

PRIDE IN GLOUCESTERSHIRE

England & Wales · Charity number 1185201

Details

Status Registered

Legal form Other

Registered 2019-09-06

Register [View on the Charity Commission register](#)

Contact

Address 54 Wellesley Street
Gloucester
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Website www.prideinglos.org.uk

Activities

Objects: TO PROMOTE EQUALITY AND DIVERSITY AND THE ELIMINATION OF DISCRIMINATION ON THE GROUNDS OF SEXUAL ORIENTATION OR GENDER IDENTITY FOR RESIDENTS OF AND VISITORS TO GLOUCESTERSHIRE (THE AREA OF BENEFIT) BY: A) CREATING OPPORTUNITIES THAT CELEBRATE THE LGBTQ+ IDENTITY AND COMMUNITY WITHIN GLOUCESTERSHIRE THAT ARE WELCOMING TO ALL.B) FOSTERING AN ENVIRONMENT OF DIVERSITY, TOLERANCE, INCLUSIVITY AND EQUALITY IN GLOUCESTERSHIRE AND, WHERE RELEVANT, RAISING AWARENESS OF NATIONAL & INTERNATIONAL LGBTQ+ ISSUES.C) TO SHOWCASE THE CREATIVE AND ARTISTIC TALENTS OF LGBTQ+ PEOPLE IN GLOUCESTERSHIRE.D) TO RAISE AWARENESS OF LGBTQ+ LOCAL, NATIONAL AND INTERNATIONAL HISTORY IN GLOUCESTERSHIRE.E) RUNNING LGBTQ+ EVENTS IN THE COUNTY TO INCLUDE AN ANNUAL EVENT & PARADE IN THE CITY OF GLOUCESTER.

Activities: Pride in Gloucestershire runs activities to bring the LGBTQ community together in a safe space and promote equality and diversity. We run an annual free-entry Pride event and parade in Gloucester each September and have a Picnic in the Park event in Cheltenham, we have an annual theme to highlight specific issues the LGBTQ and use social media to raise awareness.

Classification

- **How:** Provides Services, Provides Advocacy/advice/information, Other Charitable Activities
- **What:** General Charitable Purposes, Human Rights/religious Or Racial Harmony/equality Or Diversity
- **Who:** Other Defined Groups

Geography

- Gloucestershire

Finances

Period end	Income	Expenditure	Assets	Employees
2025-10-31	£98,469	£104,711	-	-
2024-10-31	£82,182	£80,077	-	-
2023-10-31	£72,222	£68,588	-	-
2022-10-31	£60,362	£60,332	-	-
2021-10-31	£19,802	£25,211	-	-
2020-10-31	£11,207	£3,372	-	-

Trustees

Name	Role	Appointed
Richard Stevens	Chair	2019-07-24
Georgina Hodges		2023-11-26
Joseph James Picknell		2022-11-27
Matthew Devereux		2019-07-24
Michael Hunt		2025-11-26
Michelle Findlay		2024-03-21
Scott Selwyn		2024-11-22
Sophie Tailford		2025-11-01

Accounts

PRIDE

IN GLOUCESTERSHIRE

Registered Charity No 1185201

ANNUAL REPORT

YEAR ENDING
31ST OCTOBER 2024



Governance

The organisation is an unincorporated association with a membership that holds the trustees accountable on behalf of the LGBTQ+ community of Gloucestershire. The trustees are responsible for the planning and running of the charity.

The charity had **65** registered members, 13 of which are Lifetime Members. Eight of these members served as trustees at some point during the year, and 9 formed a part of our operational team throughout the year.

Pride in Gloucestershire Trustees

Richard Stevens	Chairperson	1 st November 2023 – 31 st October 2024
Matthew Deveraux	Vice Chairperson / Secretary	1 st November 2023 – 31 st October 2024
Amber Burns	Treasurer	1 st November 2023 – 25 th November 2023
Ginny Hodges	Treasurer	26 th November 2023 – 31 st October 2024
Samantha Neath	Vice Chairperson	1 st November 2023 – 25 th November 2023
Amber Burns		26 th November 2023 – 27 th January 2024
Jordan Court		26 th November 2023 – 9 th February 2024
Jordan Bonner		1 st November 2023 – 25 th November 2023
Joseph James Picknell		1 st November 2023 – 31 st October 2024
Sean Bulley		1 st November 2023 – 31 st October 2024
Sophie Tailford		1 st November 2023 – 25 th November 2023
Jayjay Potter-Peachey		26 th November 2023 – 15 th September 2024
Michelle Findlay		20 th March 2024 – 31 st October 2024

Trustee Recruitment

Trustees are selected by members at the charity's Annual General Meeting after submitting an application and personal statement and their application being supported by one member.

Outside of the AGM, where vacancies exist, prospective trustees can apply to the charity through the Chairperson, who interviews them to understand their skills, motivation, and ability to commit to the organisation. This is then fed back to the next Trustee Board meeting, where trustees vote on whether to appoint.

Charitable Objectives

Our objectives are to promote equality and diversity and the elimination of discrimination on the grounds of sexual orientation or gender identity for residents of and visitors to Gloucestershire (the area of benefit) by:

- Creating opportunities that celebrate the LGBTQ+ identity and community within Gloucestershire that are welcoming to all.
- Fostering an environment of diversity, tolerance, inclusivity and equality in Gloucestershire and, where relevant, raising awareness of national and international LGBTQ+ issues.
- To showcase the creative and artistic talents of LGBTQ+ people in Gloucestershire.
- To raise awareness of LGBTQ+ local, national and international history in Gloucestershire.
- Running LGBTQ+ events in the county to include an annual event & parade in the City of Gloucester.

Chairperson's Report

2024 has seen the charity continue to go from strength to strength, achieving more than we ever have. 2024 has seen a change in government, a continued cost of living crisis and large demands still on our public services whilst the private sector pauses waiting for signals of stability and lower inflation. All of these economic issues and meant that communities are reaching out even more to charities for their support and increasing the need for help.



Celebrating

We have reacted by furthering our reach with 6 pride events held this year including the 1st in Tetbury. We formed the Gloucestershire LGBTQ+ Inclusions for Employers group (GLIDE Consortium), outreached to 2 schools and one particularly promising development is in Gloucester, with many of the city's cultural organisations coming together to support and engage with the LGBTQ+ community in September's Pride Week and Pride in Gloucestershire. As a result we have incorporated more queer artists in this year's pride than before.

The last major body of work this year has of course been the finalising, submission and presenting of our EuroPride 2027 bid. Although we were unsuccessful with the bid, we did come 2nd and the support, the exposure and the process itself, that the bid has given us will open up new opportunities for our community and the charity moving forward.



Campaigning

Raising awareness and tackling the issues our community faces is vital. We set the theme for the year as "You Are the Voice" and encouraged LGBTQ+ people to remember they have a voice and we need to use it to effect change. We held an LGBTQ+ Hustings for the General Election with its timing coinciding with May's announcement of the snap election. We returned to a school in the Forest of Dean to discuss Hate Crime and engaged with another school in the Cotswolds. We held 2 pride marches in the year both focused on highlighting the issues we faces and giving our community the voice they need.



Connecting

Our inclusions efforts increased, we developed the Inclusions Village Hall feature at Gloucester, continued the delivery of a Trans tent at all events and saw encouraging growth in our efforts to support the Kink & Fetish Community. This year our GLIDE consortium started and now has 22 members representing over 16,000 of the county's workfore, we used this to discuss positive leadership in business, networks and marking awareness weeks.

Team

Whilst there have been some turnover in trustees and operational management, this was confined to the start of the year and we have since seen improvements especially with regards to Volunteer Management having recruited a new volunteer manager, Hawys Jones, and trained more volunteers and increased our training programme to cover 3 levels.

We have however struggled with recruiting other team members needed to cover production, funding and a Marketing Lead has meant many trustees have had to pick up additional duties to ensure we can still deliver the work we need to do.

Strategic Long-Term Focuses

Our long-term strategies are:

- To ensure the events we run are safe spaces and spaces that are inclusive to the different parts of our community and equally accessible.
- We want to use these safe spaces we and others create to provide opportunities for the community to connect, learn, and tackle the problems that prevent them from achieving potential and making the most of those opportunities.
- To empower LGBTQ+ people across Gloucestershire to be involved in the satellite pride events and then their own communities.
- Use our involvement with national and international organisations and networks to generate more opportunities for LGBTQ+ Gloucestershire.
- To use the work put into the EuroPride 2027 bid, the support gained and profile built to further the charity's work and look at the new opportunities that may arise as a result.

Our 2024 Strategy and What We Achieved

The trustees set a strategy for each year, considering feedback from Gloucestershire's LGBTQ+ community gained from post-activity surveys and members' comments and suggestions received at meetings or direct contact. The strategy for 2024 and what we achieved against this are as follows:

1. Improve our POC Inclusion.

This year, we continued our work to further improve on our inclusions during the year and our events by focusing this year on improving our POC Inclusions.

During our Village Hall aspect of the Gloucester event, we worked with a local POC creative to facilitate them running a session for the POC queer community to come together and feel represented. 2024 saw us also build links with the Gloucester Action for Refugees and Asylum Seekers who referred 3 of the people they were support to us to assist as volunteers. After going through our volunteer training programme and volunteering at Prides they received vital experience and skills to help them in their applications for asylum.

2. Engaging with local communities, seeking the local teams

Progress was made with growing our relationships within the local communities by engaging more with local groups during our satellite pride events throughout the year, our biggest achievement with this has been strengthening our relationship with Cinderford Town Council and local groups running events in the county. The response from locals has been encouragingly positive and we cannot wait to further this as we head into 2025 and beyond.

3. Supporting the Growth of Trans in Gloucestershire

2024 has seen us continue our support for Trans in Gloucestershire as we guided them through a change of management structure, securing some grant funding for them and ensuring they have a presence at every Pride in Gloucestershire event.

During the year we have helped Trans in Gloucestershire to create a new Parent/Carer group, to support parents, carers and families of Trans people who may have questions or need some guidance. The Trans in Gloucestershire membership has also seen some growth, which is massively positive to

see, the 'Big Chill' events are seeing increased attendance because of this, and future plans for the events will continue to grow the visibility, and we look forward to continuing to support them with this.

At our September event in Gloucester Park, Trans in Gloucestershire hosted a 'Big Chill' session within the Village Hall, as well as hosting an 'Ask me Anything' session in our Speakers Corner.

4. Growing relationships around intersectionality

2024 saw the creation of 'The Village Hall' at our main event in Gloucester Park. The concept for the area was to give space and visibility to parts of the community that aren't always represented. Feedback on the zone has been widely positive, and we intend to continue the growth of this zone and concept into 2025 and beyond.

The sessions hosted in the Village Hall included the Trans in Gloucestershire Big Chill, Women loving Women speed mingling session, A Queer POC session including a Zine workshop, as well as an art session, pride prayers and the introduction of our 'Pride Buddies' concept, which allows members of the community who may be attending their first pride, or attending alone, to find a buddy for the day as they enjoy the event.

