

REPORTOUT

England & Wales · Charity number 1185887

Details

Status Registered

Legal form CIO

Registered 2019-10-21

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

Contact

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Stonehills
Shields Road
Pelaw
Gateshead
Tyne and Wear
NE10 0HW

Phone 03332427307

Email contactus@reportout.org

Website www.reportout.org

Activities

Objects: TO PROMOTE HUMAN RIGHTS (AS SET OUT IN THE UNIVERSAL DECLARATION OF HUMAN RIGHTS AND SUBSEQUENT UNITED NATIONS CONVENTIONS AND DECLARATIONS) THROUGHOUT THE WORLD IN PARTICULAR BUT NOT EXCLUSIVELY OF: SOGI PEOPLE (SOGI: SEXUAL ORIENTATION AND GENDER IDENTITY) BY ALL OR ANY OF THE FOLLOWING MEANS(A) ELIMINATING INFRINGEMENTS OF HUMAN RIGHTS B) RESEARCH INTO HUMAN RIGHTS ISSUES;C) RAISING AWARENESS OF HUMAN RIGHTS ISSUES;D) EDUCATING THE PUBLIC ABOUT HUMAN RIGHTS;E) MONITORING ABUSES OF HUMAN RIGHTS; F) INTERNATIONAL ADVOCACY OF HUMAN RIGHTS;G) PROVIDING TECHNICAL ADVICE TO GOVERNMENT AND OTHERS ON HUMAN RIGHTS MATTERS;IN FURTHERANCE OF THAT OBJECT BUT NOT OTHERWISE, THE TRUSTEES SHALL HAVE POWER TO ENGAGE IN POLITICAL ACTIVITY PROVIDED THAT THE TRUSTEES ARE SATISFIED THAT THE PROPOSED ACTIVITIES WILL FURTHER THE PURPOSES OF THE CHARITY TO AN EXTENT JUSTIFIED BY THE RESOURCES COMMITTED AND THE ACTIVITY IS NOT THE DOMINANT MEANS BY WHICH THE CHARITY CARRIES OUT ITS OBJECTS.

Activities: ReportOUT are a global human rights organisation for sexual and gender minorities. We research, educate and campaign. ReportOUT document and monitor the human rights abuses against sexual

and gender minorities in every nation state and we use this to educate and campaign for social change.

Classification

- **How:** Provides Human Resources, Provides Services, Provides Advocacy/advice/information, Sponsors Or Undertakes Research, Other Charitable Activities
- **What:** Education/training, Human Rights/religious Or Racial Harmony/equality Or Diversity
- **Who:** People Of A Particular Ethnic Or Racial Origin, Other Charities Or Voluntary Bodies, Other Defined Groups, The General Public/mankind

Geography

- Throughout England And Wales

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£26,523	£12,851	-	-
2024-03-31	£7,110	£14,751	-	-
2023-03-31	£17,047	£15,650	-	-
2022-03-31	£20,038	£10,178	-	-
2021-03-31	£19,042	£11,376	-	-

Trustees

Name	Role	Appointed
Steven Irvine-Duffy	Chair	2026-01-19
David Elliott Metcalfe		2025-11-23
Harvey Andrew Kennedy-Pitt		2025-01-31
Ioulianna Hionidou-Mooney		2025-06-15
Jaba Kaplanishvili		2023-03-01
Jodie Weatherston		2019-11-24
Jonathan Robert Biggs		2023-03-01
Klara Wertheim		2025-06-15
Lorato Botshabelo		2023-02-14
Louis Chan		2023-01-23
Nyume Nyingmeh Blaise		2022-05-07
Phil Thomas		2022-11-01
Sarah Jane Bosnyak		2023-04-01
Simon Williams		2024-10-28

REPORTOUT

England & Wales - Charity number 1185887

Accounts

ReportOUT Annual Review



ReportOUT



Report. Inform. Defend.

Our Annual Review of 2024-2025

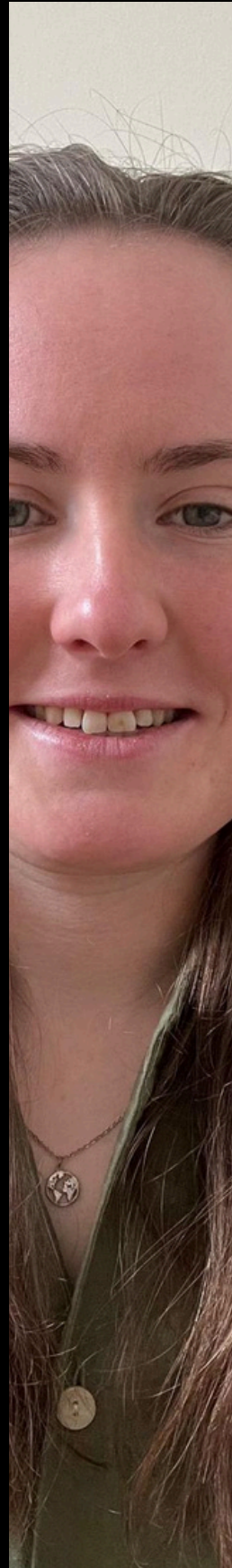
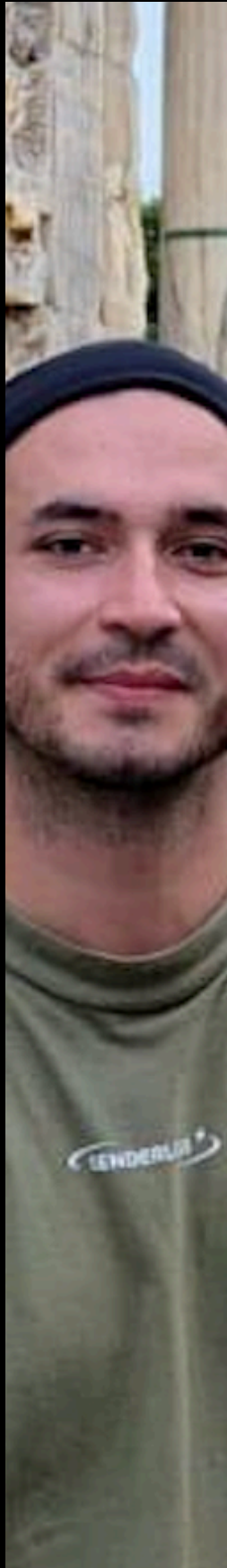
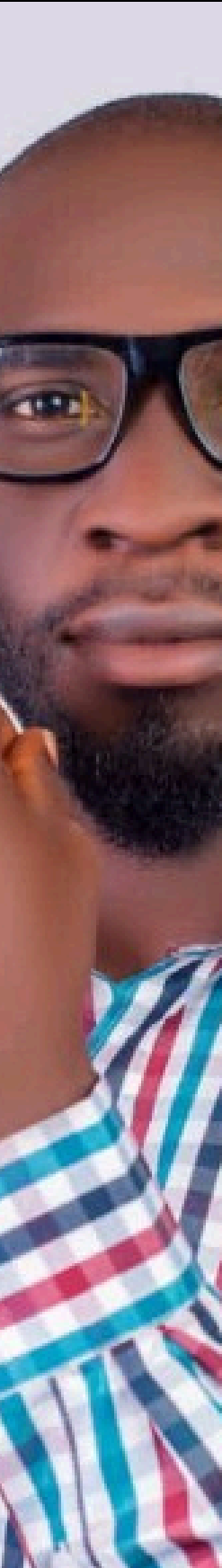


ReportOUT is a global human rights organisation for sexual and gender minorities
For more information, please visit our website: www.reportout.org
Registered Charity Number (England and Wales): 1185887

Report Editor

Drew Dalton

ReportOUT CEO



Contents

About ReportOUT	Page 4
A Statement from ReportOUT's CEO	Page 5
LGBTQ+ Rights: Local to Global	Page 6
The Progression Ball and Awards	Page 7
Attending Proud To Be Your Friend	Page 8
#SaferToBeMe 2025	Page 9
The Newcastle-Gateshead Declaration	Page 11
Our Human Rights Research	Page 13
Our Global Campaigns	Page 15
Engagement with the Equal Rights Coalition	Page 16
A New Patron Joins Us	Page 17
Our Volunteer Impact	Page 18
Happy Birthday to ReportOUT	Page 19
Our Finances and Future Direction	Page 20
Thanks To Our Supporters	Page 21



About ReportOUT

Since 2019, ReportOUT have been at the forefront of protecting the human rights of sexual and gender minorities in the United Kingdom and globally. As a registered charity in England and Wales (registered charity number 1185887) we are **fearless, determined and relentless** in our belief that human rights are fundamental to advancing the lives of sexual and gender minorities, and their communities.

We recognise that we need to succeed in our aims and objectives by also using principles from international development alongside human rights frameworks, and we believe that both of these approaches should **always include sexual and gender minorities as part of them**. We align all of our work with Agenda 2030, in that no one should be left behind.

ReportOUT's official aim and objectives are:

To promote human rights (as set out in the Universal Declaration of Human Rights and subsequent United Nations conventions and declarations) throughout the world for sexual and gender minorities by all or any of the following means:

- Eliminating infringements of human rights;
- Research into human rights issues;
- Raising awareness of human rights issues;
- Educating the public about human rights;
- Monitoring abuses of human rights;
- International advocacy of human rights;
- Providing technical advice to government and others on human rights matters.

Our guiding principles:

- **Principle 1:** No one should be left behind in delivering the articles set out in the Universal Declaration of Human Rights.
- **Principle 2:** Every person has a part to play in achieving the goals and targets set out in the United Nations Sustainable Development Goals.
- **Principle 3:** Positive change should be led by communities within a nation state and ReportOUT will support them to do this.

A Statement from ReportOUT's CEO

As we reflect on 2024–2025, I am immensely proud of what ReportOUT has achieved during a period of profound global uncertainty and increasing hostility toward sexual and gender minorities. This year has reaffirmed why our work matters, and why it must continue with urgency, integrity, and courage.

Across this reporting period, ReportOUT has strengthened its role as a global human rights organisation rooted in community, evidence, and action. From convening the landmark #SaferToBeMe 2025 Summit, bringing together over 700 delegates from more than 40 countries, to the launch of the Newcastle–Gateshead Declaration, we have demonstrated the power of leadership to influence global change. At a time when LGBTQ+ rights are being challenged or rolled back in many parts of the world, our work and Declaration stands as a collective line in the sand: LGBTQ+ rights are human rights, and they are non-negotiable.

Our work this year has continued to span research, education, and advocacy. Through our engagement with the United Nations, the Equal Rights Coalition, and civil society partners globally, we have amplified lived experience within policy spaces that too often exclude it. We also recognise the central role of our volunteers, Trustees, partners, and supporters. Their commitment, expertise, and solidarity underpin everything we do. As we celebrated our fifth anniversary, we did so with gratitude and a renewed determination.

Looking ahead, ReportOUT enters the next phase of its journey with a clear focus: deepening the connection between frontline support, lived experience, cutting-edge human rights research, education and truly global campaigns. The expansion of our OUT and Safe NE Project, alongside diversified funding, new research, and a forthcoming global MOOC on LGBTQ+ rights, positions us to respond strategically to both local and global needs.

In challenging times, hope must be organised. ReportOUT will continue to report, inform, and defend, together.

Drew Dalton
Founder and CEO



Drew Dalton
CEO of ReportOUT

LGBTQ+ Rights: From Local to Global

A partnership with OUT North East

Zine and placard making at Pride

Part of our mission to educate

ReportOUT was proud to team up with OUT North East to host a series of public placard-making and zine-making workshops designed to spark creativity, conversation, and collective action about LGBTQ+ human rights.

Alongside these hands-on sessions, participants were encouraged to write and send postcards directly to LGBTQ+ activists, offering messages of solidarity and support to those working on the frontlines of global LGBTQ+ rights struggles. The workshops were delivered across multiple OUT North East events in Sunderland, Gateshead, and South Tyneside, welcoming people of all ages. Young people, families, older people, and long-standing activists came together around shared tables, using art, words, and conversation to explore identity, resistance, and hope. These intergenerational spaces highlighted the power of accessible, creative activism in building understanding and confidence.

For ReportOUT, this collaboration is a deliberate strategy to raise public awareness of global LGBTQ+ rights while grounding that work locally. By embedding our activism within community-led spaces, we are strengthening our presence and accountability in North East England, reaffirming the region as our base while continuing to connect local voices to global struggles for equality, dignity, and justice.

The Progression Ball and Awards

A partnership with Pride Action North

An awards ceremony for LGBTQ+ people

A celebration of great work

The 2025 PAN Progression Ball and Awards, hosted by Pride Action North in partnership with ReportOUT, marked a powerful and celebratory start to LGBT+ History Month in 2025.

Held on 7 February 2025 at the Grand Hotel Gosforth Park, the event brought together LGBTQIA+ community members, allies, professionals, and organisations for an evening dedicated to recognition, pride, and collective progress. Now in its second year, the Progression Ball has quickly become a flagship regional event, shining a spotlight on individuals and organisations who have made outstanding contributions to equality, inclusion, and human rights. LGBTQ+ speakers from across the globe beamed into the ball live from their nation states.

The evening featured a formal three-course dinner, live entertainment, performances, and a lively auction and raffle, all contributing to a warm and celebratory atmosphere. Central to the night were the Progression Awards, which honoured achievements across categories including youth leadership, allyship, business, third sector impact, and lifetime achievement, recognising both grassroots and institutional change-makers.

More than a celebration, the 2025 Progression Ball and Awards served as a reaffirmation of solidarity and resilience at a time of shifting social and political landscapes, reinforcing the importance of visibility, community connection, and continued action to advance LGBTQIA+ rights across the region and beyond.

Attending Proud to Be Your Friend

Speaking to criminal justice professionals

Strengthening LGBTQ+ rights



Remembering those not in the room

The Proud to Be Your Friend Conference in Austin, Texas, USA, brought together LGBTQ+ professionals from across the criminal justice system to connect, reflect, and drive meaningful change.

The conference created a rare and powerful space for honest conversation about lived experiences, visibility, well-being, and inclusion within often challenging professional environments. Through keynote sessions, panel discussions, and peer-led dialogue, delegates explored both the barriers LGBTQ+ professionals face and the leadership they bring to criminal justice reform. A key highlight of the conference was the keynote session delivered by ReportOUT, focused on how criminal justice professionals can better support LGBTQ+ people in their day-to-day practice. Drawing on global examples of LGBTQ+ interactions with criminal justice systems, the session explored how LGBTQ+ people are frequently positioned as both victims and perpetrators, often within systems shaped by discrimination, surveillance, and criminalisation.

