



Norwich Pride Annual Report 2022

Registered Charity 1184491

Norwich Pride
c/o 10 Cathedral Street
Norwich
NR1 1LX

info@norwichpride.org.uk
www.norwichpride.org.uk

Trustees at year end:
Julie Bremner
Jumara Stone
Nick O'Brien (Chair of the Board
of Trustees for 2022)
Lisa McIntyre
Richard Sawdon Smith

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.

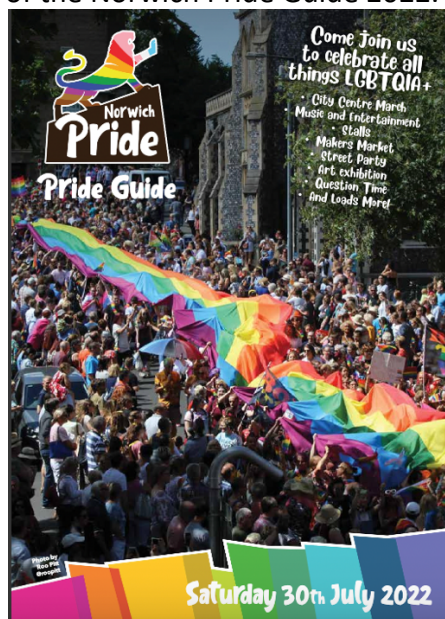
Our vision is to turn Norwich into a rainbow.

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

Trustees' Foreword

This is our third report since becoming a registered charity in 2019. Our annual event has grown hugely since 2009, and as a result three 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.

Image shows the front cover of the Norwich Pride Guide 2022. Image © Roo Pitt





Norwich Pride 2022 was the first in person event since the covid pandemic so expectation and excitement was high, and the event needed excellent planning and management to ensure everyone could attend safely. Our fantastic Organising Team and brilliant team of volunteers brought together an amazing and colourful event that reflected our charity aims.

2022 was a special year as it marked the 50th anniversary of the first official UK Pride march which was held in London on 1 July 1972. Norwich Pride acknowledged and celebrated this fact in its publicity and events.

For the first time in Norwich Pride's history, we closed Theatre Street all day to ensure people could move more easily between the Forum, where many of the stalls are, and Chapelfield Gardens where the performance stages are. We successfully organised new elements for Norwich Pride 2022 including a Makers Market in Chantry car park to help local artists and creative LGBTQIA+ people showcase and sell their products.

We had three stages:

- The Marsha P Johnson Stage headlined by Grace Petrie and Daniel Molyneaux
- The Wendy Carlos Stage headlined by Dutchie
- The Tracy Chapman Live Lounge headlined by Kimberley Moore and Sue Lane

Chair of Trustees Nick O'Brien said in advance of the event:

In recent years we have been happy to march at Pride in celebration of things moving forward, in terms of legislation, public attitudes and lived experiences. For the first time this summer many of us will feel worried this is no longer the case.

Perhaps this idea of progress and freedom was more uneven and fragile that we thought. The disgraceful and systematic attacks on trans rights are of a hug concern and we must stand together as a community against this, as we did in April this year on the steps of Norwich City Hall.

We stand together because we are in total solidarity with our trans siblings and also because if trans rights are lost, all of our rights could be under attack next from the same people.

Our commitment to liberation and queer joy is stronger than ever today, have a great time at pride but also – more than ever – remember why we are here. Stay proud!

We raised funds in a variety of ways, mainly seeking financial support from our Allies, including Aviva our main sponsor, who sign up to our Pride Pledge and share their commitment to LGBTQIA+ inclusion. We also raised money through our Pride Shop. 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 2022.



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.

Image shows Norwich Pride Trustee Nick O'Brien holding a colourful sign that states 'No LGB without the T' © Burton Photography



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.

Image shows trans activists Andrew Copeman and Charlie Caine with the headline 'Protect Trans Lives'





Norwich Pride 2022 – The Event

Thousands of people took part in Norwich Pride 2022 which returned to the city after two years of virtual celebrations due to the Covid-19 pandemic. Norwich Pride blended celebration, activism, protest and showcased amazing LGBTQIA+ talent on various stages to entertain attendees.

The BBC reported¹ that Korben, 16, who shot to global fame after wearing a red sequined dress to his school prom, said: "This year, Norwich Pride meant more to me than it ever has.

"To be able to represent the younger generation and stand up for LGBTQIA rights has just been incredible. However, it was so important for me today to dedicate my performance to those generations of the community who paved the way for us to be where we are now."

"Without them, I wouldn't feel as free as I do today to be myself. It's so important to continue to fight for the rights of the LGBT+ community to build on the foundations they laid."

Image shows Trustee Julie Bremner with Head of Fundraising Robert George working with volunteers to organise the Norwich Pride march 2022 © Burton Photography



¹ <https://www.bbc.co.uk/news/uk-england-norfolk-62362143>



Two images show huge crowds of people preparing to march, and one image shows attendees wearing a variety of flags including trans and non-binary flags

© Burton Photography





Norwich Pride Queer Art Exhibition – Beyond The Flag

This exhibition that took place at The Assembly House 24 – 30 July aimed to raise enquiry points around the legacies, histories and future of the rainbow flag. It questioned what it stands for and whether symbols of queer power can be appropriated and diluted. Sponsored by Norwich University of the Arts, whom we thank for their ongoing support.