5. Work with creatives including playwrights and poets etc;

In Cinderford, we worked with and up and coming poet during the event and throughout the year we have begun working more with Tia Campbell, who is part of a local 'Young Producers' scheme.

This year we have continued to work with Queer Voices Gloucestershire, who gave a lovely performance at our World AIDS day candlelight vigil. We have also strengthened our working relationships with Strike A Light, Gloucester Guildhall & Music Works, as well as giving a platform for Prism poetry to perform their work and we look forward to continuing working with them and the other cultural groups and creatives through the coming year and beyond.

6. Mark key awareness days

We have continued to mark our key awareness dates. Notably, our candlelight walk through the City of Gloucester followed by a vigil at St Mary De Crypt for Trans Day of Remembrance, as well as our candlelight vigil for World AIDS Day at our Tree of Life in Gloucester Park. Improving on our previous events and giving them an improved visibility.

We also have strived through the year to mark awareness days, weeks and months that reflect all aspects and intersectionality of our community.

7. Build on relationships with educational establishments

We continued our relationship with Forest High School by delivering a second whole school assembly on LGBT Hate Crime to tackle specific problems being experienced in their area. Also in June we visited Sir William Romney school in Tetbury to deliver an assembly on LGBTQ+ inclusion to years 7 -10. Finally with the University of Gloucestershire a group of students from their Global MBA programme carried out a consultancy project to deliver a Marketing and Comms Plan for our EuroPride 2027 Bid.

8. Engage with the membership

We have continued the regular emails to members throughout the year, held 2 EGMs, 2-in person open meetings; one online and the other in person. Through the year we have consulted with the membership when it comes to sponsorship decisions.

What Does Our Community Think?

Ensuring we stay relevant to the community we serve and they benefit from our works means that we need to understand what they think of our activities, what the impact of our work has on them and what else we need to do to respond to their needs. We carry out post event surveys with our community, gain feedback from our members and speak to other LGBTQ+ organisations that attend Pride. Below are just some of the comments we have received and why the work we do is important to them.

'I want to teach my children to be accepting and loving of all people, regardless of gender, race or sexuality.'

'I love getting to meet other queer people, and being able to exist in a space where no assumptions are made about me.'

*'As someone who came out a little later than most, the last 4 years have been a constantly evolving journey for me, and attendance at Pride events has been a major part of the acceptance and love I have found for myself. **My mental health and personal life have flourished and continue to do so with each event I attend**'*

"It's a display of solidarity in a world that seems to be turning against us"

'A place to be social and safe with like-minded people and being proud of myself

It's a place to be among people like me, where I can feel at home and be myself. I also appreciate having a movement that represents me.'

"There is still so much misinformation and hatred towards our community. Younger people are better informed and are more open and inclusive. It's vital that we give them a safe space to express themselves alongside others of the community

*'It makes me feel less alone and that there is a community out there who understands, supports and accepts me for who I am. I have suffered with social anxiety and low self-esteem for most of my life, and **it helps me to feel stronger mentally and emotionally.***

*'It allows me to be myself and meet others similar to me. I am Punjabi and I met a Punjabi drag queen at Pride even though **I never thought I'd be able to meet another Punjabi who is as open as me.***

***"Safety for vulnerable family members.** Local family event. A place family and we can belong and access support, socialise, friendship and beyond. Performance in **a safe welcoming environment.** Gain knowledge and **education rather than believe rumours or misinformation.**"*

*'It makes me feel included and gives me a sense of community and belonging. It gives me joy, and **hope for the future.***

*'I love celebrating how far we've come and what an amazing community we have. With all the depressing news and terrifying statistics, it's good to know that there are **people who are making the world a safer and happier place** and that we will **continue to make our unashamed presence known** to those who want to deny us our humanity.'*

*'To keep focus on discrimination so that the **youngsters never have to face what my generation faced.***

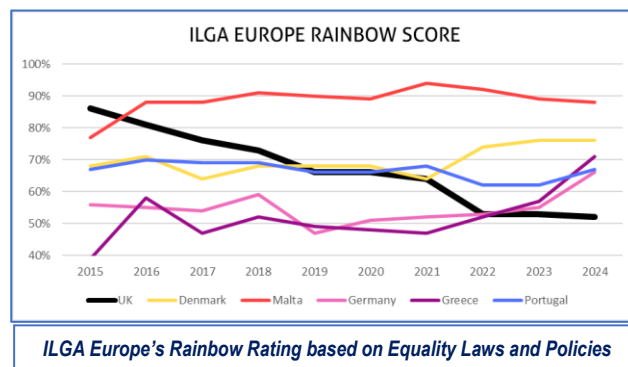
The Wider Picture for the LGBTQ+ Community

Our community

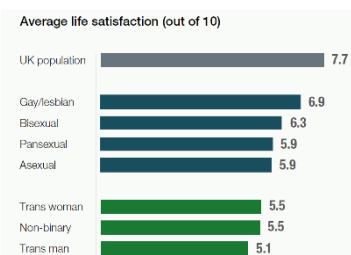
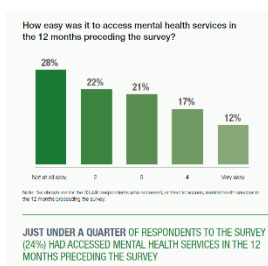
In 2022 the results of the 2021 census were released and identified 2.8% (14,903 people) of the county's population identified as not Heterosexual and 0.39% (1,938 people) brave enough to disclose that their gender identity was not the same as registered at birth; each of these people will then have friends, families and colleagues who are impacted by the discrimination, hate crime and poor mental health experienced by many in The LGBTQ+ community. The effect on society of not tackling these issues, is then isolated just those people in our community.

The State of Play

There have been a number of key surveys and reports looking at the LGBTQ+ community in the UK over the past 9 years; the results of these paint a concerning picture. Whether from life satisfaction, exposure to domestic abuse, isolation within the LGBTQ community experienced by certain groups or due from living in rural areas, the results show there are clear issues to address.



Over the past 8 years we have seen a steady decline in the UK's standing in the ILGA Europe Rainbow Index which is compounding the issues our community face. We need effective policy and laws to help organisations such as ourselves to tackle the problems we are seeing.



THE NATIONAL LGBT SURVEY, The Government Equalities Office - July 2018

Playing our Part

We, as a charity, key part to play to create a benefit for our community. The safe spaces we provide are essential as these allow LGBTQ+ people to access the support and help they need. Whether from expressing their true selves, making friends, getting professional help, finding supportive employers, building confidence from artistic endeavours, or even volunteering in the community, Pride makes a difference.

Pride in Gloucestershire has prevented suicide, helped people tackle anxiety and depression, educated our allies how to support our LGBTQ+ people and helped create and rescue friendships, relationships and families. In a time when extremists are threatening our community's confidence and having had a creeping influencing in media and government, in an attempt to undo the progress we have made, means the need for organisations like ourselves is vital.

A third of LGBT people (35%) say they *never* attend LGBT specific venues or events. Half (50%) of LGBT people living in rural areas never attend LGBT specific venue or events, compared to a third (32%) of LGBT people living in urban areas. Bisexual people are most likely to say they never attend.

In addition only two thirds (67%) of LGBT people consider their local LGBT community to be welcoming.

Stonewall 2018: LGBT in Britain, Home and Communities

Therefore the impact of the support we get from the public, from authorities, sponsors, employers, local government or donors can't be understated. With this we can move forward, make better use of these safe spaces, create more and continue our education to address the problems in hand. We can then give our community the help it needs to create and benefit from opportunity and fulfil it's potential.

Our Team & Involving The Community

Building the Team

With increasing demands on the organisation and the growth in the work we carry out, it was necessary to develop the non-paid team who work year round to deliver this vital work. We introduced an operational team separate from the trustees to carry out the day to day work. Every trustee, except officers, are expected to take on an operational role on top of their trustee duties.

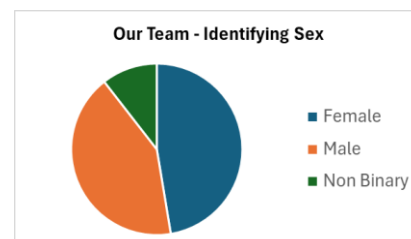
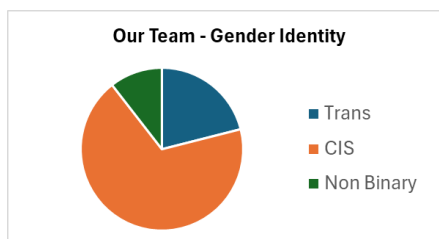
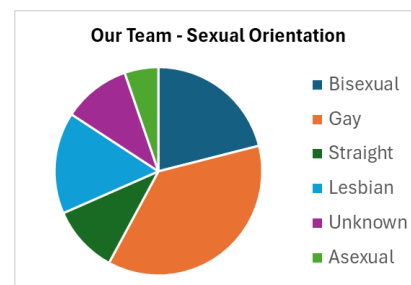
Our team needs to be skilled, from our community and organised into departments/function areas. We structured the organisation, opened roles up to the community, took applications and interviewed each role.

In addition we have evolved the governance of the charity to deal with a larger team, all team members are expected to read and agree to our policies, sign a volunteer agreement and also receive training throughout the year in areas such as GDPR. By the end of the year we had an Ops team of 19 (including 6 of the trustees). The Chairperson didn't take an operational role to allow them to focus on organisational development and support.

An Inclusive and Representative Team

To ensure we are representative of our community it is important that our team is diverse. We don't recruit to specifically get this diversity but instead our focus is on ensuring the work we do is inclusive, and hence when we advertise, we naturally reach out to a diverse range of people.

We had 19 team members as at 31st October, 3 of which identified as having a disability, 5 of being neurodiverse and an age range covering late teens to mid 50s.



Volunteering

We have had a growing number of committed volunteers and to recognise their dedication and ensure they are best equipped for their roles we have implemented a training programme.

We delivered courses in the first 3 of 6 levels, which consisted of group instruction, discussions and practical skills covering Volunteering Essentials, Health and Safety and Practical Event Skills.

Each volunteer was assessed by a management team member. When volunteers pass, they are given a certificate. This has proved very successful regarding volunteer retention, engagement, and performance at pride events. This scheme will be extended in 2025 and we look to share the work we are doing with the wider Pride community.

At the end of 2024 we had 43 registered volunteers.

Treasurer's Report & Annual Accounts

This year's total income has grown by **13%** to **£82,181.51**, and our expenditure grew by just **17%** to **£80,076.60**. This has resulted in a surplus of **£2104.91**.

This takes our total retained surpluses to **£9,093.08**; in line with our reserves policy, this is allocated to Unrestricted Reserves of **£4,126.35**, restricted funding carried forward of **£3,939.70** and unrestricted working capital of **£1,027.03**.

The charity has taken the advice of its members to show a surplus, reserve and working capital value, which will continue in future budgets and forecasts in the years to come.

Reserves Policy

The charity's reserves policy is to hold a reserve equal to 6% of the previous year's expenditure, this has reduced in 2024 to 5.15% of expenditure although the amount in reserve remains the same. Any additional accumulated unrestricted surpluses are to be used to fund the organisation's working capital.