Participants were encouraged to reflect critically on power, protection, and institutional harm, while also engaging with practical actions such as partnership-working with LGBTQ+ civil society, improving data collection, embedding LGBTQ+ scrutiny, and delivering training led by LGBTQ+ people themselves. It importantly pointed to those criminal justice systems who were not in the conference room, asking how we can better work with them and how to develop future projects together.

#SaferToBeMe 2025

A historic UK global LGBTQ+ rights Summit

700+ people attended over 12 events

Unity during a time of change

#SaferToBeMe 2025 was a landmark global LGBTQ+ human rights summit held in the North East of England from 20–25 October 2025, bringing together over 700+ delegates from 40+ countries in a week-long programme of events focused on strengthening solidarity, resistance, and visibility for queer communities worldwide.

Organised by ReportOUT, Pride Action North, and OUT North East, the Summit centred on the theme “Power, Populism and Politics” – addressing rising authoritarianism, anti-LGBTQ+ rhetoric, legal rollbacks, and the global backlash against sexual orientation and gender identity rights. Events included 45+ expert sessions, keynote talks, training workshops, networking opportunities, queer history tours, and a candlelit vigil. A major highlight was the unveiling and signing of the Newcastle-Gateshead Declaration, the first global solidarity compact for LGBTQ+ rights, intended as an enduring call to action for organisations and individuals globally. ReportOUT

#SaferToBeMe 2025 catalysed international collaboration against anti-LGBTQ+ trends, amplified grassroots activism, and strengthened coalitions between civil society, policymakers, and allies. It boosted regional visibility and economic engagement in the North East while establishing strategic frameworks for future advocacy and collective resilience.

Photographs From #SaferToBeMe 2025



The Newcastle-Gateshead Declaration

A historic Declaration for LGBTQ+ rights

Signed by over 180+ organisations



Drawing a collective line in the sand

The Newcastle–Gateshead Declaration publicly and unequivocally reaffirms that LGBTQ+ rights are human rights, at a time when those rights are being challenged, diluted, or rolled back in many parts of the world, including within democratic societies.

The Declaration sends a clear message that equality, dignity, and safety for LGBTQ+ people are non-negotiable, regardless of shifting political climates, culture-war narratives, or international uncertainty. By grounding its commitments in lived experience, solidarity, and accountability, it moves beyond symbolism and positions LGBTQ+ rights as a shared responsibility across public institutions, civil society, and communities.

Its impact lies in three key areas. First, it anchors values locally while speaking globally, showing that cities and regions can lead when national or international leadership falters. Second, it strengthens collaboration by uniting organisations, activists, and allies under a common framework, championed through the leadership of UK Alliance for Global Equality and chaired by ReportOUT. Third, it provides a platform for advocacy, scrutiny, and action, ensuring LGBTQ+ rights remain visible, defended, and advanced.

In changing times, the Newcastle–Gateshead Declaration stands as both a statement of resistance and a blueprint for progress, reaffirming that regression is not inevitable, and that collective commitment can safeguard hard-won rights for current and future generations.

Photographs From The Declaration Signing



Our Human Rights Research



Mapping LGBTQ+ human rights abuses



Our global reputation solidified



For delivering cutting edge research

During 2024–2025, ReportOUT delivered a series of high-impact, globally recognised research projects that deepened understanding of LGBTQ+ lived experience across diverse political, legal, and cultural contexts.

A major milestone was the publication of ‘OUT in Mexico,’ the largest study of its kind ever undertaken in the country. Developed over 18 months in partnership with local activists Contramapeo, the project gathered more than 20,000 survey responses. The research highlighted the stark contradiction between Mexico’s comparatively comprehensive legal protections and the persistent realities of discrimination, violence, and social exclusion faced by LGBTQ+ people in everyday life. Its scale and depth enabled a detailed intersectional analysis, examining how sexuality and gender identity interact with religion, ethnicity, gender, and national background, particularly significant in a country hosting one of the largest non-national populations in the Americas.

ReportOUT also published ‘OUT in Nigeria,’ a deep-dive report into LGBTQ+ participation in political processes in Africa’s largest democracy, produced in partnership with the feminist-led NGO CHEVs. While acknowledging the deeply institutionalised homophobia that shapes daily life for many queer Nigerians, the research revealed important nuances in political engagement, from voting practices to shifting political rhetoric and behind-the-scenes engagement with elected representatives. The findings directly support CHEVs’ grassroots advocacy, equipping LGBTQ+ people with the knowledge and confidence to participate in civic life and contribute to longer-term narrative change.

Our Human Rights Research

The breadth of ReportOUT's research was further demonstrated at the #SaferToBeMe Conference, where six distinct research projects were presented, spanning topics from HIV and AIDS provision in South America to the implications of European populist movements for LGBTQ+ rights, and lessons from successful LGBTQ+ activist strategies worldwide. These sessions showcased both the depth of expertise within the research team and their ability to communicate complex issues to wide and diverse audiences.

International recognition of ReportOUT's credibility continued to grow. Our submission to the UN Independent Expert on protection against violence and discrimination based on sexual orientation and gender identity, focused on forced displacement, was cited nine times in the final UN report, underlining our standing as a trusted and reliable research partner.

Looking ahead, new projects initiated in 2025 for delivery in late 2026 include 'OUT in Madagascar,' the first-ever national study of LGBTQ+ lived experience in the country, and a partnership with a Colombian NGO on 'The Queer Disappeared,' examining LGBTQ+ victims of the Colombian civil war and developing a framework transferable to other post-conflict contexts.



"Lo que no se nombra, no existe": An analysis of the experiences of violence from LGBTTTIQA+ communities in Mexico



Registered with
FUNDRAISING
REGULATOR

ReportOUT is a global SOGIESC human rights organisation
For more information, please visit our website: www.reportout.org
Registered Charity Number (England and Wales): 1185887



Lessons From Victories

Phil Thomas
Riley Campbell



Our Global Campaigns

Our campaigning at the United Nations

Ensuring LGBTQ+ voices are heard

By leaders and decision makers

The Global Campaigns Team developed a solid foundation and engaged with different avenues of campaigning, including the Commonwealth, the United Nations, and the Sustainable Development agenda.

Over the past two years, ReportOUT has proudly served as Chair the UK Alliance for Global Equality (UKAGE), providing strategic leadership and coordination for LGBTQ+ advocacy organisations across the UK during a period of significant social and political change. In this role, ReportOUT strengthened collaboration across civil society, aligned shared policy priorities, and amplified collective advocacy to protect and advance LGBTQ+ rights.

Building on this national leadership, ReportOUT is now also a member of the Commonwealth Equality Network (TCEN) and actively participates in membership working groups of the Equal Rights Coalition, further extending its engagement into international and multilateral spaces and reinforcing its commitment to advancing equality, human rights, and inclusive policy-making at UK, Commonwealth, and global levels.

Some key achievements include: submitting evidence to the UN Treaty Bodies (CEDAW) for Mexico; involvement in the drafting committee for the Civil Society Statement for Nigeria's Voluntary National Review at the UN High-Level Political Forum, and monitoring the work of the Independent Expert on SOGIESC.

Engagement with the ERC

Civil society and nation states together

Progressing LGBTQ+ rights



The Equal Rights Coalition Conference

The 2024 Equal Rights Coalition (ERC) Conference, held in Berlin under the theme 'Countering the Push Back,' brought together over 120 civil society organisations, 67 nation states, multilateral institutions and donors to confront the global rollback of LGBTQ+ rights. ReportOUT attended.

Across plenary sessions and thematic panels, participants explored how rising anti-gender movements, shrinking civic space and authoritarianism are threatening hard-won progress, while also sharing practical pathways for resistance through diplomacy, law, development policy and international cooperation. Strong emphasis was placed on feminist foreign policy, national action plans, decriminalisation, inclusive development and the vital role of civil society as early warning actors and drivers of change

ReportOUT's presence at the conference was firmly rooted in this spirit of collaboration. Through strategic engagement with civil society partners, diplomats and state representatives, ReportOUT contributed to conversations on coalition-building, accountability and the protection of LGBTQ+ people in hostile and changing political environments. The conference provided a critical platform for ReportOUT to strengthen relationships with both nation states and grassroots organisations, helping to bridge lived experience with policy and diplomacy. In a time of increasing backlash, the ERC Conference reaffirmed the importance of unified action, where civil society and governments work together, to advance LGBTQ+ rights, safeguard democratic values, and ensure that equality and human rights remain central to global decision-making.

A New Patron Joins Us!

Amplifying the voice of ReportOUT

Mr Gay Great Britain and Mr Gay World

***"I SEE REPORTOUT AS A BEACON
OF HOPE AND RESILIENCE, AND I'M
HONOURED TO LEND MY VOICE TO
AMPLIFY ITS MISSION"***

Paul Carruthers

Our Volunteer Impact

According to the specific methodology of the 'Do Good Institute' (2025) the value of a volunteer's hour is worth £24.52.

Across our 100 volunteers over the year (each giving their 12 hours per month), they have contributed the equivalent of:

PERIOD FROM APRIL 2024 - MARCH 2025

£353,088

WORTH OF VOLUNTEER TIME HELPING REPORTOUT TO ACHIEVE OUR GOALS!

Happy Birthday ReportOUT!

**IN OCTOBER 2024,
REPORTOUT CELEBRATED
OUR FIFTH YEAR OF
EXISTENCE!**

Happy birthday to ReportOUT!



Our Finances and Future Directions

Financial overview:

During the financial year ended 31 March 2025, the charity recorded total incoming resources of £26,523, all of which were unrestricted funds. Income was derived primarily from donations and regular giving, reflecting continued support from individuals despite a challenging economic climate for the voluntary sector.

The Trustees recognise that income levels during the year were modest and continue to monitor the organisation's funding position closely, with a view to strengthening and diversifying income streams in future periods.

Total resources expended during the year amounted to £12,851, all of which related to unrestricted funds. Expenditure was carefully controlled and directed towards the charity's core activities and essential operating costs, ensuring that resources were applied in furtherance of the charity's objectives in line with its governing document. As a result of prudent financial management, the charity generated a surplus of £13,672 for the year.

The surplus has been retained within unrestricted reserves to support the ongoing operation and sustainability of the charity. The Trustees consider the year-end reserves position to be appropriate to meet short-term liabilities and provide a modest level of financial resilience. The Trustees regularly review financial performance and reserve levels as part of their governance responsibilities and are satisfied that the charity remains a going concern.

Future directions for ReportOUT:

ReportOUT's future direction is focused on deepening the connection between frontline support, lived experience, and evidence-based human rights research. Central to this is the expansion of our service provision through the OUT and Safe NE Project, with a clear and dedicated focus on LGBTQ+ migrants, asylum seekers, and refugees in the North East. OUT and Safe NE will provide a weekly, in-person drop-in service offering a safe, trusted space for LGBTQ+ migrants to access practical support, peer connection, advocacy, and signposting around issues such as asylum processes, housing, safety, mental wellbeing, and navigating public services.

Alongside service delivery, ReportOUT will diversify its funding base through trusts and foundations, statutory funding, research partnerships, and earned income from training. We will relaunch our Campaigner Training Programme, supporting LGBTQ+ people to safely document abuses and engage in advocacy. New research projects will continue to explore LGBTQ+ rights and development needs within nation states and on thematic issues, while a forthcoming MOOC on Global LGBTQ+ rights will extend ReportOUT's reach, making expert knowledge and tools accessible to a global audience. ReportOUT will continue to take a stance against the rise of authoritarian and populist leaders, and their institutions, who work to rollback LGBTQ+ rights across the globe. **We will continue to report, inform and defend.**

Thanks to Our Supporters

Looking ahead:

Through these structural and strategic priorities, ReportOUT is positioning itself to navigate financial uncertainties and remain a leading advocate for human rights globally. With a strong commitment to expanding income diversity and maintaining financial discipline, we are confident in our ability to sustain and grow our impact.

Thank you to all of our Trustees who have supported us in 2024-2025. This time period saw a continuation of our excellent work from our Trustees, and we also said goodbye to some Trustees who stepped down - we send them all of a huge thanks for their support whilst in their role.

Current continuing and new Trustees:

- Drew Dalton: U.K. - Chair of Trustees
- Steven Irvine-Duffy: U.K. - Treasurer
- Jodie Weatherston: U.K. - Trustee with Portfolio for GEDI and MEAL
- Louis Chan: Singapore - Trustee with Portfolio for Sustainability and Climate Change
- Phil Thomas: U.K. - Trustee with Portfolio for Human Rights Research
- Harvey Kennedy-Pitt: U.K. - Trustee with Portfolio for Global Health and Development
- Iliia Hionidou: U.K. - Trustee with Portfolio for Advocacy
- Jaba Kaplanishvili: Greece and Georgia - Trustee with Portfolio for Europe (Southern Mediterranean)
- Nyume Blaise: Cameroon - Trustee with Portfolio for Francophone Africa
- Lorato Botshabelo: Botswana - Trustee with Portfolio for Southern Africa
- Jon Biggs: U.K. - Trustee with Portfolio for Education and Training
- Sarah Bosnyak: U.K. - Trustee with Portfolio for Media and Public Relations
- Simon Williams: U.K. - Trustee with Portfolio for Digital Communications
- David Metcalfe: U.K. - Trustee with Portfolio for Events
- Klara Wertheim: U.K. - Trustee with Portfolio for Trusts and Grants

Former Trustees:

- Han Kahrizi: Germany/Iraq - Trustee with Portfolio for Geographical Region: MENA
- Jayden Yoon: South Korea - Trustee with Portfolio for Sustainable Development Goals
- Maurice Mabiriiz: Uganda and Australia - Trustee with Portfolio for Asia and Pacific States
- Kelly Clarke: USA - Trustee with Portfolio for North America
- Daniel Peach: U.K. - Trustee with Portfolio for Corporate Partnerships

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Unit 2B, Stonehills
Shields Road
Gateshead
NE10 0HW

For more information, please visit our website: www.reportout.org
Registered Charity number (England and Wales): 1185887



@SOGIReportOUT



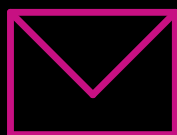
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ReportOUT Channel



@ReportOUT



Contactus@reportout.org



**UNAUDITED FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH
2025**

FOR

REPORTOUT C I O

REPORTOUT CIO

CONTENTS OF THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2025

	Page
Report of the Trustees	1 to 2
Independent Examiner's Report	3
Statement of Financial Activities	4
Balance Sheet	5
Notes to the Financial Statements	6 to 13
Detailed Statement of Financial Activities	14 to 15

REPORTOUT CIO

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2025

The trustees present their report with the financial statements of the charity for the year ended 31 March 2025. The trustees have adopted the provisions of Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019).