Image shows Norwich Pride Patron David Shenton next to a colourful t shirt he made that is displayed in a museum, with writing about the Beyond the Flag exhibition and an image of The Assembly House with the words Proud supporter of Norwich Pride'



Norwich Pride Question Time

Our 2022 Question Time event was sponsored in memory of out gay man John Griffiths 1948-2018 who was particularly interested in queer politics and loved the annual Question Time discussion. John was Head of Clinical Psychology at Homerton and Barts Hospital. He retired to Norwich in 2012 and fell in love with the city. He became an avid supporter of Norwich City Football Club and a dedicated worker for the LGBTQIA+ fans group Proud Canaries.

Chaired by Lee Brown who is queer, trans and generally smiley, the event was well attended and a lively discussion was held. This was recorded livestreamed to ensure it was accessible.

Natasha Curson Memorial Trans Talk

Adrian Sweeney, a social media influencer, who charted his transition on his YouTube and Insta Channels spoke at this event giving an insight into what it's like to be young and trans in 2022.



Norwich Pride Inspired events

Over 20 events organised at local venues took place during July 2022 that were linked to Norwich Pride. This means there are even more ways for people to attend LGBTQIA+ events and engage with Norwich Pride in some way.

Image shows an advert for the film *The Adventures of Priscilla Queen of the Desert* at Cinema City on 26 July 2022 with three silhouetted drag queens in red, orange and yellow and the Norwich Pride Inspired logo



Norwich Pride Schools Week 2022

The 2022 week was sponsored by The East of England Co-op.

In 2022 the theme was protecting the mental health and wellbeing of LGBTQIA+ students and staff. This theme was chosen due to research that really clearly identified that LGBTQIA+ young people are particularly vulnerable to poor mental health. In the last week of June, lessons, school pride groups and marches took place in schools across Norfolk to recognise LGBTQIA+ lives.

Since its inception in 2019, Norwich Pride Schools Week has built up a network of teachers and schools that can share resources and discuss education issues. It is another way Norwich Pride aims to support LGBTQIA+ young people and ensure they feel safe to be themselves.



Image shows a smiling person wearing their yellow Aviva t-shirt and waving a flag 'Proud to be the main sponsor of Norwich Pride' © Walshy – @street_shots30



Image shows ten drag stars on the Norwich Pride main stage looking powerful and holding signs up that say 'Trans rights' and 'Equality hurts no one' © Payel Bhaduri – @ineverynookandcorner





Image by Crash King showing hands holding a sign that says 'Protect Trans Lives'

© Crashcantdraw



Profit and Loss

Norwich Pride

For the year ended 31 December 2022

| | 2022 | 2021 |
|--|------------------|------------------|
| Income | | |
| Advertsing & Sponsorship | 41,205.50 | 9,661.00 |
| Fundraising, Raffles, Donations, Collections, Grants | 1,898.04 | 3,691.35 |
| Shop Sales | 12,673.20 | 3,239.92 |
| Total Income | 55,776.74 | 16,592.27 |
| Cost of Sales | | |
| Shop Stock | 7,415.72 | 1,192.90 |
| Total Cost of Sales | 7,415.72 | 1,192.90 |
| Gross Profit | 48,361.02 | 15,399.37 |
| Administrative Costs | | |
| Accessible Information (Incl BSL) | 1,144.38 | - |
| Arts & Decorations (inc OUT140, Dandies, Flag) | 1,562.08 | 1,338.99 |
| Audit & Accountancy fees | 255.00 | 417.50 |
| Chapelfield Garden Hire | 1,450.00 | - |
| Charitable and Political Donations | 87.12 | - |
| Decorating Stage & Chapelfield Gardens | 20,683.06 | - |
| Forum Hire | 1,063.50 | - |
| General Expenses | 264.19 | 259.76 |
| Insurance | 674.73 | 628.36 |
| Pride Guide Launch | 79.74 | - |
| Printing Pride Guide & Posters | 3,909.40 | 3,502.80 |
| Radios | 902.40 | - |
| Refreshments | 236.00 | - |
| Samba Band | 500.00 | - |
| Security | 6,332.70 | - |
| Speakers, Performers, Stage management | 5,927.09 | 1,673.20 |
| Staff Training | 300.00 | - |
| Stationery, Ink, Photocopying etc | 101.40 | 6.38 |
| Stody Garden Costs | - | 400.00 |
| Subscriptions | 68.42 | 44.37 |
| Thank You Cards | - | 50.00 |
| Toilets | 3,372.00 | - |
| Travel - National | 70.39 | - |
| Venue Hire | 705.00 | 900.00 |
| Virtual Pride Expenses | 2,116.96 | 2,683.45 |
| Volunteer Expenses & Party | 2,030.69 | - |
| Design Fees | 2,157.50 | - |
| Sponsorship and Fundraising | 3,330.00 | - |
| Photography | 650.00 | - |

| | 2022 | 2021 |
|-----------------------------------|--------------------|------------------|
| Love Light Love Festival | 2,664.98 | - |
| Total Administrative Costs | 62,638.73 | 11,904.81 |
| Surplus for the year | (14,277.71) | 3,494.56 |

Norwich Pride
Independent Examiners Report
Year Ended 31 December 2022

I report on the accounts of the charity for the year ended 31 December 2022 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

30th October 2023

19 Farrow Close

Mattishall

Dereham

Norfolk

NR20 3SZ

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