Restricted Funds

The restricted funds held by the charity are £3,939.70 which is remaining from The National Lottery Community Fund Grant.

Income

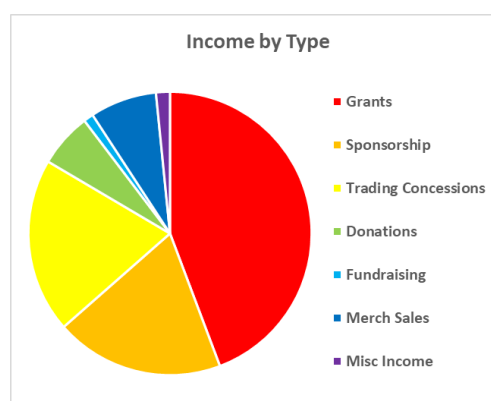
Income growth came from the success of our Grant funding applications, which grew by 142%. Sponsorship decreased by 45%, while the number of sponsors were still high, many of these opted for the lower sponsorship. These 2 items alone together saw an increase of 19%.

Grant funding came from The National Lottery Community fund, Gloucester City Council, Gloucestershire County Council, Cheltenham Borough Council, Tewksbury Town Council, Tewksbury Borough Council, Cinderford Town Council and the Gloucestershire Community Foundation.

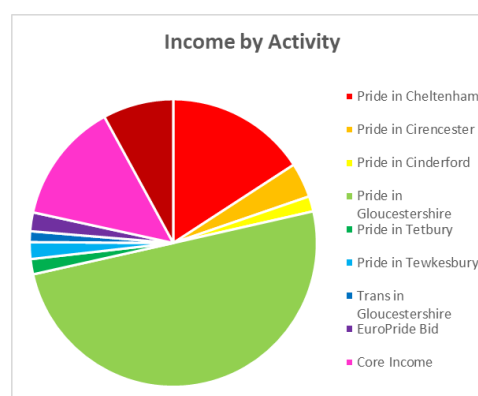
We were able to get more income from onsite trading concessions, including the negotiations for a better deal from the bar provider at Gloucester.

Coupled with this, good weather at most events supported a higher income from event trading concessions, especially from bars.

Income	Actual	Budget	2023
Grants	£ 36,380	£ 37,970	£ 15,050
Sponsorship	£ 15,830	£ 36,875	£ 28,880
Trading Concessions	£ 16,391	£ 19,330	£ 14,217
Donations	£ 5,084	£ 4,770	£ 3,037
Fundraising	£ 925	£ 1,300	£ 5,819
Merch Sales	£ 6,262	£ 5,050	£ 4,239
Misc Income	£ 1,309	£ 1,810	£ 1,480
	£ 82,182	£ 107,105	£ 72,722



Income	Actual	Budget	2023
Pride in Cheltenham	£ 13,016	£ 14,440	£ 7,705
Pride in Cirencester	£ 3,209	£ 5,890	£ 4,554
Pride in Cinderford	£ 1,408	£ 2,795	£ 1,578
Pride in Gloucestershire	£ 41,129	£ 61,300	£ 44,934
Pride in Tetbury	£ 1,407	£ 5,020	£ 1,850
Pride in Tewkesbury	£ 1,550	£ 1,030	£ 105
Trans in Gloucestershire	£ 1,000	£ 220	£ -
EuroPride Bid	£ 1,735	£ 3,000	£ -
Core Income	£ 11,187	£ 7,660	£ 3,489
Core Fundraising	£ 6,540	£ 5,750	£ 8,508
	£ 82,182	£ 107,105	£ 72,722

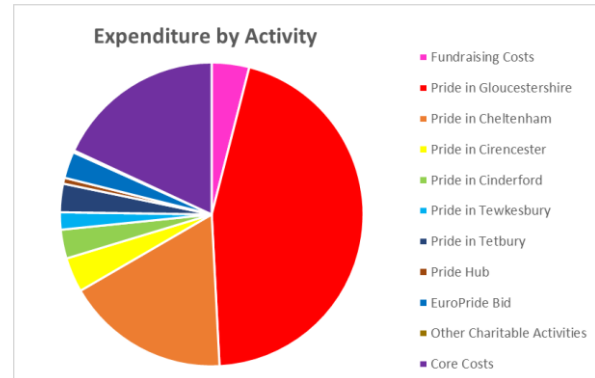


Expenditure

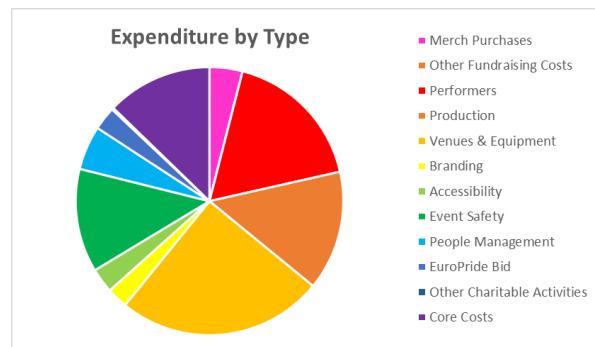
The increased Grant income allowed us to invest more in our volunteers training and expenses, well covering some of our core costs and improving our inclusions activities at Gloucester.

Because of sponsorship targets not being hit especially for Gloucester, we had to react by reducing the performer fees significantly and reducing the equipment we hired where it was safe to do so.

Expenditure by Activity	Actual	Budget	2023
Fundraising Costs	£ 3,192	£ 2,020	£ 2,420
Pride in Gloucestershire	£ 36,189	£ 56,045	£ 44,225
Pride in Cheltenham	£ 13,973	£ 14,305	£ 7,294
Pride in Cirencester	£ 2,955	£ 3,600	£ 2,314
Pride in Cinderford	£ 2,459	£ 2,450	£ 2,365
Pride in Tewkesbury	£ 1,470	£ 1,000	£ 325
Pride in Tetbury	£ 2,422	£ 4,400	£ 37
Pride Hub	£ 508	£ 200	£ 59
EuroPride Bid	£ 2,258	£ 3,650	£ 820
Other Charitable Activities	£ 174	£ 760	£ -
Core Costs	£ 14,475	£ 11,587	£ 8,727
	£ 80,077	£ 100,017	£ 68,588



Expenditure by Type	Actual	Budget	2023
Merch Purchases	£ 3,192	£ 2,020	£ 2,420
Other Fundraising Costs	£ -	£ -	£ -
Performers	£ 14,004	£ 26,250	£ 18,195
Production	£ 11,562	£ 13,480	£ 10,261
Venues & Equipment	£ 19,982	£ 22,910	£ 17,826
Branding	£ 2,022	£ 3,350	£ 2,028
Accessibility	£ 2,391	£ 5,535	£ 2,492
Event Safety	£ 10,009	£ 10,875	£ 6,224
People Management	£ 4,257	£ 2,600	£ 1,486
EuroPride Bid	£ 2,258	£ 3,650	£ 820
Other Charitable Activities	£ 174	£ 760	£ -
Core Costs	£ 10,226	£ 8,587	£ 6,836
	£ 80,077	£ 100,017	£ 68,588



Our full and independently verified accounts are available from our website at www.prideinglos.org.uk/about-us

Thank You's

Pride in Gloucestershire as a charity and the events we run were only possible because of the support and sponsorship from various organisations, companies and people.

The trustees of Pride in Gloucestershire would like to thank the following people, businesses and organisations.

Firstly, we thank our members for their continued support and guidance throughout the year. We would also like to continue by thanking all trustees who served this year, Operational team & volunteers; the events would not have happened without you!

Our Funders & Sponsors:

SPONSORS: Airacom | CGI | Cheltenham BID | EDF Energy | Fandango's | Gloucester City Homes | Gloucester Country Fostering | IND Plumbing & Heating Ltd | Iris Care Group | Kohler Mira | National Star Collage | National Star Collage | Spirax Sarco | Stagecoach | Stagecoach | St. James's Place | Tesco | Unison Union | Walls | Wetlands Wildlife Trust | Williams LLP Solicitors

GRANTS: Cheltenham Borough Council | Cinderford Town Council | Gloucester City Council | Gloucestershire County Council | Gloucestershire Community Foundation | National Lottery Community Fund | Tewkesbury Borough Council | Tewkesbury Town Council

Supporting Businesses & Corporate Donors:

365 Medical Services | APF Event Hire | Booker Gloucester | Brandon Hire | Connect AV | CSCM | dBx Acoustics | Enterprise Cheltenham | Gloucester Event Hire | Golden Lion | Holiday Inn, Gloucester | King's Quarter (EastGate Shopping Centre) | Major Entertainments Ltd | MDK Theatre Services | Paragon Interpreting | PrintWaste | Slaughters Manor | SpeedySkips | St John Ambulance | St Mary De Crypt | Tetbury Goods Shed | The Fresh Group | The Guildhall | Thurlestone Estates | Vehicles for Change | The Card Factory (Eastgate Shopping Centre, Gloucester)

Other Supporters

Aaron Mathews | Aaron Williams | Alex McIntyre MP | Chlo Mydia | Debbie Brixley | Debbie Marshall | Eddie Bray | Emma Mawby | Graeme Kilgour | Jonathan Williams | Kieran Coles | Louisa Davies | Maisie Bray | Matt Roberts | Megan Bray | Nigel Hodges | Oliver Jane | Phoebe Bray | Rebecca Probert | Rebecca Stevens | Sam Ryan | Wayne Sedgwick

Finally, we would like to thank all of the LGBTQ+ community, friends, allies and supporters from across Gloucestershire, the UK and Europe who have helped in what ever way make this year's Pride in Gloucestershire work a success!

CELEBRATE! CAMPAIGN! CONNECT!