OBJECTIVES AND ACTIVITIES

Public benefit

The charity carries out a wide range of activities in pursuance of its charitable aims. The Trustees consider that these activities, summarised above, provide benefit both to those who directly receive services, and the wider community in the United Kingdom. The trustees confirm that they have complied with the duty in section 4 of the Charities Act 2011 to have due regard to the public benefit guidance published by the Charity Commission.

FINANCIAL REVIEW

Financial review

ReportOut is primarily funded by donations and grants. The total income for the year was £26,523 (2024 - £7,110), of which £Nil was restricted (2024 - £Nil). This income is allocated across respective funds on the Statement of Financial Activities in accordance with the Statement of Recommended Practice.

The Statement of Financial Activities for the year ended 31 March 2025, shows a net surplus across all funds of £13,672 (2024 - net deficit £7,641).

The Balance Sheet at 31 March 2025 shows a total fund carried forward of £24,952 (2024 - £11,280) of which there are £Nil restricted funds (2024 - £2,176).

Reserves policy

ReportOut has established a policy whereby the unrestricted funds not invested in fixed assets held by the charity should be between three and six months of annual expenditure.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

Charitable Incorporated Organisation - Foundation Model - whereby the only voting members are the charity Trustees. We have adopted the Charity Commissions Model Constitution to ensure we comply with the Charities Act 2011 (the 2011 Act) and the General Regulations. This helps us to ensure we:

- > Reflect recommended best practice; and
- > Are legally compliant

Recruitment and appointment of new trustees

Trustees are appointed through advertising externally via our website, newsletter, social media and through relevant centres (such as Volunteer Centres). After a successful interview and induction process, they are approved by the rest of the Trustees at the following Trustees meeting.

Organisational structure

The Trustees meet each quarter and deal with the administration of the charity encompassing the strategic vision, financial accountability and risk management. Some trustees are also operational in their engagement and so may meet more regularly to discuss operational issues.

REPORTOUT CIO

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2025

STRUCTURE, GOVERNANCE AND MANAGEMENT

Risk management

The Trustees have conducted a review of the major risks to which the charity is exposed and systems have been established to mitigate those risks including the implementation of procedures for authorisation of all transactions and projects and for ensuring the consistent quality of the delivery of all operational aspects of the charitable company. These procedures are periodically reviewed to ensure that they still meet the needs of the charity.

ReportOut have a Risk Management Policy and Risk Management Form which is updated by the Trustees regularly throughout the year, then re-appraised annually.

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Charity number

1185887

Principal address

c/o Pride Action North
Unit D, Old Casino
Forth Lane
Newcastle-upon-Tyne
NE1 5HX

Trustees

Please refer to Annual Review

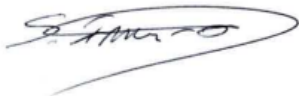
Independent Examiner

BK Plus Limited
Chartered Certified Accountants
13 Windsor Terrace
Jesmond
Newcastle upon Tyne
NE2 4HE

Bankers

Virgin Money
35 Regent Street
London
SW1Y 4ND

Approved by order of the board of trustees on 27 January 2026 and signed on its behalf by:



Dr S Irvine-Duffy - Trustee

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF REPORTOUT CIO

Independent examiner's report to the trustees of Reportout CIO

I report to the charity trustees on my examination of the accounts of Reportout CIO (the Trust) for the year ended 31 March 2025.

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').

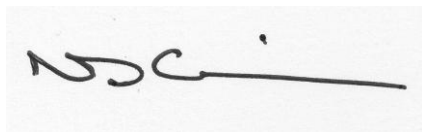
I report in respect of my examination of the Trust's accounts carried out under Section 145 of the Act and in carrying out my examination I have followed all applicable Directions given by the Charity Commission under Section 145(5)(b) of the Act.

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.



Nicholas J Liley FCA
The Institute of Chartered Accountants in England and Wales

BK Plus Limited
Chartered Certified Accountants
13 Windsor Terrace
Jesmond
Newcastle upon Tyne
NE2 4HE

27 January 2026

REPORTOUT CIO**STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 MARCH 2025**

	Notes	Unrestricted fund £	Restricted funds £	2025 Total funds £	2024 Total funds £
INCOME AND ENDOWMENTS FROM					
Donations and legacies	2	6,395	-	6,395	4,330
Other trading activities	3	20,121	-	20,121	2,769
Investment income	4	<u>7</u>	<u>-</u>	<u>7</u>	<u>11</u>
Total		<u>26,523</u>	<u>-</u>	<u>26,523</u>	<u>7,110</u>
EXPENDITURE ON					
Charitable activities					
Activity expenses	5	6,514	2,000	8,514	10,101
Premises expenses		<u>4,337</u>	<u>-</u>	<u>4,337</u>	<u>4,650</u>
Total		<u>10,851</u>	<u>2,000</u>	<u>12,851</u>	<u>14,751</u>
NET INCOME/(EXPENDITURE)					
Transfers between funds	14	15,672 <u>176</u>	(2,000) <u>(176)</u>	13,672 <u>-</u>	(7,641) <u>-</u>
Net movement in funds		15,848	(2,176)	13,672	(7,641)
RECONCILIATION OF FUNDS					
Total funds brought forward		9,104	2,176	11,280	18,921
TOTAL FUNDS CARRIED FORWARD		<u>24,952</u>	<u>-</u>	<u>24,952</u>	<u>11,280</u>

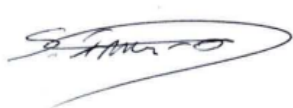
The notes form part of these financial statements

REPORTOUT CIO

**BALANCE SHEET
31 MARCH 2025**

	Notes	2025 £	2024 £
CURRENT ASSETS			
Debtors	11	11,303	375
Cash at bank		<u>14,453</u>	<u>13,277</u>
		25,756	13,652
CREDITORS			
Amounts falling due within one year	12	(804)	(2,372)
		<u>24,952</u>	<u>11,280</u>
NET CURRENT ASSETS			
		<u>24,952</u>	<u>11,280</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		<u>24,952</u>	<u>11,280</u>
NET ASSETS		<u>24,952</u>	<u>11,280</u>
FUNDS	14		
Unrestricted funds		24,952	9,104
Restricted funds		<u>-</u>	<u>2,176</u>
TOTAL FUNDS		<u>24,952</u>	<u>11,280</u>

The financial statements were approved by the Board of Trustees and authorised for issue on 27 January 2026 and were signed on its behalf by:



S Irvine-Duffy - Trustee

REPORTOUT CIO

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2025

1. ACCOUNTING POLICIES

Basis of preparing the financial statements

The financial statements of the charity, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Charities Act 2011. The financial statements have been prepared under the historical cost convention.

The presentation currency of the financial statements is the Pound Sterling (£).

Going concern

The financial statements have been prepared on a going concern basis. In making their assessment the trustees have reviewed and considered relevant information, including their annual budget and future cash flows. The Trustees are of the view that the immediate future of the charity for the next 12 months is secure and that on this basis the charity is a going concern.

Income

All income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably.

Expenditure

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Taxation

The charity is exempt from tax on its charitable activities.

Fund accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

Tangible fixed assets

Individual fixed assets costing £250 or more are capitalised at cost and are depreciated over their estimated useful economic lives on a straight line basis, the charity does not currently have any tangible fixed assets.

REPORTOUT CIO

NOTES TO THE FINANCIAL STATEMENTS - continued FOR THE YEAR ENDED 31 MARCH 2025

1. ACCOUNTING POLICIES - continued

Financial instruments

All financial assets and financial liabilities of the charity qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value.

2. DONATIONS AND LEGACIES

	2025	2024
	£	£
Regular donations	840	840
Donations	<u>5,555</u>	<u>3,490</u>
	<u>6,395</u>	<u>4,330</u>

3. OTHER TRADING ACTIVITIES

	2025	2024
	£	£
Events and merchandise	5,233	268
Safetobeme	10,395	1,426
Public talks	1,793	1,075
FITM hire and workshops	<u>2,700</u>	<u>-</u>
	<u>20,121</u>	<u>2,769</u>

4. INVESTMENT INCOME

	2025	2024
	£	£
Interest received	<u>7</u>	<u>11</u>

5. CHARITABLE ACTIVITIES COSTS

	Direct Costs (see note 6)	Support costs (see note 7)	Totals
	£	£	£
Activity expenses	8,514	-	8,514
Premises expenses	<u>-</u>	<u>4,337</u>	<u>4,337</u>
	<u>8,514</u>	<u>4,337</u>	<u>12,851</u>

REPORTOUT CIO

NOTES TO THE FINANCIAL STATEMENTS - continued FOR THE YEAR ENDED 31 MARCH 2025

6. DIRECT COSTS OF CHARITABLE ACTIVITIES

	2025	2024
	£	£
Events and awards	3,363	3,287
Consultancy fees	-	5,200
Training materials	-	305
Room hire	100	200
Marketing and publicity	<u>5,051</u>	<u>1,109</u>
	<u>8,514</u>	<u>10,101</u>

7. SUPPORT COSTS

	Management	Governance	Totals
	£	costs	£
	£	£	£
Premises expenses	<u>3,533</u>	<u>804</u>	<u>4,337</u>

Support costs, included in the above, are as follows:

	2025	2024
	Premises	Total
	expenses	activities
	£	£
Rent	900	700
Insurance	440	432
IT costs	1,857	2,523
Membership and subscriptions	115	142
Bank fees	60	73
Travel expenses	161	-
Accountancy fees	<u>804</u>	<u>780</u>
	<u>4,337</u>	<u>4,650</u>

8. NET INCOME/(EXPENDITURE)

	2025	2024
	£	£
Net income/(expenditure) is stated after charging/(crediting):		
Independent Examiner's fees	<u>804</u>	<u>780</u>

REPORTOUT CIO

NOTES TO THE FINANCIAL STATEMENTS - continued FOR THE YEAR ENDED 31 MARCH 2025

9. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31 March 2025 nor for the year ended 31 March 2024.

Trustees' expenses

There were no trustees' expenses paid for the year ended 31 March 2025 nor for the year ended 31 March 2024.

10. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted fund £	Restricted funds £	Total funds £
INCOME AND ENDOWMENTS FROM			
Donations and legacies	4,330	-	4,330
Other trading activities	2,769	-	2,769
Investment income	<u>11</u>	<u>-</u>	<u>11</u>
Total	<u>7,110</u>	<u>-</u>	<u>7,110</u>
EXPENDITURE ON			
Charitable activities			
Activity expenses	4,396	5,705	10,101
Premises expenses	<u>4,650</u>	<u>-</u>	<u>4,650</u>
Total	<u>9,046</u>	<u>5,705</u>	<u>14,751</u>
NET INCOME/(EXPENDITURE)	(1,936)	(5,705)	(7,641)
RECONCILIATION OF FUNDS			
Total funds brought forward	<u>11,040</u>	<u>7,881</u>	<u>18,921</u>
TOTAL FUNDS CARRIED FORWARD	<u>9,104</u>	<u>2,176</u>	<u>11,280</u>

REPORTOUT CIO

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2025**

11. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2025	2024
	£	£
Trade debtors	<u>11,303</u>	<u>375</u>

12. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2025	2024
	£	£
Other creditors	<u>804</u>	<u>2,372</u>

Included within Accruals and Deferred Income are the following amounts comprising income received in advance of delivery of the related services or expenditure incurred.

	£
Balance at 1 April 2024	1,592
Released to income from charitable activities	(1,592)
Amount deferred in year	<u>-</u>
Balance at 31 March 2025	<u>-</u>

13. ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Unrestricted fund	Restricted funds	2025 Total funds	2024 Total funds
	£	£	£	£
Current assets	25,756	-	25,756	13,652
Current liabilities	<u>(804)</u>	<u>-</u>	<u>(804)</u>	<u>(2,372)</u>
	<u>24,952</u>	<u>-</u>	<u>24,952</u>	<u>11,280</u>

14. MOVEMENT IN FUNDS

	At 1/4/24	Net movement in funds	Transfers between funds	At 31/3/25
	£	£	£	£
Unrestricted funds				
General fund	9,104	15,672	176	24,952
Restricted funds				
Awards For All	2,176	(2,000)	(176)	-
TOTAL FUNDS	<u>11,280</u>	<u>13,672</u>	<u>-</u>	<u>24,952</u>

REPORTOUT CIO

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2025**

14. MOVEMENT IN FUNDS - continued

Net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	26,523	(10,851)	15,672
Restricted funds			
Awards For All	-	(2,000)	(2,000)
	<u>26,523</u>	<u>(12,851)</u>	<u>13,672</u>

Comparatives for movement in funds

	At 1/4/23 £	Net movement in funds £	At 31/3/24 £
Unrestricted funds			
General fund	11,040	(1,936)	9,104
Restricted funds			
Awards For All	7,881	(5,705)	2,176
	<u>18,921</u>	<u>(7,641)</u>	<u>11,280</u>

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	7,110	(9,046)	(1,936)
Restricted funds			
Awards For All	-	(5,705)	(5,705)
	<u>7,110</u>	<u>(14,751)</u>	<u>(7,641)</u>

REPORTOUT CIO

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2025**

14. MOVEMENT IN FUNDS - continued

A current year 12 months and prior year 12 months combined position is as follows:

	At 1/4/23 £	Net movement in funds £	Transfers between funds £	At 31/3/25 £
Unrestricted funds				
General fund	11,040	13,736	176	24,952
Restricted funds				
Awards For All	7,881	(7,705)	(176)	-
TOTAL FUNDS	<u>18,921</u>	<u>6,031</u>	<u>-</u>	<u>24,952</u>

A current year 12 months and prior year 12 months combined net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	33,633	(19,897)	13,736
Restricted funds			
Awards For All	-	(7,705)	(7,705)
TOTAL FUNDS	<u>33,633</u>	<u>(27,602)</u>	<u>6,031</u>

Restricted funds represent income for a specific purpose identified by the donor:

Awards for All

Funding for the CampaignOUT project.

Transfers between funds

The transfers are of any remaining balances on the completion of the relevant project.

REPORTOUT CIO

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2025**

15. RELATED PARTY DISCLOSURES

There were no related party transactions for the year ended 31 March 2025.

