGBT+. The diverse media, styles, and themes of the exhibition, combined with the varied backgrounds and experiences of the artists themselves, gives the viewers a look into our diverse creative community.

Cinema City St Andrew's Street, Norwich, NR2 4AD.

26th July 8.30pm - My Beautiful Laundrette film screening. Written by Hanif Kureishi and directed by Stephen Frears, *My Beautiful Laundrette* tackles the issues of homophobia, racism, bigotry, violence, and politics in early 80s Britain and still manages to be compassionate, humorous and hugely entertaining.

29th July 6.30pm - The Sparks Brothers + Live Satellite Q&A with Edgar Wright. How can one rock band be successful, underrated, hugely influential, and criminally overlooked all at the same time? A musical odyssey through five weird and wonderful decades celebrating the legacy of Sparks: your favourite band's favourite band. Followed by a live Q&A with Edgar Wright and special guests, broadcast from Sundance Film Festival: London 2021.

The Pride Ball 30th July 8.00pm Norwich Arts Centre St Benedict's Street, Norwich, NR2 4PG.

Category is PRIDE! The Pride Ball is a drag show extravaganza in celebration of the local LGBT+ community, hosted by Norwich drag superstar, Liv. Featuring an all-star line-up of fierce drag talents and YOUR Grand prizes await those who can work the catwalk, in one of four categories...Face, Body, Fashion and Bizarre.

Norfolk and Norwich Millennium Library Millennium Plain - 31st July 9.30am to 6.30pm.

Various events including

- Pride under 5 story, bounce, and rhyme time
- Norfolk LGBT+ History Talk
- Norwich LGBT+ History Walk
- Pride spoken word workshop for 13-18-year-olds with James McDermott
- Adult Pride Poetry Workshop with James McDermott
- Norfolk Heritage Centre LGBT+ Archive Collection - book in to browse the collection

Pre-booking will be essential for all our events due to limited numbers allowed in the library at any one time to make it COVID-SAFE - look out on our social media pages/website for when bookings open.

Curious Pegassa 31st July to the 1st August.

A rainbow trail around the city involving multiple venues and LGBT+ products and artists.

Hustle - 31st July 10.30am The Arena, Unit 7, Avian Way, NR7 9AT.

Boxing Fitness Workout followed by Pride cake sale.

RISE collective - Saturday 31st July 11.00am to 8.00pm. Sunday 1st August 11.00am-5.00pm.

Studio 20 Wensum Street, NR3 1HY
RISE exhibition brings together female and LGBTQ artists to collaborate and elevate. Featuring all new work from Knapple, MissE., Sharpay Salazar, Kaz Allen, Katherine Gilmarin, Trisha Margolis, and Emma Arnold. With evening drag performances and raising money for local charity LGBT+ PROJECT.



'We are here and beautiful' - Norwich Pride celebrations to reach thousands



Sophie Wyllie



Published: 2:47 PM July 29, 2021



Opening of the Something Queer About This Art exhibition on St Augustines Street, for the 2021 Norwich Pride event. - Credit: Norwich Pride

Norwich Pride organisers are optimistic this year's celebrations will be more popular than ever despite the majority of events being streamed online.

The Pride Presents events will be shown on www.norwichpride.org.uk and on its Facebook page from 10am on Saturday, July 31, with a special performance from town crier Mike Wabe and recorded speech from Lord Mayor of Norwich Kevin Maguire.

Norwich Pride
Independent Examiners Report
Year Ended 31 December 2021

I report on the accounts of the charity for the year ended 31 December 2021 as attached.

Respective responsibilities of trustees and examiner

The trustees are responsible for the preparation of the accounts. The trustees consider that an audit is not required for this year under section 43(2) of the Charities Act 1993 (the 1993 Act) and that an independent examination is needed.

Having satisfied myself that the charity is not subject to audit under company law and is eligible for independent examination, it is my responsibility to:

- examine the accounts under section 43 of the 1993 Act;
- follow the procedures laid down in the General Directions given by the Charity Commission under section 43(7)(b) of the 1993 Act; and
- state whether particular matters have come to my attention.

Basis of independent examiner's report

My examination was carried out in accordance with the General Directions given by the Charity 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 you as trustees concerning any 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 in the statement 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 in order to enable a proper understanding of the accounts to be reached.

Pauline Street

ADP Accounting Limited

Association of Chartered Certified Accountants

20th October 2022

19 Farrow Close

Mattishall

Dereham

Norfolk

NR20 3SZ

Profit and Loss

Norwich Pride

For the year ended 31 December 2021

2021

Income

Advertsing & Sponsorship	9,661.00
Fundraising, Raffles, Donations, Collections, Grants	3,691.35
Shop Sales	3,239.92
Total Income	16,592.27

Cost of Sales

Shop Stock	1,192.90
Total Cost of Sales	1,192.90

Gross Profit	15,399.37
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Administrative Costs

Arts & Decorations (inc OUT140, Dandies, Flag)	1,338.99
Audit & Accountancy fees	417.50
General Expenses	259.76
Insurance	628.36
Printing Pride Guide & Posters	3,502.80
Speakers & Performers	1,673.20
Stationery, Ink, Photocopying etc	6.38
Stody Garden Costs	400.00
Subscriptions	44.37
Thank You Cards	50.00
Venue Hire	900.00
Virtual Pride Expenses	2,683.45
Total Administrative Costs	11,904.81

Surplus for the year	3,494.56
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