Pride in Gloucestershire
Registered Charity No 1185201
Annual Accounts for year ending 31st October 2024
Prepared on a Receipts and Payments basis

Receipts / Income

	Funds					
	Unrestricted	Designated	Restricted	Total	Budget	2023
Fundraising Activities						
Other Fundraising	277.60	0.00	0.00	277.60	100.00	0.00
Venue Partnership	0.00	0.00	0.00	0.00	-	0.00
Quizzes	0.00	0.00	0.00	0.00	600.00	55.00
After Parties	570.00	0.00	0.00	570.00	1,150.00	600.00
Bar Sales	1,396.30	0.00	0.00	1,396.30	-	0.00
Merchandise	4,865.98	0.00	0.00	4,865.98	5,050.00	4,239.14
	7,109.88	0.00	0.00	7,109.88	6,900.00	4,894.14
Core Activities						
Pride in Gloucestershire						
Grants	0.00	0.00	20,150.00	20,150.00	24,250.00	12,000.00
Sponsorship	10,170.00	0.00	0.00	10,170.00	23,750.00	22,830.00
Advertising	400.00	0.00	0.00	400.00	-	0.00
Stall Fees	5,450.00	0.00	0.00	5,450.00	5,350.00	3,560.00
Catering Fees	462.40	0.00	0.00	462.40	1,200.00	1,510.00
Fairground	350.00	0.00	0.00	350.00	500.00	400.00
Parade Income	450.00	0.00	0.00	450.00	450.00	350.00
Bar Income	2,500.00	0.00	0.00	2,500.00	3,500.00	2,497.79
Pride Day Collections	126.54	0.00	0.00	126.54	650.00	186.40
Pride in Gloucestershire	19,908.94	0.00	20,150.00	40,058.94	59,650.00	43,334.19
Pride in Cheltenham	10,215.73	0.00	2,800.00	13,015.73	14,440.00	7,704.73
Pride in Cinderford	407.75	0.00	1,000.00	1,407.75	2,795.00	1,577.65
Pride in Cirencester	2,209.48	0.00	1,000.00	3,209.48	5,890.00	4,553.58
Pride in Tewkesbury	150.00	0.00	1,400.00	1,550.00	1,030.00	105.00
Pride in Tetbury	760.03	0.00	647.24	1,407.27	5,020.00	1,850.17
Trans in Gloucestershire	0.00	0.00	1,000.00	1,000.00	220.00	0.00
EuroPride 2027 Bid	0.00	735.32	1,000.00	1,735.32	3,000.00	0.00
Pride Hub	500.00	0.00	0.00	500.00	500.00	500.00
	34,151.93	735.32	28,997.24	63,884.49	92,545.00	59,625.32
Misc Receipts						
Membership Fees	92.23	0.00	0.00	92.23	110.00	116.92
Core Grants	0.00	0.00	6,530.00	6,530.00	5,000.00	0.00
Mayors Civic Fund	0.00	0.00	0.00	0.00	-	4,213.88
Gift Aid	602.26	0.00	0.00	602.26	500.00	0.00
Income Relating to Previous Year	0.00	0.00	0.00	0.00	-	235.00
Misc Income	45.00	0.00	0.00	45.00	50.00	528.44
Donations	3,917.65	0.00	0.00	3,917.65	2,000.00	2,608.25
	4,657.14	0.00	6,530.00	11,187.14	7,660.00	7,702.49
Total Receipts	45,918.95	735.32	35,527.24	82,181.51	107,105.00	72,221.95

	Funds					
	Unrestricted	Designated	Restricted	Total	Budget	FY23
Payments / Expenditure						
Costs of Fundraising						
Other Events	0.00	0.00	0.00	0.00	-	-
Bar Stock	1,441.29	0.00	0.00	1,441.29	-	-
After Party	0.00	0.00	0.00	0.00	-	-
Cost of Merchandise Goods	1,750.83	0.00	0.00	1,750.83	2,020.00	2,419.74
	3,192.12	0.00	0.00	3,192.12	2,020.00	2,419.74
Pride Day Production & Site Costs						
Performers	4,433.60	0.00	630.00	5,063.60	15,100.00	11,947.94
Hospitality	968.29	0.00	0.00	968.29	1,500.00	1,320.49
Stage Production	0.00	0.00	7,291.60	7,291.60	8,500.00	8,484.00
Feature Areas	261.01	0.00	911.67	1,172.68	2,410.00	1,157.40
Structures	4,177.22	0.00	2,913.76	7,090.98	8,000.00	8,240.26
Equipment Hire	1,843.56	0.00	3,828.40	5,671.96	6,450.00	5,468.77
Equipment Purchase	0.00	0.00	0.00	0.00	-	665.05
Signage	555.43	0.00	282.43	837.86	800.00	1,042.37
Accessibility	13.80	0.00	1,146.65	1,160.45	4,285.00	1,233.35
Site Mngt Costs	759.82	0.00	0	759.82	1,450.00	241.20
	13,012.73	0.00	17,004.51	30,017.24	48,495.00	39,800.83
Other Pride Day Costs						
Security & Medical	5,228.75	0.00	0.00	5,228.75	5,750.00	4,024.47
Licenses	543.28	0.00	0.00	543.28	500.00	-
Parade Costs	400.00	0.00	0.00	400.00	1,000.00	400.00
Pride Day Sundries	0.00	0.00	0.00	0.00	300.00	-
	6,172.03	0.00	0.00	6,172.03	7,550.00	4,424.47
Other Core Activities						
Pride in Cheltenham	11,173.24	0.00	2,800.00	13,973.24	14,305.00	7,294.18
Pride in Cinderford	1,459.41	0.00	1,000.00	2,459.41	2,450.00	2,365.39
Pride in Cirencester	1,955.12	0.00	1,000.00	2,955.12	3,600.00	2,314.39
Pride in Tewkesbury	70.11	0.00	1,400.00	1,470.11	1,000.00	325.38
Pride in Tetbury	0.00	0.00	2,422.20	2,422.20	4,400.00	37.13
Pride Hub	97.61	0.00	410.36	507.97	200.00	59.24
Trans in Gloucestershire	27.00	0.00	22.44	49.44	760.00	-
Other PiG Activities	124.97	0.00	0.00	124.97	-	-
EuroPride Bid	523.52	735.32	999.08	2,257.92	3,650.00	819.94
	15,430.98	735.32	10,054.08	26,220.38	30,365.00	13,215.65

Organisational Costs						
Administration	791.42	0.00	479.71	1,271.13	700.00	272.23
Insurance	1,915.19	0.00	0.00	1,915.19	2,078.70	1599.5
Storage	1,420.00	0.00	1,080.00	2,500.00	2,520.00	2,104.96
Governance	291.29	0.00	146.80	438.09	350.00	525.65
Volunteer Management	310.16	0.00	1,630.85	1,941.01	1,000.00	740.24
Trustee & Ops Team Costs	881.90	0.00	1,267.17	2,149.07	1,000.00	644.63
Marketing	355.64	0.00	144.00	499.64	1,000.00	721.15
Bank Charges	177.23	0.00	0.00	177.23	500.00	139.60
Equipment Purchase	1,315.00	0.00	1,592.83	2,907.83	1,400.00	1,288.17
Other Costs	39.84	0.00	0.00	39.84	538.00	614.44
Costs relating to Prev Yr	635.80	0.00	0.00	635.80	500.00	76.80
	8,133.47	0.00	6,341.36	14,474.83	11,586.70	8,727.37
Total Payments	45,941.33	735.32	33,399.95	80,076.60	100,016.70	68,588.06
Surplus / (Deficit)	(22.38)	0.00	2,127.29	2,104.91	7,088.30	3,633.89

Balances

	31/10/2023	31/10/2024	Movement	
Bank Account - Natwest	£ 6,753.58	£ 8,923.40	£ 2,169.82	
Petty Cash	£ 197.47	£ 169.68	-£ 27.79	
PayPal	£ -	£ -	£ -	
SumUp	£ 37.12	£ -	-£ 37.12	(0.00)
	£ 6,988.17	£ 9,093.08	£ 2,104.91	
Reserves	£ 4,126.35	£ 4,126.35	£ -	5.15% of FY24 expenditure
Restricted Funding	£ 1,812.41	£ 3,939.70	£ 2,127.29	
Working Capital	£ 1,049.41	£ 1,027.03	-£ 22.38	
	£ 6,988.17	£ 9,093.08	£ 2,104.91	0.00
Amounts Still Owed to the Charity				
	£ -			
Amounts Still Owed by the Charity				
	£ -			

Pride in Gloucestershire is a charity registered in England and Wales. Reg No 1185201

Independent examiner's report to the trustees of Pride in Gloucestershire (Reg: 1185201)

I report to the trustees on my examination of the accounts of the Pride in Gloucestershire (the Charity) for the year ended 31st October 2024.

Responsibilities and basis of report

As the charity trustees of the Charity you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ('the Act').

I report in respect of my examination of the Charity's accounts carried out under s. 145 of the 2011 Act and in carrying out my examination I have followed all the applicable directions given by the Charity Commission under s. 145(5)(b) of the Act.

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 giving me cause to believe that in any material respect:

- (1) accounting records were not kept in respect of the Charity as required by section 130 of the Act;
- or
- (2) the accounts do not accord with those records.

I confirm that there are no other matters to which your attention should be drawn to enable a proper understanding of the accounts to be reached.

Signed: A J Causon.

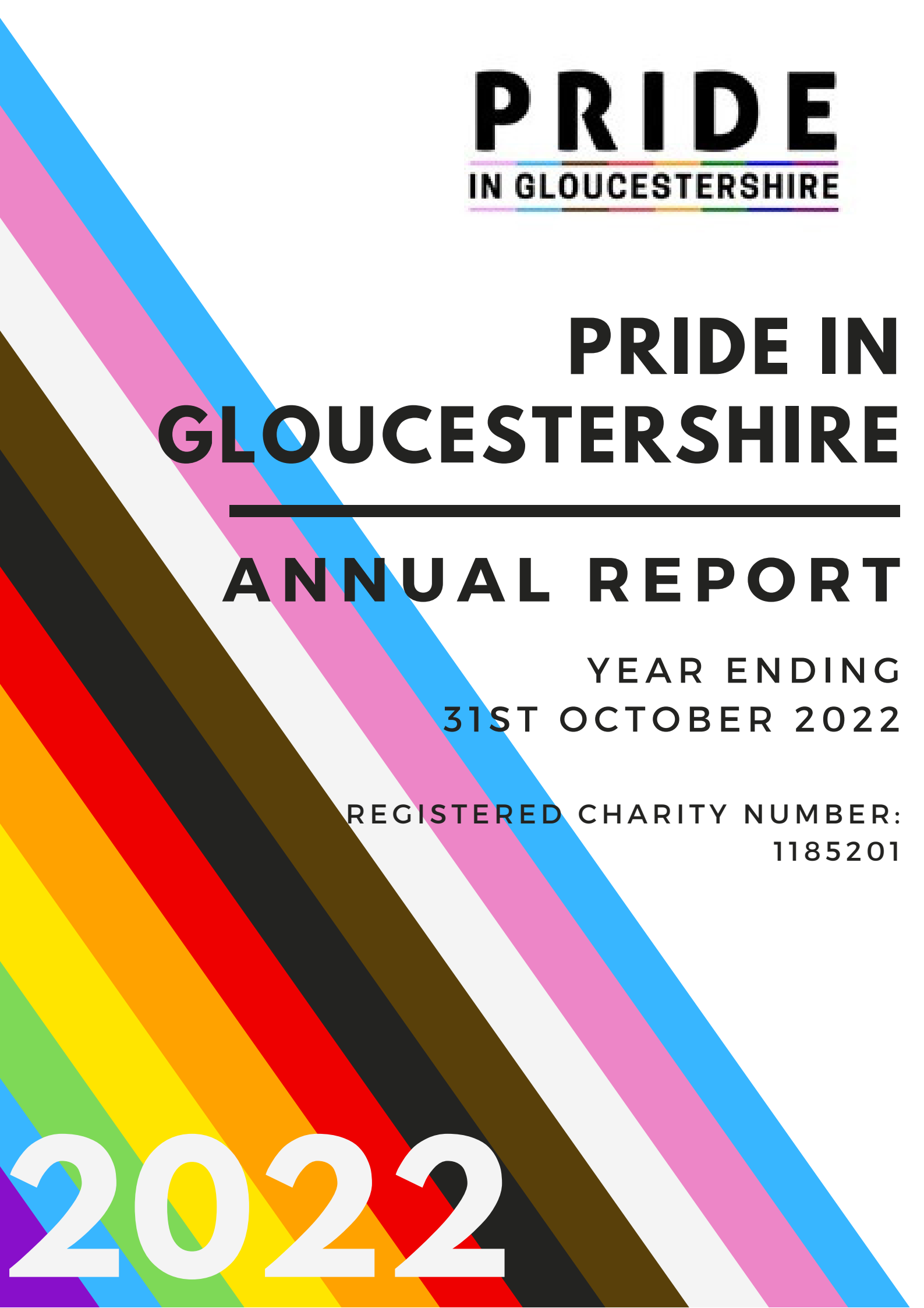
Name: Adam Causon

Position: Director FSC Accountants

Address: The Gables, Churchend, Twynning, Tewkesbury, Gloucestershire, GL20 6DA

Date: 18/11/2024

Accounts



PRIDE
IN GLOUCESTERSHIRE

PRIDE IN GLOUCESTERSHIRE

ANNUAL REPORT

YEAR ENDING
31ST OCTOBER 2022

REGISTERED CHARITY NUMBER:
1185201

2022



List of Trustees	2
Governance	2
Charity Objectives	3
Strategy 2022	3-5
Chair's Report	6-7
External Memberships	8
Friends of Pride	9
Life-Time Members	10
Thank-Yous	11
Annual Accounts & Treasurer's	12-16
Report	