REPORTOUT CIO

DETAILED STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 31 MARCH 2025

	2025 £	2024 £
INCOME AND ENDOWMENTS		
Donations and legacies		
Regular donations	840	840
Donations	<u>5,555</u>	<u>3,490</u>
	6,395	4,330
Other trading activities		
Events and merchandise	5,233	268
Safetobeme	10,395	1,426
Public talks	1,793	1,075
FITM hire and workshops	<u>2,700</u>	<u>-</u>
	20,121	2,769
Investment income		
Interest received	<u>7</u>	<u>11</u>
Total incoming resources	26,523	7,110
EXPENDITURE		
Charitable activities		
Events and awards	3,363	3,287
Consultancy fees	-	5,200
Training materials	-	305
Room hire	100	200
Marketing and publicity	<u>5,051</u>	<u>1,109</u>
	8,514	10,101
Support costs		
Management		
Rent	900	700
Insurance	440	432
IT costs	1,857	2,523
Membership and subscriptions	115	142
Bank fees	60	73
Travel expenses	<u>161</u>	<u>-</u>
	3,533	3,870
Governance costs		
Accountancy fees	804	780

This page does not form part of the statutory financial statements

REPORTOUT CIO

**DETAILED STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 MARCH 2025**

	2025 <u>£</u>	2024 <u>£</u>
Total resources expended	<u>12,851</u>	<u>14,751</u>
Net income/(expenditure)	<u><u>13,672</u></u>	<u><u>(7,641)</u></u>

This page does not form part of the statutory financial statements

REPORTOUT

England & Wales - Charity number 1185887

Accounts

ReportOUT Annual Review



ReportOUT



Report. Inform. Defend.

Our Annual Review of 2023-2024



Registered with
**FUNDRAISING
REGULATOR**

ReportOUT is a global human rights organisation for sexual and gender minorities

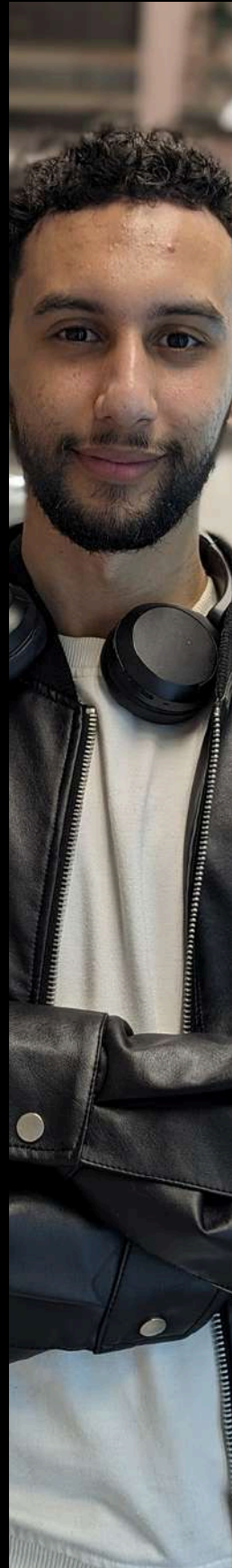
For more information, please visit our website: www.reportout.org

Registered Charity Number (England and Wales): 1185887

Report Editor

Drew Dalton

ReportOUT Founder and CEO



Contents

About ReportOUT	Page 2
A Statement from ReportOUT's CEO	Page 3
'I Exist, Too' Conference and Declaration	Page 4
#SaferToBeMe Symposium Launch	Page 5
#SaferToBeMe Symposium Main Day	Page 6
#SaferToBeMe Photographs	Page 7
#SaferToBeMe Feedback	Page 8
PhotoVoice Training in Slovenia	Page 9
Chair of the UK Alliance for Global Equality	Page 10
Report: Human Rights Research	Page 11
Inform: Education and Training	Page 12
Our Campaigner Training increased!	Page 13
The Impact of our OUTAcademy: 2023	Page 14
Defend: Global Campaigns Team	Page 15
Our Communications Team	Page 16
Our Geographical Trustees	Page 17
Our Geographical Trustees	Page 18
Award Season at ReportOUT (Again!)	Page 19
Our Volunteers	Page 20
Our Volunteers	Page 21
Meet Some of Our Global Volunteers	Page 22
Our Annual Volunteer Survey (2024)	Page 23
Our Annual Volunteer Survey (2024)	Page 24
Our Sustainability Commitment	Page 25
Our Sustainability Commitment	Page 26
Our Finances	Page 27
Thanks to Our Supporters	Page 28
Thank You to Our 'Safer To Be' Sponsors	Page 29
Our Future in 2024-2025	Page 30



About ReportOUT

Since 2019, ReportOUT have been at the forefront of protecting the human rights of sexual and gender minorities in the United Kingdom and globally. As a registered charity in England and Wales (registered charity number 1185887) we are **fearless, determined and relentless** in our belief that human rights are fundamental to advancing the lives of sexual and gender minorities, and their communities.

We recognise that we need to succeed in our aims and objectives by also using principles from international development alongside human rights frameworks, and we believe that both of these approaches should **always include sexual and gender minorities as part of them**. We align all of our work with Agenda 2030, in that no one should be left behind.

ReportOUT's official aim and objectives are:

To promote human rights (as set out in the Universal Declaration of Human Rights and subsequent United Nations conventions and declarations) throughout the world for sexual and gender minorities by all or any of the following means:

- Eliminating infringements of human rights;
- Research into human rights issues;
- Raising awareness of human rights issues;
- Educating the public about human rights;
- Monitoring abuses of human rights;
- International advocacy of human rights;
- Providing technical advice to government and others on human rights matters.

Our guiding principles:

- **Principle 1:** No one should be left behind in delivering the articles set out in the Universal Declaration of Human Rights.
- **Principle 2:** Every person has a part to play in achieving the goals and targets set out in the United Nations Sustainable Development Goals.
- **Principle 3:** Positive change should be led by communities within a nation state and ReportOUT will support them to do this.

A Statement from ReportOUT's CEO

Drew Dalton: Founder and CEO

Wow! What a year this has been! April 2023 to March 2024 was a busy one, as ReportOUT continues to grow and expand our impact across the globe. I am delighted to announce that we set some global standards in this year, from co-writing a global first declaration to protect LGBTQ+ seafarers, to running PhotoVoice projects, to hosting a global LGBTQ+ human rights and development symposium called #SaferToBeMe.

Not only this, we expanded our research to include new partnerships in nation states across the globe, and started to show our strong impact at the United Nations. As a charity, we are growing increasingly more confident, strong, and skilled in what we do - which was clearly evidenced when we were put forward as Chair of the UK Alliance for Global Equality. Chairing this alliance of 14 LGBTQ+ organisations with a global remit, speaks volumes about our work and the trust put in us by others.

Our second pillar of our Three-Year Strategic Plan (2022-2025) was to achieve sustainability across the organisation, and we have certainly moved in the right direction. We have sustainable volunteers who are with us for the long-term, feeding into our projects. We have become more financially sustainable with our new Fundraising Strategy, and even our green credentials have moved toward the path of sustainability, as we pledge as an organisation to fight the Climate Emergency and the threat multipliers that go with it.

I am always thankful of our volunteers however, as they are the foundation of who we are, and what we do. Without their efforts, we would not be the same and so with that in mind, I extend my warmest thanks to all of them. Check out page 20, you will be surprised at their contributions!

Next year, when I write this Annual Review, we will have celebrated our fifth birthday. I cannot wait to see what we achieve then!

Drew Dalton
Founder and CEO



Drew Dalton
Founder and CEO of ReportOUT

'I Exist, Too' Conference and Declaration

A global first launched in Panama

A powerful declaration for LGBTQ+ people



Protecting human rights at sea



In May 2023, ReportOUT were honoured to be asked to attend the ground breaking 'I Exist, Too' Conference in Panama. We were there to be the 'Global Witness' organisation for the first ever declaration for the maritime industry to protect the human rights of LGBTQ+ people at sea. With an industry of over 1.8 million people, this declaration was a global first and we were delighted to be a partner in constructing the wording of the declaration itself.

The declaration was signed at the conference (in English and Spanish) by a range of maritime industries ranging from trade unions, to training providers, and shipping organisations.

"The #IExistToo declaration is a way for us to show our support for all our LGBTQI+ members and their families. The Norwegian Seafarers Union is proud to be able to join our brothers and sisters in this public statement to say that our industry is for everyone"
Kurt Inge Angell, President of the Norwegian Seafarers Union



#SaferToBeMe Symposium Launch

The Amsterdam Rainbow Dress

It's first time in the United Kingdom

The launch of Safer To Be Me

In June 2023, ReportOUT, in partnership with the University of Sunderland, hosted the global #SaferToBeMe Symposium. After the UK Government cancelled their planned 'Safe To Be Me' Conference, and LGBTQ+ organisations withdrew (ourselves included), we hosted our own event to replace it.

Our launch event at the National Glass Centre in Sunderland, hosted the stunning Amsterdam Rainbow Dress, which is made up of the flags of the 60+ nation states which criminalise same-sex love. It was a striking start to the Symposium.

At our reception party and launch, we had speeches from our CEO, Drew Dalton, and the organisers of the Amsterdam Rainbow Dress. We had over 100 tickets sold out for this event, and were joined by ITV News and the BBC.



#SaferToBeMe Symposium Main Day

Over 20 countries represented

20 varied talks and workshops



A commitment to LGBTQ+ human rights



The main day of #SaferToBeMe sold 100+ tickets and featured a vast array of speakers discussing LGBTQ+ human rights in 20 different countries as varied as Bangladesh, Kyrgyzstan, Canada, UK, Morocco, and Kenya.

The day started with a Keynote Speaker, Mark Gevisser, the author of the book, the 'Pink Line.' This was followed by a series of three parallel workshops for attendees, and finished with a powerful call to action in the plenary. The evening saw a film screening of 'Flee' with a panel discussion made up of LGBTQ+ activists and LGBTQ+ people seeking asylum, who reflected on their push drivers for safety and how we can be more inclusive toward LGBTQ+ people seeking asylum.

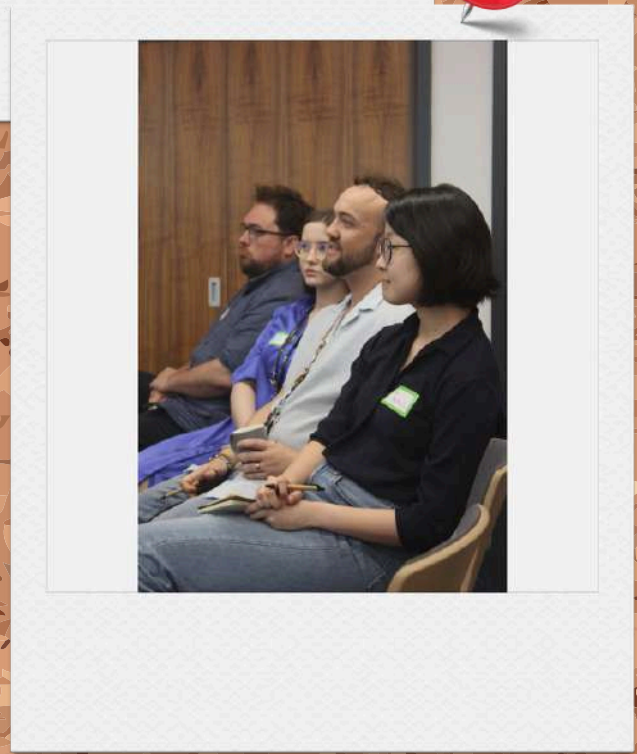
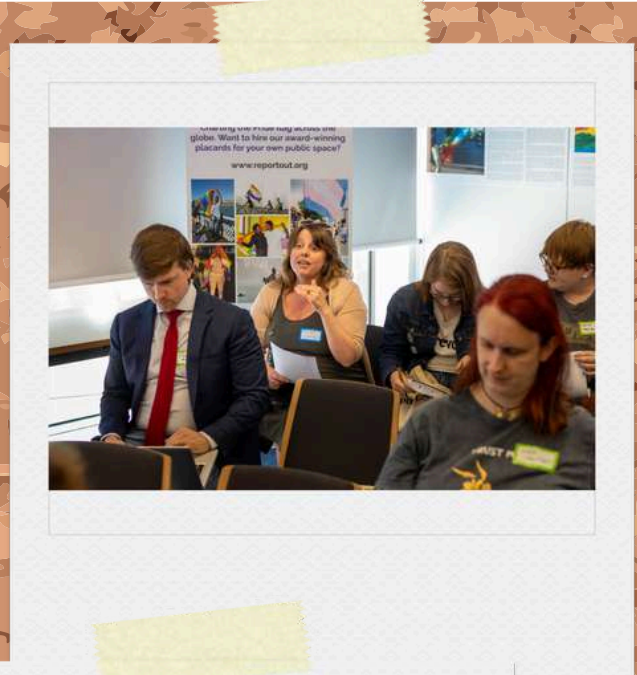
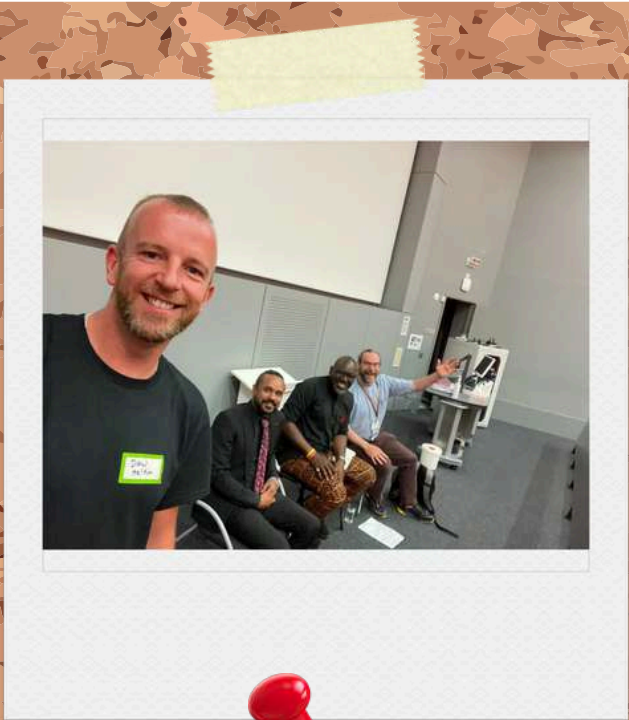


"Superbly curated event that enabled participants "in the sector" to step out of the usual bubbles. Action-oriented, practical, human rights-based - it ticked many boxes for me!"

Feedback from #SaferToBeMe



#SaferToBeMe Photographs



#SaferToBeMe Feedback

Ratings from 1 star (poor/No) to 10 stars (excellent/yes):

How well organised was #SaferToBeMe?



I found #SaferToBeMe to be an friendly and welcoming event:



I found #SaferToBeMe to be an interesting and varied event overall:



Overall, rating of #SaferToBeMe is:



Would you like to see another #SaferToBeMe in the future?



"I sincerely want to thank the organizers for a beautiful and impactful symposium. I felt enriched with the various lectures. Above all, the networking with co participants."

Feedback from #SaferToBeMe

"Incredibly interesting and thought provoking. Many "why haven't I heard about this before?" or "why haven't I thought about this before?" moments."

Feedback from #SaferToBeMe

"The film and panel discussion were eye-opening and everyone at that event was so warm, welcoming, and keen to learn."

Feedback from #SaferToBeMe

"The staff and delegates were marvellous. Everyone was smiling and approachable and I had many interesting conversations, which is what you want from an event such as this. I left the event feeling that there was a glimmer of hope in the world."

Feedback from #SaferToBeMe

PhotoVoice Training in Slovenia

A powerful training course with real impact

Tried with Legebrita in Slovenia



Want to sign up for it?

PhotoVoice is visual storytelling. It offers an opportunity for all people to tell their story and highlight the needs of their communities. Marginalised communities, such as LGBTQ+ populations, can positively represent themselves, and their needs and issues, through the accessible medium of photography.

In 2023, we delivered PhotoVoice training to the staff and volunteers of Legebrita, Slovenia's largest LGBTQ+ rights organisation. Since then, we have trained many of our volunteers in how to use the PhotoVoice method. Want to make social change happen using PhotoVoice for your own organisation? Book a place with us on our website!

"Drew and Abbie were a joy to host at our youth centre. They introduced PhotoVoice in a way that was engaging, clear, and gradual. The sessions were perfectly balanced in offering support and information, while allowing the participants to shape a lot of the content." Petra Polanič, Programme Coordinator Legebrita



Chair of the UK Alliance for Global Equality

14 UK based LGBTQ+ organisations

All with an international remit



UK Alliance for Global Equality

Influencing and lobbying for social change

In January 2024, we were delighted to be voted Chair of the UK Alliance for Global Equality (UKAGE). This alliance of 14 LGBTQ+ organisations, all with a global remit of LGBTQ+ human rights, seek to influence and lobby for social change for gender and sexual minorities everywhere.

Their vision is to see “a world where everyone can participate fully in their society whatever their sexual orientation, gender identity and expression, or sex characteristics.” They use their collective resources and influence to promote the human rights and equality of LGBTQ+ individuals and populations around the world, to end persecution and discrimination. To achieve this, they listen to and support LGBTQ+ activists, organisations, and populations in nation states. UKAGE serve as a collective voice for informing, campaigning, and lobbying decision-makers in the U.K. such as the FCDO, politicians, and the Foreign Office, and in turn, relevant global institutions. **We are delighted to be Chair!**



Report: Human Rights Research

It has been another successful year with our Human Rights Research team. I speak with a deep sense of pride about their accomplishments, as our team continues to produce outstanding, and globally recognised, work.

In 2023, we published OUT In Mongolia, the largest ever study of Mongolia's LGBTQ+ population. The report went on to be cited by our partner, the LGBT Centre of Ulaanbataar in the 2023 Mongolian Voluntary National Review at the United Nations. We have also progressed our OUT In Ethiopia and OUT In Belize studies with a goal of publishing both by the end of 2024. The Moroccan and Belize projects were presented at #SaferToBeMe, receiving excellent feedback on their insights into LGBTQ+ lived experiences in countries typically 'off the radar' of contemporary studies.

We also commenced new deep-dive projects with partner organisations in Nigeria and Mexico, scheduled for publication in early 2025. Additionally, we have also commenced our first ever thematic studies, such as a report specific to Trans, Non-Binary and Intersex populations – a group chronically under-represented in research - with a Nigerian partner organisation. Alongside this, we have started study of mental health for gay and bisexual men in Pakistan (scheduled for commencement Q3 2024) with an academic partner. We submitted first responses to the UN Special Rapporteur on LGBTQ+ topics, including restrictions on freedom of speech, assembly, and expression. ReportOUT submissions have been cited several times by the final reports presented to the UN General Assembly and specific Working Groups, leading to us being invited to join roundtables with the UN Special Rapporteur for SOGI rights to help shape future agenda.

Furthermore, we overhauled our approach to research partnerships, creating a new formalised approach to attract partner organisations keen to work with ReportOUT and clarify roles and responsibilities. Launched in November and received over 35 proposals, of which 10 were shortlisted for consideration in 2025. We even found time for an event, as we held a successful LGBTQ+ history month event, titled 'We've Always Been Here' and focused on the little-reported but vibrant queer histories of Kenya and Ghana, presented live by two ReportOUT volunteer researchers.



Phil Thomas
Team Leader for the Human Rights Research Team

14

High quality blog pieces published by our Human Rights Researchers on the ReportOUT website.

15

New Human Rights Researchers joined ReportOUT in 2024! This bolstered the team to 35 in total, with over 40 nations (heritage and lived experience) represented across five continents.

Inform: Education and Training

Our Education and Training Officers exist to ensure that the wider public have awareness of what is happening to LGBTQ+ people and their human rights, across the globe. From creating events, educational videos, to running our Campaigner Training, they seek to 'shift the dial' so global LGBTQ+ rights become more prominent.

During 2023/24, our team at ReportOUT published a range of videos including a series of videos from our #SaferToBeMe2023 Symposium series, including:

- Combating Violence Against LGBT People in Bangladesh
- Analysis of the Human Rights of Trans and Non-Binary People in the U.K
- Covid-19: The Situation of Intersex People in Africa
- Conversion Practices: The Mental Health Effects on LGBTQI+ Persons in Nigeria

They also produced public talks, such as:

- Why the Climate Emergency is an LGBTQI+ Issue

They worked on a series of videos about global queer histories:

- We've Always Been Here: Queer Histories of Kenya and Ghana
- Fighting Back: Global Queer Histories

These videos not only inform but they also inspire action by shedding light on critical human rights issues from across the globe. They serve as valuable resources for educators, activists, and anyone interested in understanding and advocating for the rights of LGBTQ+ populations. The team also developed an operational plan for ReportOUT to become an Online Learning Centre and they started production of the first online course. The team has also sourced education-related content from ReportOUT's previously published videos and podcasts, to incorporate in the online course. Look out for the first online course in 2025!



Jon Biggs
Team Leader for the Education
and Training Team

16

New educational videos produced on
YouTube.

3000

Views of our videos on YouTube.

60%

Increase in new YouTube
subscribers.

Our Campaigner Training increased!

With generous funding from the National Lottery Community Fund, we were able to scale up our annual OUTAcademy Campaigner Training through bringing on a consultant for the year. This meant that we did not offer it once, we were able to offer it both globally, and locally in the United Kingdom. We work hard to train up the next generation of LGBTQ+ campaigners and their allies!

Throughout the year 2023, ReportOUT's Campaign and Education Officer led this initiative to empower LGBTQ+ communities in England with the skills and knowledge needed for impactful human rights campaigning. Through a series of intensive five-day training courses, they provided participants with foundational campaigner skills, creative methods, and peaceful tactics. These courses were designed specifically for LGBTQ+ individuals new to advocacy and so enabled attendees to create and launch their own non-violent campaigns focused on advancing LGBTQ+ rights in their communities. The feedback speaks for itself...

"I felt really empowered by the end of the day, it was informative and inspiring, motivating me to make an impact and strive to get my voice heard"

"This course has really lifted a cloud of worry around getting into this work, it's made me realise how much I love this work as well as all the experiences I never knew counted as campaigning! The course has made me really excited for the work that can be done over the next year or so."

"As a young LGBTQ+ activist, I have the ambition to create a change and awareness in my community. More importantly, be the voice of my peers who cannot able to speak for themselves and be visible due to fear of persecution. Before taking this course, I did not have much knowledge as being a campaigner as a result I was not sure how to launch my idea, however, after successfully taking this course, I can now say I can able to do my campaign with full confidence."

Thank you  **COMMUNITY FUND**



Abbie Riley
Consultant: Campaigns and
Education Officer

3

Intensive week-long training courses were offered, both face-to-face and online.

42

Participants took part in these campaigner training sessions, allowing us to double our normal capacity!

The Impact of our OUTAcademy: 2023

90%

Of respondents rated our OUTAcademy campaigner course as **'good' or 'excellent' overall**

90%

Of respondents rated the teaching and facilitators on this course as **'excellent' overall**

90%

Of respondents rated the resources supplied and used on this course as **'excellent' overall**

90%

Of respondents said topics covered in this course were **highly relevant** to develop them as a campaigner

90%

Of respondents said their **skills** as a campaigner **improved significantly** as a result of completing this course

90%

Of respondents said their **confidence** as a campaigner **improved significantly** as a result of completing this course



Defend: Global Campaigns Team

In the last year, the Global Campaigns made substantial progress in enhancing our advocacy and campaign efforts, both internally and externally. The Global Campaigns Officers have succeeded in making strides both internally and externally, platforming ReportOUT's work on a global stage as well as developing strategies and learning materials to ensure success for the team's future.

A primary focus this year was the creation of a comprehensive 'Global Campaigns Officers' platform on SharePoint. This was designed to provide team members and new volunteers with easy access to clear, structured information about advocacy routes. We compiled a 'Global Campaigns Toolkit' related to UN, Council of Europe, and the European Union. Specifically regarding UN advocacy, the toolkit outlines the Sustainable Development Goals and the Voluntary National Reviews, the Special Procedures, the Treaty Bodies, and the Universal Periodic Review. In addition, we included guidance on advocacy bodies that ReportOUT holds membership to: ILGA World, UK Alliance for Global Equality (UKAGE), the Equal Rights Coalition, and The Commonwealth Equality Network (TCEN).

The newly established 'Global Campaigns Team' has begun recruiting new volunteers who possess the skills, knowledge and experience necessary for the effective advocacy and campaigning of ReportOUT's work. Following our rebranding to 'Global Campaigns', we have broadened our remit. As such, we are developing a strategy that reflects this. While we continue to engage with the UN's Agenda 2030, our expanded scope allows for exploration of diverse advocacy avenues at both national and global levels. Our team successfully contributed research findings for Belize's Voluntary National Review at the High-Level Political Forum (HLPF) 2024. Further to this, we successfully hosted a meeting with the Mexican Embassy in Rabat, following the launch of our OUT in Morocco report. These were both major successes for the team, and we hope to build on these partnerships further. In summary, this year has been marked by proactive content development, strategic recruitment and a focused engagement strategy, positioning us to make impactful contributions to the campaigns and advocacy landscape for LGBTQ+ populations.



Ilia Hionidou
Team Leader for the Global Campaigns Team

150+

Stakeholders contacted for our OUT in Morocco launch.

4

Memberships of international organisations and federations

13

New pages of SharePoint content

Our Communications Team

The past twelve months have seen a strengthening of the communications team through working across all of the ReportOUT teams, all of which have helped to diversify and strengthen our messaging. Our three main achievements within this time have included the following.

Increased cross-collaborations between other teams with the communications team, especially the human rights research team:

This has included the working closely with the team of Human Rights Researchers, to ensure research projects such as OUT In Morocco and OUT In Belize are supported with clear comms messaging in line with the guidance provided by the individual research teams. Our positive open dialogue between the two teams has strengthened the relationship and acts as something we are committed to rolling out to other teams within ReportOUT as well.

Increased the visibility of ReportOUT externally, especially across our own social media platforms:

In the previous 12 months we have been extremely proactive on our external platforms such as via our social media, our blog, and our newsletter, making the public, supporters, and peers, aware of cutting-edge news and events which the ReportOUT team have been involved in.

Our social media has included the promotion of projects such as a series of weekly blogs called 'Voices From Around The Globe' and 'Love In A Time Of Populism,' as well as our research projects, our events, and our 2023 volunteer recruitment drive.

Strengthening of our internal communications within ReportOUT:

We have also seen positive steps within our internal communications which has helped to raise awareness of what we do to our volunteers and Trustees. This includes, but is not limited to, weekly bulletins to all volunteers across all teams and the development of a SharePoint intranet to host of all of our guides and policies.

The communications team continues to work as the 'social glue' of ReportOUT. We are small but mighty!



Thushara Chandrasiri
Team Leader for the
Communications Team

9500+

Social media followers across all of our platforms and our newsletter.

476%

Increase in website site sessions from over 160+ countries.

10/10

Score from volunteers when asked how well we communicate to them.

Our Geographical Trustees



Jaba Kaplanishvili

Focus: Southern Mediterranean States

I am responsible for overseeing the influence of the organisation within this region. Between March 2023 and April 2024, I had been in contact with various activists and other formal or informal bodies in the region working towards gender and sexual minorities' rights.

I have been in touch with several Academics from Greece and Italy to expand the work of ReportOUT and discuss potential collaborations, such as a research project that would focus on the challenges faced by sexual and gender minorities in higher education in South Europe. Except from these duties, I also represented ReportOUT to the The Bank of London Rainbow Honours Awards 2024 in London along with other colleagues and collaborated in informal and formal discussions for the benefit of the organisation



Maurice Mabiriizi

Focus: Asia and Pacific States

Earlier this year, I represented ReportOUT at the Sydney Mardi Gras/World Sydney Pride. The Department of Justice and Attorney General Just Pride Working Group, of which I am a member, lead Queensland preparations group. On 28th February 2024, I attended the Policy Research symposium titled, "Transforming Tasmania: Lessons in LGBTIQ+ Health, wellbeing and Equality", organised by Dr Lynn Jarvis CEO of Working it Out. I am in touch with Dr Jarvis ironing out ways in which our sister organisations can interact and collaborate.

On 11/06/2024, I attended an Outright International conference in Canberra, Australia. The conference was titled , "Ensuring LGBTIQ Inclusion in Humanitarian Action in Asia and the Pacific". On the sidelines, I was able to hold private discussions, concerning ReportOUT, with Speakers: Ruslana Hnatchenko from Ukraine; Tarek Zeidan, from Lebanon; and Wilson Castaneda, from Columbia. Follow up discussions are ongoing.

I attended the Trans Rights advocacy conference organised by the Asia Pacific Transgender Network in Chiang Mai, Thailand. I have since been in contact with the organisers and I look forward to officially working together. Going forward, I have made inroads within the Indigenous LGBTIQ Australians, specifically with the Sister Girls in the far north Australia. I have also made contact with Rural Rainbows and hope for fruitful collaborations.

Our Geographical Trustees



Kelly Clark

Focus: North America

Over the past year, I focused on two key initiatives to advance ReportOUT's presence in the U.S. First, I hosted Drew Dalton for a human rights primer to educate LGBTQ+ leaders on the Universal Declaration of Human Rights (UDHR). While the U.S. champions human rights abroad, few Americans are familiar with the UDHR. This primer empowered leaders to use it as a tool to advance gender and sexual minority rights, inspiring new perspectives within our movement.

Additionally, I collaborated on a Photovoice Project proposal with Howard County Pride. Although we were not awarded the grant, the project aimed to document spaces in Howard County, Maryland, where LGBTQ+ people feel safe and welcome. Photovoice, a form of participatory photography, allows marginalized communities to visually represent their experiences, fostering connection and highlighting community need



Award Season at ReportOUT (Again!)