PRINCIPAL ADDRESS

87 Brunswick Street, Cheltenham, Gloucester

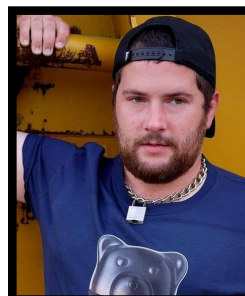
PRIDE IN GLOUCESTERSHIRE TRUSTEES



Jay-Jay Potter-Peachey
Chair-Person
He/Him



Samantha Neath
Deputy-Chair/
Community Outreach
She/Her



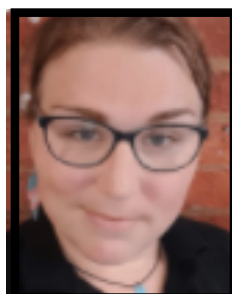
Matt Devereux
Secretary
He/Him



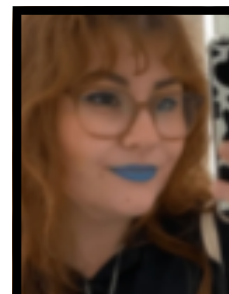
Richard Stevens
Treasurer
He/Him



Jordan Bonner
Communications &
Marketing
She/Her



Kate Glanfield
Trustee
She/Her



Sophie Tailford
Volunteers Coordinator/
Social Media
She/Her

GOVERNANCE

The organisation is an unincorporated association with a membership who provide the role of holding the trustees to account on behalf of the LGBTQ+ community of Gloucestershire. The trustees are responsible for the planning and running of the charity.

The charity had **59** registered members. From these members, **11** served as trustees at some point during the year, **1** assisted as a part of our inclusions outreach group and **3** helped in operational support roles supporting the trustees in operational roles.

The charity is also part of the following networks:



LGBT+ Partnership
Cheltenham, Gloucestershire &
Beyond



European Pride Organisers
Association (EPOA)



UK Pride Organisers Network (UKPON)



InterPride



National Council of Voluntary Action
(NCVO)

a) Creating opportunities that celebrate the LGBTQ+ identity and community within Gloucestershire that are welcoming to all.

b) Fostering an environment of diversity, tolerance, inclusivity and equality in Gloucestershire and, where relevant, raising awareness of national & international LGBTQ+ issues.

c) To showcase the creative and artistic talents of LGBTQ+ people in Gloucestershire.

d) To raise awareness of LGBTQ+ local, national and international history in Gloucestershire.

e) Running LGBTQ+ events in the county to include an annual event & parade in the City of Gloucester

STRATEGY FOR 2022

At the start of the year the organisation set out a strategy following feedback from Gloucestershire's LGBTQ+ community in a Post-Pride online survey and comments made by its members. This report details the work the charity carried out in order to achieve the strategy for the year.

The strategy covered four main areas:

1. Making our annual Pride day event in Gloucester more accessible
2. Better provide at Pride events for different sub groups at our events to make them more inclusive.
3. Year round activities to bring Pride to different areas of the county.
4. Other strategic activities to further spread the message of Pride in Gloucestershire outside the county.

Below, we will go through how we did with these targets for the year.

PRIDE DAY 2022

Improve the Accessibility of Pride in Gloucestershire, working towards the Bronze 'Attitude is Everything' accreditation.

We have made great progress through the year to work towards the Bronze 'Attitude is Everything' accreditation. Sam has been in contact with the organisation to discuss the programme and how our Charity fits into the accreditation. We launched a new and more accessible website, invested in our own Sensory area equip, funded Moblioo's at Cheltenham and Gloucester and installed a stage ramp on the main stage at Gloucester amongst other initiatives. Sam has reported back to the organisation and we await to find out if we have achieved enough to meet the Bronze accreditation criteria.



Promote inclusivity by providing more for the different sub-groups of our community

Throughout the year, Sam worked closely with our Community-Outreach group to develop the various site zones for our main September event. We introduced a Youth Zone for the first time and had Musicworks bring a music making bus, expanded the Trans Zone, improved the sensory/Neurodiverse area and were able to hold more activities in the Family Zone.

Sadly, with the moving of our date due to the sudden death of HM Queen Elizabeth II, plans had to change and not all of the planned zones were able to happen as planned, we had to cancel the Bi Zone and Kink and Fetish area and our plans for an Acoustic stage also had to be shelved in order to keep other stages program's full as a result of less artists being available from the postponement and train strikes that were held on the day. Moving into 2023, we are committed to carrying on the work through our community outreach group and ensuring that we will be able to introduce of the Bi Zone and an improved K&F Zone for the day. In positive news, our close working relationship with Trans Gloucester throughout the year enabled us to assist them in their growth and development, after speaking with their group organisers we started our first year round project by bringing the group under the operation of the charity. This will provide them with the support to provide stability and growth but also at the same time allow us to develop how we operate other such projects/groups with their own operational teams as we expand the reach across the county.



Engage more with local businesses

Through the year we have managed to connect with more local businesses than before. Our Pride Week (original and rescheduled) saw the most engagement with local businesses than we have seen previously, Multiple businesses in the city centre got involved and decorated their shop fronts and businesses in support of Pride week and the events taking place across the various Gate streets.

We continued the Pride Hub in Kings Walk Shopping Centre and had a number of smaller activities around the city. We have also improved how we select new sponsors to ensure they have equality policies in place and challenge them to show how they support the LGBTQ+ community with a view to promote what businesses do to encourage best practice.

Year-round events to connect the community

Growing on our 2019 Pride on Tour, this year saw us organise and hold pride events in Cirencester, Cinderford & Tewkesbury as well as returning the Cheltenham Pride in the Park. We also provided advice and on the day support to the newly formed Dursley Pride. 2023 will see us continue these events, grown local connections, but also work closer with the local communities to give them the opportunity to help run more local events with us supporting from a tactical and governance oversight position. This is an amazing opportunity for us to share our experience with the county's community and improve our reach into more rural areas.



Spread the message of Pride in Gloucestershire outside the county.

As we have always done, we have continued to spread the name of Pride in Gloucestershire around the country and increasingly into Europe. We attended the EPOA conference this year in Turin and various prides across Europe and UK promoting what we do in the county. But, it has not always been all rainbows and freedom, this year we also took the name of Pride in Gloucestershire to the a couple of prides held in hostile environments.

We visited Sofia in Bulgaria and EuroPride 2022 in Belgrade and took part in Kyiv Pride's march in Warsaw, Poland. The community in these areas struggle with not just the rights we have but also regularly subject to widespread hostility, abuse and hate from the wider public. By standing in solidarity with our friends in these areas we help to bring international attention to help them make progress.



Hold our annual event in Gloucester

Despite rescheduling our original September date, we were still able to bring our annual event to Gloucester, only 3 weeks later than originally planned. Many of our plans had to be altered but despite this stressful and testing time for the team, in true resilience, we were still able to make the event happen and deliver our community's Pride successfully. We also really thank the flexibility of our community, authorities, traders, suppliers and volunteers to make this happen.



It is an honour to be part of the Pride movement and a privilege to do this in a county that I love. Our measure of success with Pride In Gloucestershire is in its inclusion of the community and as a custodian of Pride In Gloucestershire, both the team and myself have been extremely conscious of this throughout the year.

2022 was always going to be a tough and extremely busy year for Pride In Gloucestershire, with the ambitious task of taking pride out to our community, and ensuring that the rural and isolated communities of the county were provided for. The team have worked tirelessly in the background to ensure that this year has been a success.

Pride In Gloucestershire this year, took pride to 5 different locations across the county, with each one of the prides tailored to each of the locations they were held. Every event was different and received well by the communities. With the hard work of the team, we have started to breakdown the isolation that many feel within our large and rural communities across the county and a base for us to be able to work on into the coming years.

2022, was a special year for the pride movement in the UK, celebrating 50 years since the first pride, and the team and community in Gloucestershire have shown that campaigning, connecting, and celebrating are alive and well.



EuroPride 2022 - Belgrade



Sofia Pride 2022



Pride in Gloucestershire 2022



With a busy season for the team, it has been a steep learning curve for us all. Planning and executing at all of the events this year, has proved to have been difficult and has taken a lot of time, especially starting a lot of the events from scratch, however the forward planning now in place has made it easier for the team to plan in future years. We have had some significant changes in trustees throughout the last few months, and I thank all of those trustees who have been with us this year and wish them luck on their future journeys. I also again repeat a huge well done for those trustees that have remained and those that have joined throughout the year and look forward to working hard together into the future.

In September this year, the UK was thrown into shock and a period of mourning following the death of HM The Queen. This had the knock-on effect of leaving the team in a very difficult situation, a situation that has never been faced by a Pride Organisation in the UK before, and after lengthy discussions it was deemed the most appropriate action was to postpone the event. This had a huge knock-on effect to the original plans of Gloucester, however, we as an organisation still hosted a pride event, and look forward to bringing the full plans of 2022 into the following years.

Our plans for EuroPride 2026 have been steadily taking shape in the background and this year we have done extensive visits across Europe. 2023, is the year of our bid and we have a lot of work to do but we have confidence that we can bring EuroPride to Gloucestershire.

This year has been a huge learning curve and we still have a lot to do to achieve our full goals. On personal reflections the end of this pride season has been difficult with issues effecting the team, which has made us personally reflect on and a need to build on and improve the team. This is something to be mindful in the future that the team must work together and improve their teamwork and leadership skills to best effect the charity and the organisation to be fully effective.

In the wider LGBTQ+ realms there is still a long way to go for true equality in the UK, and despite promises we need to work together more to fight harder for the changes needed in the UK

Here is to 2023, and I look forward to being involved in the future of this organisation.



Our External Memberships

Some information on three of the amazing organisations that we are proud to be part of

PRIDE
IN GLOUCESTERSHIRE

UKPON

Pride In Gloucestershire is proud to be a founding member of the UK Pride Organisers Network. Throughout the year we have engaged with the network and fellow members to help support each other and share our best practises. Throughout the year members of the Pride in Gloucestershire team have also attended other prides, including Doncaster, Cardiff and Oban.



It is also with great pleasure that we say congratulations to JayJay, who has recently returned to the board of UKPON, as the Director of Communications for 2022-24

EPOA



**EUROPEAN
PRIDE** ORGANISERS
ASSOCIATION

With our bid to host EuroPride getting ever closer within the next 12 months, 2022 saw an extensive programme spreading the word of Pride in Gloucestershire and visiting fellow member prides. Some of the visits have been to countries where having a pride is slightly more difficult than we have here in the UK, including Bulgaria, but also attending Copenhagen and other members. This year a team of trustees attending the EPOA conference in Turin, where we engaged with other members and joined the AGM, having our voice heard across Europe. It was unfortunate that JayJay lost his election, however, we do with luck to Julia & Lenny who are newly elected to the board of EPOA.

This year also saw both JayJay & Rich attend EuroPride in Belgrade, Serbia. This was one of the most important pride events in the 30-year history of EPOA. The event itself was fraught with difficulties, with the President of Serbia cancelling the event and the march, but we were defiant and worked closely with many of our European colleagues and the march and event went ahead. It is said that it was one of the single most scariest moments being part of the parade with a huge anti-pride protest happening, but it was worth it to be there standing firm with our colleagues in Belgrade and have the voice of our community heard. Standing shoulder to shoulder in solidarity.

Interpride

Pride in Gloucestershire still continues to be a member of InterPride. This year we were unable to attend the AGM in Mexico in person due to financial constraints, but we did vote in the AGM. We wish all those elected to the board congratulations, as well as congratulations to Amsterdam for winning WorldPride26. We would also like to thank Andy Train who has been the region rep for the UK for the last few years, who has kept us up to date and informed of events across the globe.



Every year PRIDE in Gloucestershire committee members put forward their nominations for 'Friends of Pride' & Lifetime Members.

These nominations are discussed as a committee and we vote on those who have proven to be great friend's of the charity in helping us to achieve our goals and strategy.

Lifetime Membership is awarded each year to two members of the Gloucestershire LGBTQ+ community that have gone above and beyond to ensure that the county's LGBTQ+ community are championed, supported and have the help available to them.

Friend's of Pride 2022

- *Visit Gloucester - Their assistance through the year to help us promote our EuroPride 2026 bid to businesses and stakeholders within the county has been a valuable resource for us in engaging with more businesses.*
- *GFRS - Gloucestershire Fire & Rescue Service have been massively visible supporters at our Pride Events throughout the year! The rainbow fire engine spreads further the message of inclusivity throughout the county*
- *Wyburn & Wayne - Wyburn & Wayne have been a valuable friend to the charity this year. Hosting our Eurovision Viewing Party, hosting the Cabaret stage in 2021 and hosting our 2022 Main Stage (before the reschedule), they have been entertaining and dedicated to the community throughout the year as well as for the past few years.*
- *Kyle Finn - Performing at almost every Pride event this year, Kyle has been a pleasure to include on our 2022 tour of the County, spreading the message of togetherness and having fun doing it.*
- *Mina Fraser - Mina has been volunteering throughout the year with us and nothing has ever been too much work for her. Running the Trans-Zone for Trans in Gloucestershire this year and being on hand to assist in the running of our Pride Hub, Mina has been a valuable volunteer for us this year and cannot thank her enough.*
- *Michelle Probert - Known simply as 'Pride Mum' (not just because she is actually the mother of a Trustee) - Michelle has volunteered with Pride in Gloucestershire for the past nearly-5 years at events and fundraisers. Running the backstage hospitality making sure that our artists and guests are well looked after.*

Previous Friend's of Pride

2018 - Gloucester City Homes, GGG, Kate Haigh, GGLC, Feathers LGBT Night, Gloucestershire Constabulary, Steph Lawrence, Rob Keetch (Dr Bev), Coventry Pride, My Umbrella.

2019 - Helen Down, Kevin Webley, Edward Danter, Reading Pride, Chris Brookes.

2020 - BBC Radio Gloucestershire, Chris Scadden, Jon Smith, Lansdown, Jordan Bonner & Trans Gloucester.

2021 - The Station Hotel, Animagi, Rt Worshipful Mayor of Cheltenham Cllr Steve Harvey, Everyman Theatre & Zane Price.

As a Lifetime Member, recipients are entitled to a free membership of the charity's membership. This gives them the opportunity to gain information about the Charities events and plans for the year along with the ability to scrutinise and question every aspect.

- **Emma Palethorpe**

Emma has been the driving force behind our relationship with St James Place, who sponsored some of our Pride Events this year. But that is not why she is a Life Time Member. We have made her a Life Time Member because of the tireless work she does at St James Place to further our community and give employees and clients a safe space to work in and be a part of.

- **Cllr Andrew Gravells**

A strong friend of the charity who has assisted us throughout the past few years. Cllr Andrew Gravells has worked hard to ensure that we are able to gain crucial funding and help throughout the year. But it isn't just this year, Cllr Andrew Gravells has been there for the Charity since the beginning and beyond that, has been working for the LGBTQ+ community for years before hand.

Current Life Time Members

2018 - Andy Harley & Josie Dutton

2019 - Emma Mawby & Richard Stevens

2020 - Robin Agascar MBE & Kate Glanfield

2021 - Kate Haigh & Norman Ferguson

In addition, we would also like to thank the following people, organisations and businesses for their support, advice and help this year.

Our Funders & Sponsors:

Sovereign Housing, Crowdfunder UK, The National Lottery Community Fund, Gloucestershire County Council, Gloucester City Council, Cheltenham Borough Council, Tewkesbury town Council, Cinderford Town Council, Cirencester Town Council, St James Place, Unilever & Walls Ice Cream, Thinkproject, Mira Showers, CraignNDave, Tesco, RE Recruitment, Gloucester City Homes, Mirage & Mole, Be More Bob, Doggy Baking Co, Fandangos, Jax Bar & Nightclub,

Supporting Businesses

Cotswold Web Design, GE Aviation Pride Alliance, Holiday Inn Express Cheltenham, Holiday Inn Gloucester, The Thatch Inn Quedgeley, Sanctus Group, Cheltenham Racecourse, Kings Walk Shopping Centre, Enterprise Rental, Partybench, The Sword Inn, The Lansdown Cheltenham, The Cheltenham Trust, Tivoli Cinema, Sainsburys, Morrisons, Tesco, The Common Room.

Suppliers

A V Connect, C S Crowd Management, DanTERS Funfair, St Johns Ambulance, 365 Medical, Classic Marquees of Malvern, Brandon Hire Station & John Lucas,

Other supporters

*Visit Gloucestershire, Philip Walker, Mhari Smith, Cirencester Vegan Market, Alan Myatt, Cllr Andrew Gravells, Cllr Howard Hyman, Andy Kime & The Growth Hub, EPOA, UKPON, Michelle Probert, Mina Fraser, Jonathan Stevens, Jack Taylor, Sean Bulley, Marian Rogers, Cllr Steve Harvey & Ben Potter-Peachey.
All of our volunteers, performers, stall holders and our members.*

We would also like to thank the trustees that have been with us at different points of the year to help make this year happen; Anya McKenna, Chris Scadden, Chris Varney & Wyatt Davis.
Finally, we would to thank all of the Gloucestershire LGBTQ+ community, friends, allies and supporters from the across the UK that have helped keep your Pride in Gloucestershire!

*The accounts are prepared on a receipts and payments basis, this year's total income was **£60,362.53** and as such are subject to an independent examination.*

This year has certainly been our busiest ever and the income required to make this work was certainly a daunting task to source. However, we have been taken aback by the support from funders, councils, sponsors, traders and the public in making this happen.

*Our total income for the year was **£60,362.53** and total expenditure **£60,332.44** leaving us with a surplus of **£30.09**.*

*However, there is still income relating to 2022 still due to be received including bar commission of **£182.50** and traders fees of **£425**. We are also due reimbursements from trustees for additional uniform*

Whilst we were lucky in receiving some unexpected funding, we also experienced unexpected expenditure, mainly due to the postponement of our main Pride event in Gloucester due to the passing of Her Majesty, Queen Elizabeth II.

Reserves Policy

The charity had revised its reserves policy to work towards holding 7.5% of its annual expenditure, the cost of 2023's activities are likely to be **£50k** meaning reserves should be increased to **£3,750** from the current **£3,354.28**.

Income/Receipts Summary

Our Gross income was **£60,843.06**

Fundraising

The focus this year's income was larger grants and corporate sponsorship rather than fundraising events as such. We did secure a Venue Partnership with Jax Bar and Nightclub and in addition to this took advantage of the numerous Mini Prides to sell merchandise to raise funds with the Cirencester event being the most successful.

Grants

Gloucestershire County Council awarded us 2 grants of **£5,000** each. One from the Build Back Better Market Towns Fund which was used for capital equipment for the series of mini Prides and the other to support the Pride in Gloucestershire event and our trustees to attend an important networking conference. In addition, we secured another National Lottery Grant to support Inclusion and Accessibility at Pride and also an unrestricted grant from Sovereign Housing for **£10,000**.

Sponsorship & Advertising

We were able to grow our sponsorship income significantly as a result of enhanced sponsor packages and the success of 2021. We secured sponsorships from **Walls Ice Cream** (Main Stage), **Thinkproject** (Cabaret Stage), **CraigNDave** (Youth Zone/Silver), **Kohler Mira** (Silver), **Gloucester City Homes** (Bronze Plus), **Re Recruitment** (Bronze) and **Tesco** (Bronze). We also had a sponsorship and advertising package agreed with the **Pride Alliance of GE Aviation**.

Stall fees, Catering, Fairground Fees & Bar Commission

With the postponement of Pride Day and rail strikes on the new date attendance at Pride in Gloucestershire was lower than in previous years and this did effect the trader turnover and as a result Bar Commission. We had a really good take up in Stalls even though a number had to cancel for the new date and also due to staff illness on the lead up to the 1st October.

Mini Prides

The mini Pride concept across 4 towns was going to be a challenge to fund. Very early on we secured capital funding of £5,000 from Gloucestershire County Council's Build Back Better Market Fund and along with smaller grants from Cheltenham Borough Council, Cinderford Town Council and Tewkesbury Town Council and sponsorship from St James Place, be More Bob and Doggy Baking Co we were able to cover the key costs of the event.

We supplemented grants and sponsors with some bar and catering provision but mainly from a group of stallholders that joined us on our tour around the county. Each event had it's unique income mix which complemented the unique feel of each event.