Winner of 'Gold' global Anthem Award (2023)

Shortlisted twice at Rainbow Honours (2023)

Shortlisted again at Rainbow Honours (2024)



Our Volunteers

According to the specific methodology of the 'Do Good Institute' (2023) the value of a volunteers hour is worth £24.52.

Across our 80 volunteers over the year (each giving their 12 hours per month), they have contributed the equivalent of:

PERIOD FROM APRIL 2023 - MARCH 2024

£282,470.40

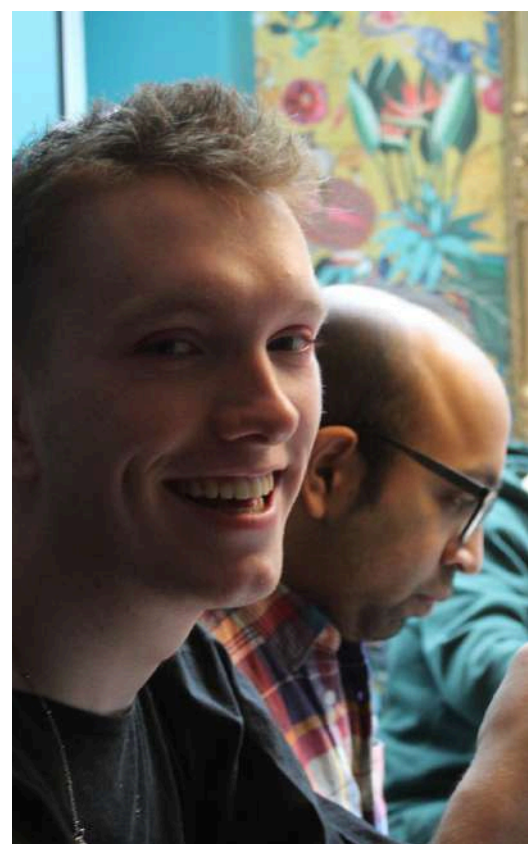
**WORTH OF VOLUNTEER TIME HELPING
REPORTOUT TO ACHIEVE OUR GOALS!**

Our Volunteers

Other than an occasional consultant, ReportOUT is volunteer-led. Our 80+ volunteers, from over 40+ nation states, give their time, skills, and effort, to ensuring that we produce high quality work. It has been remarked about ReportOUT by external people, that they are surprised what we achieve with no staff members!

We like to ensure that our volunteers are safe, valued, and that their contributions make impact to our work at ReportOUT. We also like to thank them for their efforts through Volunteer of the Month peer-nominated awards, long service awards with a glass trophy, regular praise and feedback, supervisions, and our volunteer residential. In 2023, we took some of our volunteers to Brighton to take part in a two-day residential. This day was filled with workshops covering everything from blog writing, to learning new research methods, working on rapid response simulations, and a lot of team bonding.

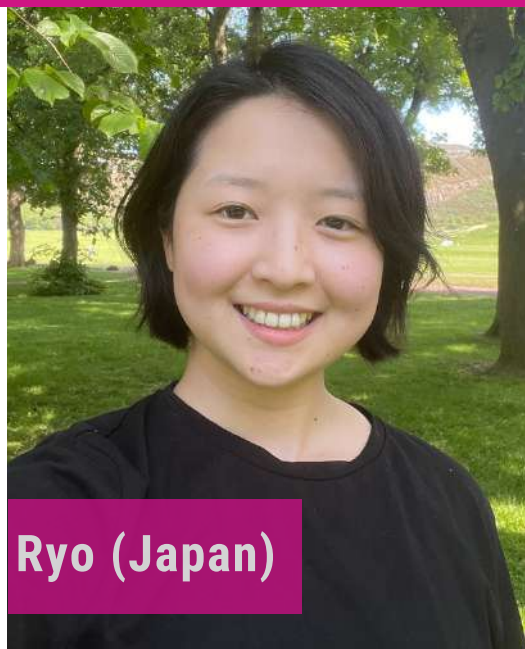
We also awarded our first long-service awards (for people who have volunteered with us for 3 years or more) to 4 of our volunteers who have been with us since day one. What an achievement!



Meet Some of Our Global Volunteers



Kondwani (Malawi)



Ryo (Japan)



Arnold (Kenya)



Taha (Morocco)



Arnaldo (Brazil)



Daniel (Portugal)



Flaminia (Italy)



Martins (Nigeria)

Our Annual Volunteer Survey (2024)

9 out of 10

Volunteers: How satisfied are you with your volunteering experience at ReportOUT?

9 out of 10

Volunteers: How well do you understand what is expected of you in your volunteer role?

9 out of 10

Volunteers: How effective has your Team Leader been in giving you direction in your volunteer role?

9 out of 10

Volunteers: How valued and supported do you feel as a volunteer at ReportOUT?

10 out of 10

Volunteers: How well do ReportOUT communicate with you?

9 out of 10

Volunteers: How likely are you to recommend ReportOUT to other people as a place to volunteer?



80+

Volunteers and Trustees who make up who we are at ReportOUT.

40+

Different nation states represented at ReportOUT amongst our volunteers.

1

Consultant member of staff for 12 months, who worked on delivering our Campaigner Training course in the United Kingdom.

Our Annual Volunteer Survey (2024)

“I am very happy with my volunteering experience at ReportOUT. The organization gives me a chance to make a real difference in supporting the rights of LGBTQ+ people. I have learned a lot and feel that my work is valued. The team is supportive, and I enjoy being part of the important work we do”

“I really finding my volunteer experience so rewarding, These are exciting times to be a volunteer at ReportOUT so being able to support and celebrate the important achievements of the organisation is an honour”

“ReportOUT has been a fantastic organisation to volunteer for. Volunteers get brilliant exposure to the great work of a young, energetic charity. My experience has been nothing but good, and I've felt supported, valued and pushed”

“Volunteering opportunities are varied, enriching, and worthwhile. The organisation is excellent, and I feel fully listened to and respected”

“As a volunteer who joined ReportOUT this year, I've felt a warm welcome and an ease in settling into my role at ReportOUT. The team has been incredibly supportive, making the onboarding process smooth and helping me feel like a valued member from the start”

“There is a culture of raising volunteers up, and recognising their value and worth”

Our Sustainability Commitment

Bridging the Rainbow and the Green: ReportOUT's Intersectional Approach to Sustainability:

ReportOUT continues to lead the charge in understanding and addressing the complex interplay between sustainability and LGBTQ+ rights. Through regular presentations, it provides an audience the opportunities to learn about the disproportionate impact of the Climate Emergency on sexual and gender minorities. The urgency of the climate crisis is undeniable, as evidenced by alarming data on Antarctica's mass variation, rising carbon dioxide levels, and global temperature changes. Our analysis of COP28 outcomes, including the establishment of a Loss and Damage Fund and commitments to renewable energy, demonstrates our commitment to staying at the forefront of global sustainability efforts. ReportOUT's unique contribution lies in our focus on the intersection between sexual and gender minority populations and Climate Emergency. We have highlighted how environmental issues can exacerbate existing inequalities and potentially increase risks for LGBTQIA+ individuals in certain countries.

By introducing concepts like solastalgia and eco-anxiety in our presentations, we are pioneering discussions on the psychological impacts of climate change on marginalised communities. Our presentation serves as a clarion call for including LGBTQ+ perspectives in climate action and sustainable development.

Green Governance: ReportOUT's Revolutionary Sustainability Policy:

ReportOUT has launched a comprehensive Sustainability Policy, demonstrating our leadership in environmental responsibility while addressing the unique challenges faced by sexual and gender minorities. Our policy is built on the understanding that climate change is a risk multiplier, disproportionately affecting marginalised communities. We have implemented a robust sustainable procurement framework, focusing on reducing Scope 3 emissions and encouraging our suppliers to adopt sustainability practices. This approach not only minimises our environmental impact, but it also promotes innovation and resilience throughout our supply chain.

By signing the **Queer X Climate Pledge**, we have committed to significantly reducing our yearly carbon footprint by 2030, aligning our efforts with the United Nations' Sustainable Development Goals. Our policy also addresses the often-overlooked carbon impact of digital activities, promoting "digital sobriety" in our online events.

Our Sustainability Policy represents a significant step towards integrating environmental concerns into human rights advocacy. By recognizing the intrinsic link between social justice and environmental sustainability, ReportOUT is leading the way in creating a more equitable and sustainable world for all.



Louis Chan
Trustee with Portfolio for
Sustainability and Climate Change

Our Sustainability Commitment

Putting Our Money Where Our Values Are: ReportOUT's Fossil-Free Future:

ReportOUT is taking a bold stand for sustainability by signing the **Fossil-Fuel Future Agreement with NCVO**, demonstrating our commitment to aligning our financial decisions with our values and the communities we serve.

This move sees us divesting entirely from fossil fuels and pledging to maintain a fossil-free investment policy going forward. We're proud to confirm that ReportOUT currently has no investments in fossil fuels, setting an example for other organisations in the voluntary sector. Our decision is rooted in our understanding of the Climate Emergency as a risk multiplier for sexual and gender minorities. By divesting from fossil fuels, we are not only reducing our environmental impact, but we are also protecting the very communities at the heart of our mission. This commitment goes beyond mere symbolism. It is a tangible step towards creating a more sustainable future, and it sends a powerful message about the possibility of aligning financial decisions with ethical values, even when addressing complex, intersectional issues like LGBTQ+ rights and climate change.

As we move forward, ReportOUT invites our supporters, partners, and fellow organisations to join us in this crucial step towards a more sustainable and equitable world. By leading the way in fossil-free investment, we are demonstrating that it is possible to create meaningful change and ensure that **no one is left behind in the face of the climate crisis**.



100%

100% compliance with environmental guidelines in their industry



100%

100% compliance with paying living wages and eliminating child labour



100%

100% compliance with regulations, applicable laws, anti-bribery, and anti-money laundering terms

The above are also all in line with the UN Sustainable Development Goals. By shifting to (mainly) virtual conferencing, our carbon footprint can be estimated to be lower by 94% over in-person activities (based from third party data).

Our Finances

Financial overview:

In FY 2022/23, ReportOUT faced a challenging financial landscape yet demonstrated resilience and adaptability. Total income for the year was £7,110, down from £17,047 in the previous year, while total expenditure was £14,751, resulting in a net deficit of £7,641. The trustees took the decision to defer income achieved at the end of this financial year in order to realise a new ambitious budget set for 2023/24. The decrease in income and the rise in financial pressures reflect broader trends within the sector, as many charities are navigating financial uncertainty post-pandemic. This underscores the need for sustained, diversified income to support ongoing human rights work for sexual and gender minorities both in the UK and globally.

Strategic development and fundraising initiatives:

To address these financial challenges, ReportOUT has curated a robust fundraising strategy designed to expand funding sources, emphasising unrestricted core funding to sustain operations and increase flexibility.

This strategy aligns with the goals of our 2022-2025 Three-Year Strategic Plan to achieve full sustainability by 2024 and ensure a positive future for the organisation. Key pillars include diversifying income streams, enhancing event sponsorship, and tapping into potential revenue through donor-centric processes. The creation of the Fundraising and Income Generation Sub-Group has been instrumental in these efforts. This group, comprising key volunteers and trustees, is tasked with refining the fundraising strategy, seeking new funding opportunities, and building donor relations. Their objective includes creating corporate partnerships and exploring projects that align with ReportOUT's core mission.

Formation of a Business Development Group:

To further strengthen ReportOUT's income stability, a dedicated Business Development Group was established, tasked with identifying new funding avenues and supporting strategic financial growth. This group will play a crucial role in ReportOUT's capacity to engage potential partners and donors, while ensuring alignment with ReportOUT's mission.

Fundraising landscape:

In the UK, the fundraising environment remains challenging, marked by heightened competition for funding, longer assessment times, and a shift from COVID-era priorities to addressing the cost-of-living crisis. The sector has also seen a decline in direct contributions and restricted re-application opportunities, which limits access to consistent funding streams. Charities are increasingly reliant on diversified income channels, while facing significant inflation-related reductions in the real value of grants.



Steven Irvine-Duffy
Treasurer and Deputy Chair

Thanks to Our Supporters

Looking ahead:

Through these structural and strategic priorities, ReportOUT is positioning itself to navigate financial uncertainties and remain a leading advocate for human rights globally. With a strong commitment to expanding income diversity and maintaining financial discipline, we are confident in our ability to sustain and grow our impact.

Thank you to all of our Trustees who have supported us in 2023-2024. This time period saw a continuation of our excellent work from our Trustees, and we also said goodbye to some Trustees who stepped down - we send them all of a huge thanks for their support whilst in their role.

Current continuing and new Trustees:

- Drew Dalton: United Kingdom - Chair of Trustees
- Steven Irvine-Duffy: United Kingdom - Treasurer and Deputy Chair of Trustees
- Lorato Botshabelo: Botswana - Administration Officer and Portfolio for Equality, Diversity, and Inclusion
- Jodie Weatherston: United Kingdom - Trustee with Portfolio for Gender Equity
- Nyume Blaise: Cameroon - General Trustee
- Han Kahrizi: Germany/Iraq - Trustee with Portfolio for Geographical Region: MENA
- Louis Chan: Singapore - Trustee with Portfolio for Sustainability and Climate Change
- Jayden Yoon: South Korea - Trustee with Portfolio for Sustainable Development Goals
- Phil Thomas: United Kingdom - Trustee with Portfolio for Human Rights Research
- Kelly Clarke: USA - Trustee with Portfolio for North America
- Maurice Mabiriiz: Uganda and Australia - Trustee with Portfolio for Asia and Pacific States
- Jaba Kaplanishvili: Greece and Georgia - Trustee with Portfolio for Europe (Southern Mediterranean)
- Jon Biggs: U.K. - Trustee with Portfolio for Education and Training
- Daniel Peach: U.K. - Trustee with Portfolio for Corporate Partnerships
- Sarah Bosnyak: U.K. - Trustee with Portfolio for Media and Public Relations

Former Trustees:

- Kotryna Kairyte (ended January 2024 at end of three-year term)
- Suleyman Mantos (ended April 2023 at end of three-year term)
- Laura Ospina Cerón (ended September 2023)
- Ruben Guerrero (ended September 2023)

Thank You to Our 'Safer To Be' Sponsors



**University of
Sunderland**



DID CONSULTANTS



**Sunderland's
Business
Improvement
District**

SunGen



**ABILITY
CONSULTANTS**

**Workwear
EXPRESS**

TRUST US WITH YOUR NAME



Holiday Inn



**PRIDE ACTION
NORTH**

Formerly known as  Northumberland
Pride

Our Future in 2024-2025

With a strong Three-Year Strategic Plan in place, and sound annual Action Plans, we continue to grow on our success as a charity. Please note that this Annual Review covers the time period of April 2023 to March 2024.