Collections, donations and Gift Aid

2022 has been a year where people, businesses and groups have been reaching out to us to support us and to help us bring Pride back to our community. We received just over £1,000 in Gift Aid, donations totalling **£1,848** from a variety of sources including the Gloucester Lottery, regular contributors and one off business donations.

In summary our expenditure far exceeded the budget set at the start of the year due principally to:

- The Build Back Better Market Funds grant received and spent
- The Sovereign Housing £10k grant of match funding allowed us to expand what we had planned
- The postponement of the Pride in Gloucestershire event cost the organisation **£3,135** in international performer fees expensed and not reclaimable, **£673** hospitality costs expensed the weekend to accommodate and look after the international artists concerned and **£797** of equipment hire costs for a Van and Benches which were collected before the decision to postpone (however the bench hire company refunded some of the original cost and has given us free hire for 2023).

Fundraising

The cost of fundraising relating to merchandise purchases were **£3,006** for flags, badges and keyrings in preparation for all event throughout the year. The net amount raised from merchandise was **£2,438** vs a **£2,000** target in the budget.

Performers and Hospitality

The cost of Pride Day performers and accommodating them exceeded budget by **£1,900**. (The cost of the postponement was circa **£2,200**). We were also helped by Holiday Inn and The Thatch Inn in Quedgeley with free accommodation for Pride and the train strikes meant we saved a further **£600** for performers who couldn't make Pride on the day.

Due to these last minute cancellations we cancelled the Acoustic Stage and used acts booked for that to fill slots on both Cabaret and Main Stages.

Feature Areas/ Structures

With grant funding covering the costs of structure hire for Feature Areas such as the Trans Zone, Family Zone and Youth Zone we were able to afford more costs for programme items for these areas including part covering the costs of the MusicWorks bus for the Youth Zone and free Circus skills and crazy bikes areas for the Family Zones.

Equipment Purchase

We purchased a number of large professional gazebos thanks to the various streams of grant funding but so were able to purchase fire extinguishers, tables and a replacement megaphone.

Accessibility

As we strived this year to achieve the Bronze stage of the Attitude is Everything accreditation we were supported through National Lottery funding to increase our facilities for those with accessibility needs. We were able to provide BSL interpreters again, a Mobiloo, purchase our own Sensory Zone equipment and provide a ramp for the main stage.

Security and Medical

The costs of providing security and medical cover were slightly underbudget due to a provider being chosen who was not VAT registered.

Pride Hub

This year's Pride Hub costs were minimal and involved insurance and consumables for the week.

Other Costs

As we build towards bidding for EuroPride we have started to incur costs to fund the marketing and travel to other Prides around Europe to engage others with our bid. Visits were made to Copenhagen, Warsaw, Belgrade, Brussels, Sofia and the EPOA AGM in Turin, Italy.

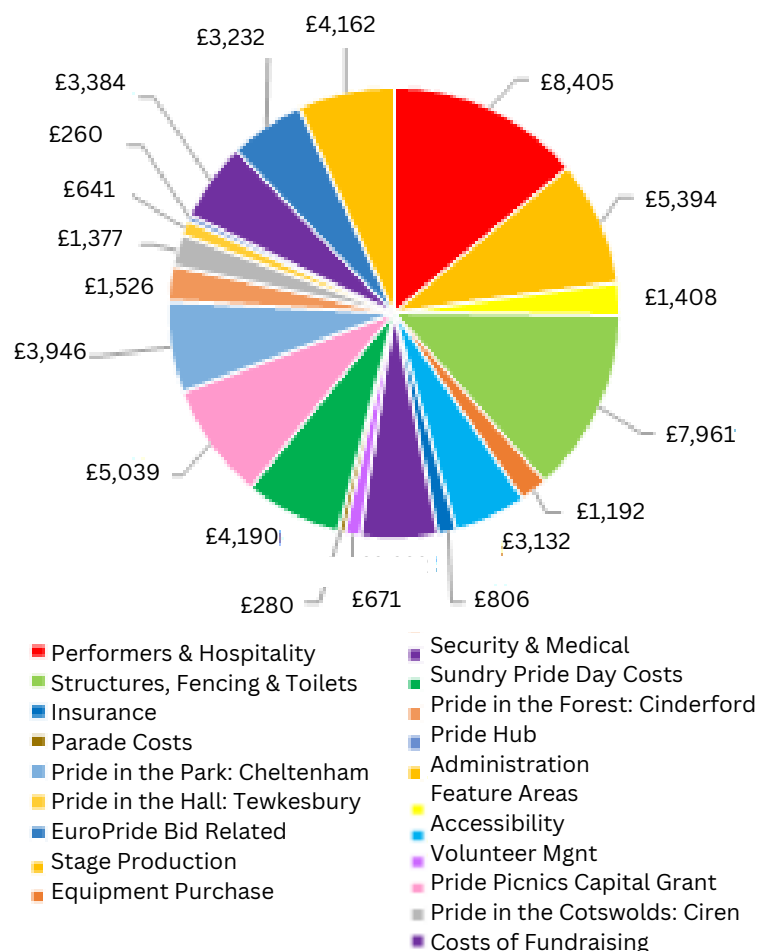
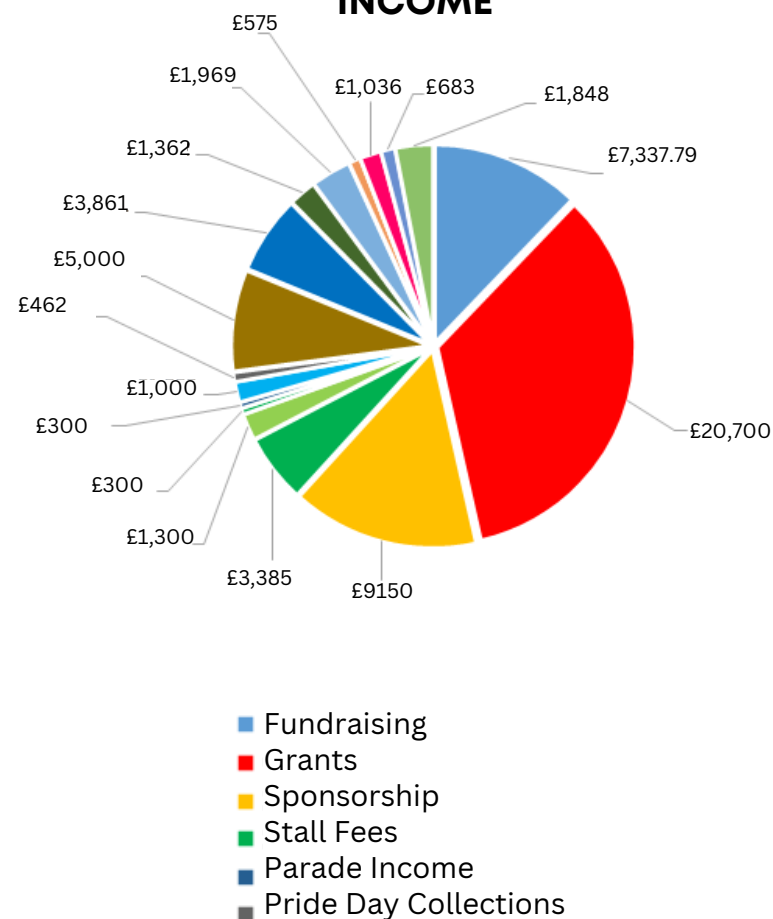
We also had an office for the first time and there were costs we incurred for rent and for consumables to part equip the office on top of the donated furniture we received. The cost of the office was too much to continue with and we are currently in the process of moving our equipment into storage and dispose of the office furniture we were given.

2023

2022 stretched the organisation to its limits and therefore 2023 will be a year of refining how we operate financially to take us to the next step in organisational growth, including running projects and groups such as Trans in Gloucestershire. Matching the grant funding success of 2022 maybe a challenge however applications have started already. Sponsorship will be a continued to develop and we will build on this and see how it transpires against the current economic position in the UK. The effect of this on our finances is not yet known however the relationships we have build with traders in 2023 will help give more security over trading income moving forward.

INCOME

EXPENDITURE



Merchandise Stock Remaining

	Cost	Estimated Income
Lanyards	£ 31.20	£ 117.00
Magnets	£ 11.50	£ 46.00
Bandanas	£ 18.00	£ 42.00
Pin Badges	£ 45.80	£ 343.50
Keyrings	£ -	£ -
Large Flags	£ 720.00	£ 1,680.00
Hand Flags	£ 80.10	£ 400.50
	£ 906.60	£ 2,629.00

income	Actual	Budget
Fundraising	£ 7,337.79	£ 5,970.00
Grants	£ 20,700	£ 8,000
Sponsorship	£ 9,225	£ 7,950
Stall Fees	£ 3,385	£ 3,805
Catering Fees	£ 1,300	£ 1,680
Fairground	£ 300	£ 400
Parade Income	£ 300	£ 300
Bar Income	£ 1,000	£ 1,850
Pride Day Collections	£ 462	£ 400
Pride Picnics Capital Grant	£ 5,000	£ -
Pride in the Park: Chelt	£ 3,861	£ 3,100
Pride in the Forest: Cin	£ 1,362	£ 1,950
Pride in the Cotswolds: Ciren	£ 1,969	£ 1,950
Pride in the Hall: Tewk	£ 575	£ 780
Pride Hub	£ -	£ 500
Gift Aid	£ 1,036	£ 700
Other Income	£ 683	£ 510
Donations	£ 1,848	£ 700
	£ 60,344	£ 40,545

Expenditure	Actual	Budget
Performers & Hospitality	£ 8,405	£ 6,500
Stage Production	£ 5,394	£ 4,250
Feature Areas	£ 1,408	£ 900
Structures, Fencing & Toilets	£ 7,961	£ 4,700
Equipment Purchase	£ 1,192	£ 500
Accessibility	£ 3,132	£ 2,000
Insurance	£ 806	£ 700
Security & Medical	£ 3,322	£ 3,650
Volunteer Mgmt	£ 671	£ 1,000
Parade Costs	£ 280	£ 500
Sundry Pride Day Costs	£ 4,190	£ 1,800
Pride Picnic Capital Grant	£ 5,039	£ -
Pride in the Park: Chelt	£ 3,946	£ 2,866
Pride in the Forest: Cind	£ 1,526	£ 1,740
Pride in the Cotswold: Ciren	£ 1,377	£ 1,690
Pride in the Hall: Tewk	£ 641	£ 990
Pride Hub	£ 260	£ 350
Costs of Fundraising	£ 3,384	£ 2,500
EuroPride Bid Related	£ 3,232	£ 380
Administration	£ 4,162	£ 2,425
	£ 60,328	£ 39,441

PRIDE in Gloucestershire
Registered Charity No 1185201
Annual Accounts for year ending 31st October 2022
Prepared on a Receipts and Payments basis