Projects launched in 2024-2025 will include:

Enacting our new Fundraising Plan:

We will bring together a new Fundraising Plan to ensure that we hit our aim to be sustainable as an organisation. We will seek to localise more projects in the UK, so we can work in partnership with local and national organisations to increase our presence in the UK. We also want to introduce a sponsorship pack - would you like to sponsor the work of ReportOUT? Speak to us!

Deepen our research partnerships:

Develop deeper partnerships with new partners in new nation states to further our documentation of human rights abuses against LGBTQ+ populations.

Changing our global campaigning and research:

We have had enormous success in our engagement with the United Nations. We will continue to use the UN Sustainable Development Goals as our base guide, but will seek to also engage with other United Nations mechanisms to also amplify our work.

More events:

We already have well-attended events, however, we are always scanning the horizon. We want to offer more events, both physical and online, and for these events to cater to new and different audiences.



3000+

People have come to a ReportOUT event so far!

1

Award shortlist for ReportOUT at the Rainbow Honours Awards!

12

New posters to download and print from our website. Check out our 'World Without' campaign...

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ReportOUT c/o Pride Action North
Unit D, Old Casino, Forth Lane
Newcastle upon Tyne
United Kingdom
NE1 5HX

For more information, please visit our website: www.reportout.org
Registered Charity number (England and Wales): 1185887



@SOGIReportOUT



@SOGI_ReportOUT



ReportOUT Channel



@OUT_Report



@ReportOUT



Contactus@reportout.org

**REPORT OF THE DIRECTORS AND
UNAUDITED FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2024
FOR
REPORTOUT C I O**

REPORTOUT CIO

CONTENTS OF THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2024

	Page
Report of the Trustees	1 to 3
Independent Examiner's Report	4
Statement of Financial Activities	5
Balance Sheet	6
Notes to the Financial Statements	7 to 14
Detailed Statement of Financial Activities	15 to 16

REPORTOUT CIO

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2024

The trustees present their report with the financial statements of the charity for the year ended 31 March 2024. The trustees have adopted the provisions of Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019).

OBJECTIVES AND ACTIVITIES

Public benefit

The charity carries out a wide range of activities in pursuance of its charitable aims. The Trustees consider that these activities, summarised above, provide benefit both to those who directly receive services, and the wider community in the United Kingdom. The trustees confirm that they have complied with the duty in section 4 of the Charities Act 2011 to have due regard to the public benefit guidance published by the Charity Commission.

FINANCIAL REVIEW

Financial review

ReportOut is primarily funded by donations and grants. The total income for the year was £7,110 (2023 - £17,047), of which £Nil was restricted (2023 - £8,731). This income is allocated across respective funds on the Statement of Financial Activities in accordance with the Statement of Recommended Practice.

The Statement of Financial Activities for the year ended 31 March 2024, shows a net deficit across all funds of £7,641 (2023 - net surplus £1,397).

The Balance Sheet at 31 March 2024 shows a total fund carried forward of £11,280 (2023 - £18,921) of which there are £2,176 restricted funds (2023 - £7,881).

Reserves policy

ReportOut has established a policy whereby the unrestricted funds not invested in fixed assets held by the charity should be between three and six months of annual expenditure.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

Charitable Incorporated Organisation - Foundation Model - whereby the only voting members are the charity Trustees. We have adopted the Charity Commissions Model Constitution to ensure we comply with the Charities Act 2011 (the 2011 Act) and the General Regulations. This helps us to ensure we:

- > Reflect recommended best practice; and
- > Are legally compliant

Recruitment and appointment of new trustees

Trustees are appointed through advertising externally via our website, newsletter, social media and through relevant centres (such as Volunteer Centres). After a successful interview and induction process, they are approved by the rest of the Trustees at the following Trustees meeting.

Organisational structure

The Trustees meet each quarter and deal with the administration of the charity encompassing the strategic vision, financial accountability and risk management. Some trustees are also operational in their engagement and so may meet more regularly to discuss operational issues.

REPORTOUT CIO

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2024

STRUCTURE, GOVERNANCE AND MANAGEMENT

Risk management

The Trustees have conducted a review of the major risks to which the charity is exposed and systems have been established to mitigate those risks including the implementation of procedures for authorisation of all transactions and projects and for ensuring the consistent quality of the delivery of all operational aspects of the charitable company. These procedures are periodically reviewed to ensure that they still meet the needs of the charity.

ReportOut have a Risk Management Policy and Risk Management Form which is updated by the Trustees regularly throughout the year, then re-appraised annually.

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Charity number

1185887

Principal address

c/o Pride Action North
Unit D, Old Casino
Forth Lane
Newcastle-upon-Tyne
NE1 5HX

Trustees

Please refer to Annual Review

Independent Examiner

Read, Milburn & Co
71 Howard Street
North Shields
Tyne and Wear
NE30 1AF

Bankers

Virgin Money
35 Regent Street
London
SW1Y 4ND

STATEMENT OF TRUSTEES' RESPONSIBILITIES

The trustees are responsible for preparing the Report of the Trustees and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

REPORTOUT CIO

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2024

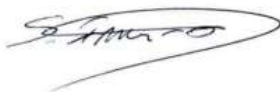
STATEMENT OF TRUSTEES' RESPONSIBILITIES - continued

The law applicable to charities in England and Wales, the Charities Act 2011, Charity (Accounts and Reports) Regulations 2008 and the provisions of the trust deed requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources, including the income and expenditure, of the charity for that period. In preparing those financial statements, the trustees are required to

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charity SORP;
- make judgements and estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business.

The trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charity and to enable them to ensure that the financial statements comply with the Charities Act 2011, the Charity (Accounts and Reports) Regulations 2008 and the provisions of the trust deed. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Approved by order of the board of trustees on 17 October 2024 and signed on its behalf by:



Dr S Irvine-Duffy - Trustee

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF REPORTOUT CIO

Independent examiner's report to the trustees of Reportout CIO

I report to the charity trustees on my examination of the accounts of Reportout CIO (the Trust) for the year ended 31 March 2024.

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').

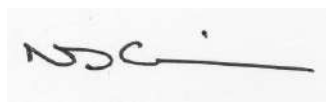
I report in respect of my examination of the Trust's accounts carried out under Section 145 of the Act and in carrying out my examination I have followed all applicable Directions given by the Charity Commission under Section 145(5)(b) of the Act.

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.



Nicholas J Liley FCA
The Institute of Chartered Accountants in England and Wales

Read, Milburn & Co
71 Howard Street
North Shields
Tyne and Wear
NE30 1AF

19 November 2024

REPORTOUT CIO**STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 MARCH 2024**

	Notes	Unrestricted fund £	Restricted funds £	2024 Total funds £	2023 Total funds £
INCOME AND ENDOWMENTS FROM					
Donations and legacies	2	4,330	-	4,330	3,590
Charitable activities					
Grant income	5	-	-	-	9,080
Other trading activities	3	2,769	-	2,769	4,370
Investment income	4	<u>11</u>	<u>-</u>	<u>11</u>	<u>7</u>
Total		<u>7,110</u>	<u>-</u>	<u>7,110</u>	<u>17,047</u>
EXPENDITURE ON					
Charitable activities					
Activity expenses	6	4,396	5,705	10,101	11,375
Premises expenses		<u>4,650</u>	<u>-</u>	<u>4,650</u>	<u>4,275</u>
Total		<u>9,046</u>	<u>5,705</u>	<u>14,751</u>	<u>15,650</u>
NET INCOME/(EXPENDITURE)		(1,936)	(5,705)	(7,641)	1,397
RECONCILIATION OF FUNDS					
Total funds brought forward		<u>11,040</u>	<u>7,881</u>	<u>18,921</u>	<u>17,524</u>
TOTAL FUNDS CARRIED FORWARD		<u>9,104</u>	<u>2,176</u>	<u>11,280</u>	<u>18,921</u>

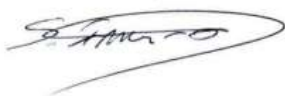
The notes form part of these financial statements

REPORTOUT CIO

**BALANCE SHEET
31 MARCH 2024**

	Notes	2024 £	2023 £
CURRENT ASSETS			
Debtors	12	375	1,119
Cash at bank		<u>13,277</u>	<u>18,318</u>
		13,652	19,437
CREDITORS			
Amounts falling due within one year	13	(2,372)	(516)
		<u>11,280</u>	<u>18,921</u>
NET CURRENT ASSETS			
		<u>11,280</u>	<u>18,921</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		11,280	18,921
		<u>11,280</u>	<u>18,921</u>
NET ASSETS			
		<u>11,280</u>	<u>18,921</u>
FUNDS	15		
Unrestricted funds		9,104	11,040
Restricted funds		<u>2,176</u>	<u>7,881</u>
TOTAL FUNDS		<u>11,280</u>	<u>18,921</u>

The financial statements were approved by the Board of Trustees and authorised for issue on 17 October 2024 and were signed on its behalf by:



S Irvine-Duffy - Trustee

REPORTOUT CIO

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2024

1. ACCOUNTING POLICIES

Basis of preparing the financial statements

The financial statements of the charity, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Charities Act 2011. The financial statements have been prepared under the historical cost convention.

The presentation currency of the financial statements is the Pound Sterling (£).

Going concern

The financial statements have been prepared on a going concern basis. In making their assessment the trustees have reviewed and considered relevant information, including their annual budget and future cash flows. The Trustees are of the view that the immediate future of the charity for the next 12 months is secure and that on this basis the charity is a going concern.

Income

All income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably.

Expenditure

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Taxation

The charity is exempt from tax on its charitable activities.

Fund accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

Tangible fixed assets

Individual fixed assets costing £250 or more are capitalised at cost and are depreciated over their estimated useful economic lives on a straight line basis, the charity does not currently have any tangible fixed assets.

REPORTOUT CIO

NOTES TO THE FINANCIAL STATEMENTS - continued FOR THE YEAR ENDED 31 MARCH 2024

1. ACCOUNTING POLICIES - continued

Financial instruments

All financial assets and financial liabilities of the charity qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value.

2. DONATIONS AND LEGACIES

	2024	2023
	£	£
Regular donations	840	590
Donations	<u>3,490</u>	<u>3,000</u>
	<u>4,330</u>	<u>3,590</u>

3. OTHER TRADING ACTIVITIES

	2024	2023
	£	£
Events and merchandise	268	164
Safetobeme	1,426	4,076
Public talks	<u>1,075</u>	<u>130</u>
	<u>2,769</u>	<u>4,370</u>

4. INVESTMENT INCOME

	2024	2023
	£	£
Interest received	<u>11</u>	<u>7</u>

5. INCOME FROM CHARITABLE ACTIVITIES

	2024	2023
	£	£
Grants	-	<u>9,080</u>
Activity		
Grant income		

Grants received, included in the above, are as follows:

	2024	2023
	£	£
Rainbow Lottery	-	349
Awards For All	<u>-</u>	<u>8,731</u>
	<u>-</u>	<u>9,080</u>

REPORTOUT CIO**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2024****6. CHARITABLE ACTIVITIES COSTS**

	Direct Costs (see note 7) £	Support costs (see note 8) £	Totals £
Activity expenses	10,101	-	10,101
Premises expenses	<u>-</u>	<u>4,650</u>	<u>4,650</u>
	<u>10,101</u>	<u>4,650</u>	<u>14,751</u>

7. DIRECT COSTS OF CHARITABLE ACTIVITIES

	2024 £	2023 £
Events and awards	3,287	5,375
Consultancy fees	5,200	6,000
Training materials	305	-
Room hire	200	-
Marketing and publicity	<u>1,109</u>	<u>-</u>
	<u>10,101</u>	<u>11,375</u>

8. SUPPORT COSTS

	Management £	Governance costs £	Totals £
Premises expenses	<u>3,870</u>	<u>780</u>	<u>4,650</u>

Support costs, included in the above, are as follows:

	2024 Premises expenses £	2023 Total activities £
Rent	700	2,250
Insurance	432	294
IT costs	2,523	543
Telephone	-	202
Office costs	-	150
Membership and subscriptions	142	225
Bank fees	73	95
Accountancy fees	<u>780</u>	<u>516</u>
	<u>4,650</u>	<u>4,275</u>

REPORTOUT CIO

NOTES TO THE FINANCIAL STATEMENTS - continued FOR THE YEAR ENDED 31 MARCH 2024

9. NET INCOME/(EXPENDITURE)

	2024	2023
	£	£
Net income/(expenditure) is stated after charging/(crediting):		
Independent Examiner's fees	<u>780</u>	<u>516</u>

10. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31 March 2024 nor for the year ended 31 March 2023.

Trustees' expenses

There were no trustees' expenses paid for the year ended 31 March 2024 nor for the year ended 31 March 2023.

11. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted fund £	Restricted funds £	Total funds £
INCOME AND ENDOWMENTS FROM			
Donations and legacies	3,590	-	3,590
Charitable activities			
Grant income	349	8,731	9,080
Other trading activities	4,370	-	4,370
Investment income	<u>7</u>	<u>-</u>	<u>7</u>
Total	<u>8,316</u>	<u>8,731</u>	<u>17,047</u>
EXPENDITURE ON			
Charitable activities			
Activity expenses	4,733	6,642	11,375
Premises expenses	<u>1,525</u>	<u>2,750</u>	<u>4,275</u>
Total	<u>6,258</u>	<u>9,392</u>	<u>15,650</u>
NET INCOME/(EXPENDITURE)			
Transfers between funds	<u>2,750</u>	<u>(2,750)</u>	<u>-</u>
Net movement in funds	4,808	(3,411)	1,397
RECONCILIATION OF FUNDS			
Total funds brought forward	6,232	11,292	17,524

REPORTOUT CIO

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2024**

11. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES - continued

	Unrestricted fund £	Restricted funds £	Total funds £
TOTAL FUNDS CARRIED FORWARD	<u>11,040</u>	<u>7,881</u>	<u>18,921</u>

12. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2024 £	2023 £
Trade debtors	375	1,000
Prepayments and accrued income	<u>-</u>	<u>119</u>
	<u>375</u>	<u>1,119</u>

13. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2024 £	2023 £
Other creditors	<u>2,372</u>	<u>516</u>

Included within Accruals and Deferred Income are the following amounts comprising income received in advance of delivery of the related services or expenditure incurred.