Receipts / Income

	Unrestricted	Fund Restricted	Total	Budget
Fundraising Activities				
Halloween Event	262.80	0.00	262.80	270.00
Venue Partnership	1,000.00	0.00	1,000.00	1,000.00
Quizzes	20.00	0.00	20.00	100.00
After Party	500.00	0.00	500.00	500.00
Other Events	0.00	0.00	0.00	100.00
TiG Fundraising	0.00	110.90	110.90	-
Merchandise	5,444.09	0.00	5,444.09	4,000.00
	7,226.89	110.90	7,337.79	5,970.00
Core Activities				
Grants	10,400.00	10,300.00	20,700.00	8,000.00
Sponsorship	9,150.00	0.00	9,150.00	7,750.00
Advertising	75.00	0.00	75.00	200.00
Stall Fees	3,385.00	0.00	3,385.00	3,805.00
Catering Fees	1,300.00	0.00	1,300.00	1,680.00
Fairground	300.00	0.00	300.00	400.00
Parade Income	300.00	0.00	300.00	300.00
Bar Income	1,000.00	0.00	1,000.00	1,850.00
Pride Day Collections	461.71	0.00	461.71	400.00
Pride Picnics Capital Grant	0.00	5,000.00	5,000.00	-
Pride in the Park Cheltenham	2,861.36	1,000.00	3,861.36	3,100.00
Pride in the Forest Cinderford	611.85	750.00	1,361.85	1,950.00
Pride in the Cotswolds Cirencester	1,969.06	0.00	1,969.06	1,950.00
Pride in the Hall Tewkesbury	275.00	300.00	575.00	780.00
Pride Hub	0.00	0.00	0.00	500.00
	32,088.98	17,350.00	49,438.98	32,665.00
Misc Receipts				
Membership Fees	82.00	0.00	82.00	60.00
Gift Aid	1,035.52	0.00	1,035.52	700.00
Income Relating to FY21	344.00	0.00	344.00	200.00
Misc Income	275.95	0.00	275.95	250.00
Donations	1,848.29	0.00	1,848.29	700.00
	3,585.76	0.00	3,585.76	1,910.00
Total Receipts	42,901.63	17,460.90	60,362.53	40,545.00

	Unrestricted	Fund Restricted	Total	Budget
Payments / Expenditure				
Costs of Fundraising				
Halloween Event	377.00	0.00	377.00	500.00
Venue Partnership	0.00	0.00	0.00	-
Quizzes	0.00	0.00	0.00	-
After Party	0.00	0.00	0.00	-
Other Events	0.00	0.00	0.00	-
Cost of Merchandise Goods	3,006.72	0.00	3,006.72	2,000.00
	3,383.72	0.00	3,383.72	2,500.00
Pride Day Production & Site Costs				
Performers	7,444.06	0.00	7,444.06	5,000.00
Hospitality	960.67	0.00	960.67	1,500.00
Stage Production	1,144.00	4,250.00	5,394.00	4,250.00
Feature Areas	1,408.38	0.00	1,408.38	900.00
Structures	3,248.70	1,092.00	4,340.70	2,450.00
Fencing & Toilets	3,045.15	575.00	3,620.15	2,250.00
Equipment Purchase	807.93	383.99	1,191.92	500.00
Signage	1,449.45	161.70	1,611.15	400.00
Accessibility	103.81	3,027.78	3,131.59	2,000.00
Site Mngt Costs	1,738.27	0	1,738.27	500.00
	21,350.42	9,490.47	30,840.89	19,750.00
Other Pride Day Costs				
Insurance	805.88	0.00	805.88	700.00
Security & Medical	3,322.25	0.00	3,322.25	3,650.00
Licenses	130.03	0.00	130.03	400.00
Volunteer Mngt	670.87	0.00	670.87	1,000.00
Marketing	710.88	0.00	710.88	500.00
Parade Costs	280.00	0.00	280.00	500.00
	5,919.91	0.00	5,919.91	7,050.00
Other Core Activities				
Pride Picnics Capital Grant	0.00	5,039.44	5,039.44	-
Pride in the Park Cheltenham	2,926.36	1,020.00	3,946.36	2,866.00
Pride in the Forest Cinderford	1,525.63	0.00	1,525.63	1,740.00
Pride in the Cotswolds Cirencester	582.43	794.99	1,377.42	1,690.00
Pride in the Hall Tewkesbury	340.75	300.00	640.75	990.00
Pride Hub	259.74	0.00	259.74	350.00
	5,634.91	7,154.43	12,789.34	7,636.00

Non Pride Day				
Administration	1,078.45	0.00	1,078.45	750.00
EuroPride Bid Costs	1,736.63	0.00	1,736.63	-
Conference Fees/Network costs	745.83	750.00	1,495.83	380.00
Bank Charges	293.46	0.00	293.46	100.00
Office Costs	2,419.21	0.00	2,419.21	1,200.00
Costs relating to Prev Yr	375.00	0.00	375.00	375.00
	6,648.58	750.00	7,398.58	2,805.00
Total Payments	42,937.54	17,394.90	60,332.44	39,741.00
Surplus / (Deficit)	(35.91)	66.00	30.09	804.00

Balances

	31/10/2021	31/10/2022	Movement
Bank Account - Natwest	£ 2,756.21	£ 2,646.61	(£ 109.60)
Petty Cash	£ 567.98	£ 696.59	£ 128.61
PayPal	£ -	£ 11.08	£ 11.08
SumUp	£ -	£ -	£ -
	£ 3,324.19	£ 3,354.28	£ 30.09

Amounts Still Owed to the Charity

Bar Commission	£ 182.50	Paid 01/11/22
Catering Fees	£ 260.00	Paid 09/11/22
Stall Fees	£ 165.00	
	£ 607.50	

Amounts Still Owed by the Charity

Fire Extinguisher Hire	£ 108.00	Paid 04/11/22
Gloucester Park Venue Hire	£ 204.00	Paid 18/11/22
Consortium Membership Fees	£ 25.00	Paid 04/11/22
	£ 337.00	

Summary of Restricted Funds

Breakdown of Spending from restricted Funds	TNL Community Fund	Build Back Better Market Towns	Glos County Council Equality Grant	Cheltenham Borough Council	Cinderford Town Council	Tewkesbury Town Council	Trans In Gloucesters hire	Total
Pride Day								
Performers	-	-	-	-	-	-	-	-
Hospitality	-	-	-	-	-	-	-	-
Stage Production	-	-	4,250.00	-	-	-	-	4,250.00
Feature Areas	-	-	-	-	-	-	-	-
Structures	1,092.00	-	-	-	-	-	-	1,092.00
Fencing & Toilets	575.00	-	-	-	-	-	-	575.00
Equipment Purchase	383.99	-	-	-	-	-	-	383.99
Signage	161.70	-	-	-	-	-	-	161.70
Accessibility	3,027.78	-	-	-	-	-	-	3,027.78
Site Mngt Costs	-	-	-	-	-	-	-	-
Total Production and Venue	5,240.47	-	4,250.00	-	-	-	-	9,490.47
Insurance	-	-	-	-	-	-	-	-
Security	-	-	-	-	-	-	-	-
Medical	-	-	-	-	-	-	-	-
Licenses	-	-	-	-	-	-	-	-
Volunteer Mngt	-	-	-	-	-	-	-	-
Marketing	-	-	-	-	-	-	-	-
Parade Costs	-	-	-	-	-	-	-	-
Pride Hub Costs	-	-	-	-	-	-	-	-
Non Pride Day								
Pride Picnics Capital Grant	-	5,039.44	-	-	-	-	-	5,039.44
Pride in the Park Cheltenham	-	-	-	1,020.00	-	-	-	1,020.00
Pride in the Forest Cinderford	-	-	-	-	-	-	-	-
Pride in the Cotswolds Cirencester	-	-	-	-	794.99	-	-	794.99
Pride in the Hall Tewkesbury	-	-	-	-	-	300.00	-	300.00
Pride Hub	-	-	-	-	-	-	-	-
Administration	-	-	-	-	-	-	-	-
EuroPride Bid Costs	-	-	-	-	-	-	-	-
Conference Fees/Network costs	-	-	750.00	-	-	-	-	750.00
Bank Charges	-	-	-	-	-	-	-	-
Office Costs	-	-	-	-	-	-	-	-
Costs relating to Prev Yr	-	-	-	-	-	-	-	-
	-	5,039.44	750.00	1,020.00	794.99	300.00	-	7,904.43
Total Payments	5,240.47	5,039.44	5,000.00	1,020.00	794.99	300.00	0.00	17,394.90
Total Receipts	5,300.00	5,000.00	5,000.00	1,000.00	750.00	300.00	110.90	17,460.90
Total Surplus / Deficit	59.53	(39.44)	0.00	(20.00)	(44.99)	0.00	110.90	66.00
Funds Carried Forward from FY22	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Carried forward to FY23	0.00	0.00	0.00	0.00	0.00	0.00	110.90	0.00
Deficit covered by Unrestricted funding	59.53	(39.44)	0.00	(20.00)	(44.99)	0.00	0.00	66.00

Pride in Gloucestershire is a charity registered in England and Wales. Reg No 1185201

Dear Trustees

Lawrence Newton is a Company Director and holds the position of Finance Director at Unity Doors Ltd. Lawrence has assumed this position since February 2020 and prior to this was a Finance Manager at a large national construction firm. Previously Lawrence studied and worked at a top 10 accountancy firm.

An examination of the 'Pride in Gloucestershire' Annual Accounts FY1022 has been undertaken and the Annual Accounts presented show an accurate reflection of the Charity undertaking.

The Annual Accounts have been scrutinised and show no material anomalies. An external audit for 'Pride in Gloucestershire' is not a statutory requirement.

Find below my Independent examiners report to the trustees.

Yours faithfully, Lawrence

Independent examiner's report to the trustees of Pride in Gloucestershire (Reg: 1185201)

I report to the trustees on my examination of the accounts of the Pride in Gloucestershire (the Trust) for the year ended 31st October 2022.

Responsibilities and basis of report

As the charity trustees of the Trust you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ('the Act').

I report in respect of my examination of the Trust's accounts carried out under s. 145 of the 2011 Act and in carrying out my examination I have followed all the applicable Directions given by the Charity Commission under s. 145(5)(b) of the Act.

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 giving me cause to believe that in any material respect:

- (1) accounting records were not kept in respect of the Trust as required by section 130 of the Act; or
- (2) the accounts do not accord with those records; or
- (3) the accounts do 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.

Signed



Name: Lawrence Newton

Position: Finance Director at Unity Doors Ltd

Address: 1 School View, Newent, GL18 1RX

Date: 27/06/2023

Dear Trustees

Lawrence Newton is a Company Director and holds the position of Finance Director at Unity Doors Ltd, Lawrence has assumed this position since February 2020 and prior to this was a Finance Manager at a large national construction firm. Previously Lawrence studied and worked at a top 10 accountancy firm.

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Signed

A handwritten signature in black ink, appearing to be 'L. Newton', with a long horizontal flourish extending to the right.

Name: Lawrence Newton

Position: Finance Director at Unity Doors Ltd

Address: 1 School View, Newent, GL18 1RX

Date: 27/06/2023