Balance at 1 April 2023	£ -
Released to income from charitable activities	-
Amount deferred in year	<u>1,592</u>
Balance at 31 March 2024	<u>1,592</u>

14. ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Unrestricted fund £	Restricted funds £	2024 Total funds £	2023 Total funds £
Current assets	11,476	2,176	13,652	19,437
Current liabilities	<u>(2,372)</u>	<u>-</u>	<u>(2,372)</u>	<u>(516)</u>
	<u>9,104</u>	<u>2,176</u>	<u>11,280</u>	<u>18,921</u>

REPORTOUT CIO

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2024**

15. MOVEMENT IN FUNDS

	At 1/4/23 £	Net movement in funds £	At 31/3/24 £
Unrestricted funds			
General fund	11,040	(1,936)	9,104
Restricted funds			
Awards For All	7,881	(5,705)	2,176
	<u> </u>	<u> </u>	<u> </u>
TOTAL FUNDS	<u>18,921</u>	<u>(7,641)</u>	<u>11,280</u>

Net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	7,110	(9,046)	(1,936)
Restricted funds			
Awards For All	-	(5,705)	(5,705)
	<u> </u>	<u> </u>	<u> </u>
TOTAL FUNDS	<u>7,110</u>	<u>(14,751)</u>	<u>(7,641)</u>

Comparatives for movement in funds

	At 1/4/22 £	Net movement in funds £	Transfers between funds £	At 31/3/23 £
Unrestricted funds				
General fund	6,232	2,058	2,750	11,040
Restricted funds				
National Lottery - Together For Our Planet	8,542	(8,542)	-	-
Crowdfunder Ltd	1,050	-	(1,050)	-
Gateshead Discretionary Fund	1,700	-	(1,700)	-
Awards For All	<u>-</u>	<u>7,881</u>	<u>-</u>	<u>7,881</u>
	<u>11,292</u>	<u>(661)</u>	<u>(2,750)</u>	<u>7,881</u>
TOTAL FUNDS	<u>17,524</u>	<u>1,397</u>	<u>-</u>	<u>18,921</u>

REPORTOUT CIO

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2024**

15. MOVEMENT IN FUNDS - continued

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	8,316	(6,258)	2,058
Restricted funds			
National Lottery - Together For Our Planet	-	(8,542)	(8,542)
Awards For All	<u>8,731</u>	<u>(850)</u>	<u>7,881</u>
	<u>8,731</u>	<u>(9,392)</u>	<u>(661)</u>
TOTAL FUNDS	<u><u>17,047</u></u>	<u><u>(15,650)</u></u>	<u><u>1,397</u></u>

A current year 12 months and prior year 12 months combined position is as follows:

	At 1/4/22 £	Net movement in funds £	Transfers between funds £	At 31/3/24 £
Unrestricted funds				
General fund	6,232	122	2,750	9,104
Restricted funds				
National Lottery - Together For Our Planet	8,542	(8,542)	-	-
Crowdfunder Ltd	1,050	-	(1,050)	-
Gateshead Discretionary Fund	1,700	-	(1,700)	-
Awards For All	<u>-</u>	<u>2,176</u>	<u>-</u>	<u>2,176</u>
	<u>11,292</u>	<u>(6,366)</u>	<u>(2,750)</u>	<u>2,176</u>
TOTAL FUNDS	<u><u>17,524</u></u>	<u><u>(6,244)</u></u>	<u><u>-</u></u>	<u><u>11,280</u></u>

REPORTOUT CIO

NOTES TO THE FINANCIAL STATEMENTS - continued FOR THE YEAR ENDED 31 MARCH 2024

15. MOVEMENT IN FUNDS - continued

A current year 12 months and prior year 12 months combined net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	15,426	(15,304)	122
Restricted funds			
National Lottery - Together For Our Planet	-	(8,542)	(8,542)
Awards For All	<u>8,731</u>	<u>(6,555)</u>	<u>2,176</u>
	<u>8,731</u>	<u>(15,097)</u>	<u>(6,366)</u>
TOTAL FUNDS	<u>24,157</u>	<u>(30,401)</u>	<u>(6,244)</u>

Restricted funds represent income for a specific purpose identified by the donor:

Lush Funding Out Academy Training

Funding for campaigns

Funding for Rent

Grants were received from National Lottery Together For Our Planet and Gateshead Discretionary Fund for rent.

Crowdfunder Ltd

Matched funding for podcast project.

Awards for All

Funding for the CampaignOUT project.

16. RELATED PARTY DISCLOSURES

There were no related party transactions for the year ended 31 March 2024.

REPORTOUT CIO

DETAILED STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 31 MARCH 2024

	2024 £	2023 £
INCOME AND ENDOWMENTS		
Donations and legacies		
Regular donations	840	590
Donations	<u>3,490</u>	<u>3,000</u>
	4,330	3,590
Other trading activities		
Events and merchandise	268	164
Safetobeme	1,426	4,076
Public talks	<u>1,075</u>	<u>130</u>
	2,769	4,370
Investment income		
Interest received	11	7
Charitable activities		
Grants	<u>-</u>	<u>9,080</u>
Total incoming resources	7,110	17,047
EXPENDITURE		
Charitable activities		
Events and awards	3,287	5,375
Consultancy fees	5,200	6,000
Training materials	305	-
Room hire	200	-
Marketing and publicity	<u>1,109</u>	<u>-</u>
	10,101	11,375
Support costs		
Management		
Rent	700	2,250
Insurance	432	294
IT costs	2,523	543
Telephone	-	202
Office costs	-	150
Membership and subscriptions	142	225
Carried forward	3,797	3,664

This page does not form part of the statutory financial statements

REPORTOUT CIO

**DETAILED STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 MARCH 2024**

	2024	2023
	£	£
Management		
Brought forward	3,797	3,664
Bank fees	<u>73</u>	<u>95</u>
	3,870	3,759
Governance costs		
Accountancy fees	<u>780</u>	<u>516</u>
Total resources expended	<u>14,751</u>	<u>15,650</u>
Net (expenditure)/income	<u>(7,641)</u>	<u>1,397</u>

This page does not form part of the statutory financial statements

REPORTOUT

England & Wales - Charity number 1185887

Accounts

REPORTOUT CIO

**REPORT AND FINANCIAL STATEMENTS
For the year ended 31 March 2023**

Charity Number 1185887

REPORTOUT CIO

ANNUAL REPORT AND FINANCIAL STATEMENTS

For the year ended 31 March 2023

Contents	Page
Trustees annual report	1 to 32
Independent examiners report	33
Statement of Financial Activities	34
Balance sheet	35
Notes to the financial statements	36 to 43

ReportOUT Annual Review



ReportOUT

A photograph of a person with short hair, wearing a colorful, patterned shirt and a pink skirt, holding a large rainbow flag high in the air. They are smiling and looking towards the camera. The background shows a modern, multi-story building with many windows under a clear sky.

Report. Inform. Defend.

Our Annual Review of 2022-2023



Registered with
**FUNDRAISING
REGULATOR**

ReportOUT is a global human rights organisation for sexual and gender minorities

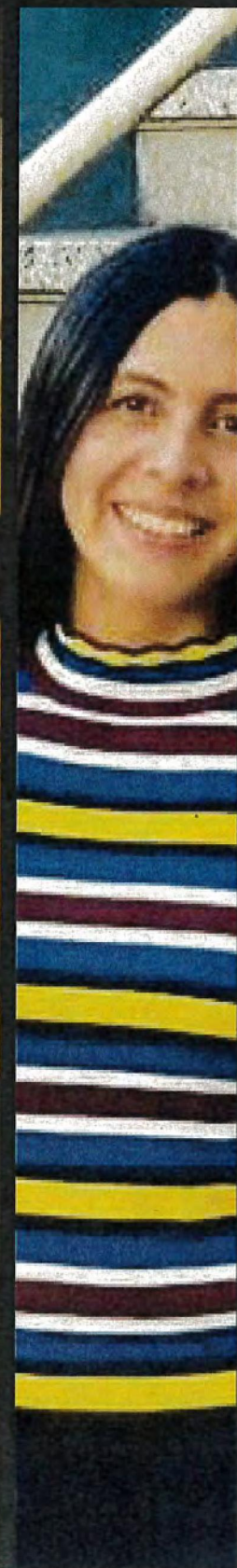
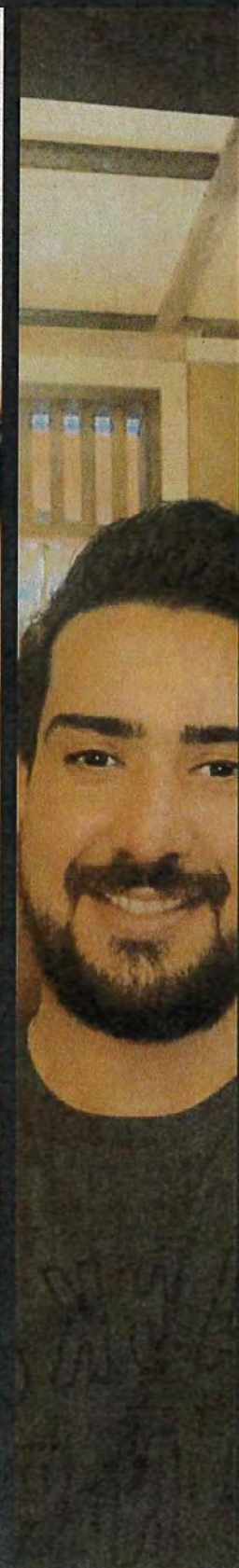
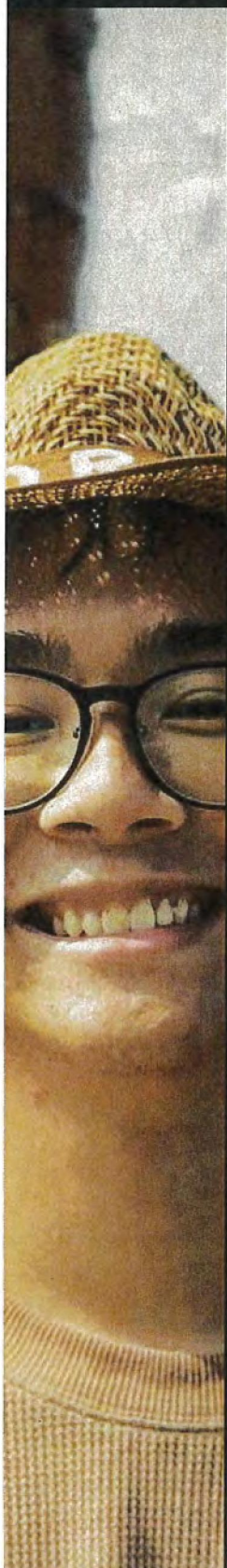
For more information, please visit our website: www.reportout.org

Registered Charity Number (England and Wales): 1185887

Report Editor

Drew Dalton

ReportOUT Founder and Chair of Trustees



Contents

About ReportOUT	Page 2
A Statement from ReportOUT's Chair	Page 3
Report: Human Rights Research	Page 4
Completed Research: OUT in Mongolia	Page 5
Completed Research: Green in the Rainbow Project	Page 6
Inform: Education and Training	Page 7
CPD: Queering International Development	Page 8
The Impact of our OUTAcademy: 2022	Page 9
Our Flag in the Map Project	Page 10
Flag in the Map: ReportOUT	Page 11
Flag in the Map: Gilbert Baker Foundation	Page 12
Our Flag in the Map Launch (London)	Page 13
Our Flag in the Map Book	Page 14
A Sample of Some Flag in the Map Images	Page 15
A Sample of Some Flag in the Map Images	Page 16
A Sample of Some Flag in the Map Images	Page 17
Award Season at ReportOUT!	Page 18
Defend: SDG Team	Page 19
Our Communications and Events Team	Page 20
Our Events Team at ReportOUT	Page 21
Our Volunteers	Page 22
Our Annual Volunteer Survey (2023)	Page 23
Our Annual Volunteer Survey (2023)	Page 24
Our Future in 2023-2024	Page 25
Thank You to Our Supporters	Page 26



About ReportOUT

Since 2019, ReportOUT have been at the forefront of protecting the human rights of sexual and gender minorities in the United Kingdom and globally. As a registered charity in England and Wales (registered charity number 1185887) we are **fearless, determined and relentless** in our belief that human rights are fundamental to advancing the lives of sexual and gender minorities, and their communities.

We recognise that we need to succeed in our aims and objectives by also using principles from international development alongside human rights frameworks, and we believe that both of these approaches should **always include sexual and gender minorities as part of them**. We align all of our work with Agenda 2030, in that no one should be left behind.

ReportOUT's official aim and objectives are:

To promote human rights (as set out in the Universal Declaration of Human Rights and subsequent United Nations conventions and declarations) throughout the world for sexual and gender minorities by all or any of the following means:

- Eliminating infringements of human rights;
- Research into human rights issues;
- Raising awareness of human rights issues;
- Educating the public about human rights;
- Monitoring abuses of human rights;
- International advocacy of human rights;
- Providing technical advice to government and others on human rights matters.

Our guiding principles:

- **Principle 1:** No one should be left behind in delivering the articles set out in the Universal Declaration of Human Rights.
- **Principle 2:** Every person has a part to play in achieving the goals and targets set out in the United Nations Sustainable Development Goals.
- **Principle 3:** Positive change should be led by communities within a nation state and ReportOUT will support them to do this.

A Statement from ReportOUT's Chair

Drew Dalton: Founder and Chair of Trustees

This Annual Review was a joy to write. I say this, because ReportOUT has been a joy to be part of as a Founder and Trustee. For three years now, we have been at the forefront of protecting the human rights abuses of sexual and gender minorities. With our new Three-Year Strategic Plan, and our fourth birthday coming up in October 2023, it is time for a celebration!

I must take this time to thank the Trustees who have been with us from the beginning, and who have either chosen to step down after their Trustee cycle has ended, or in the case of many of them, continuing for another three years. It has been an honour and I thank you from the bottom of my heart. Furthermore, I welcome our brand new Trustees to ReportOUT, and wish you every success in joining our family! I would also be remiss at this point, if I did not thank the extraordinary efforts of our volunteers, many of whom have been with us since day one. Thank you for your strength and time.

In the current climate, where it appears that the rights of sexual and gender minorities can claim to be advancing in some quarters, we must also look at areas of the globe where they are regressing. Whilst we celebrate success at ReportOUT, we must also caution a warning, as queer rights worldwide are increasingly used by nation states, governments, and communities, as a culture war or geopolitical tool. Therefore, our strength and resilience as an organisation is vital, and so is that of our Trustees and volunteers, who tirelessly give their time and effort. We will need this moving ahead, as we face a 'pink line' across the globe of rights both ascending, and descending.

But for now let's celebrate our growth as an organisation and look back on how far we have come through this Annual Review. I hope that you will enjoy reading this, as we truly have made an impact on the global stage, in our mission to **report, inform, and defend.**

Drew Dalton
Chair of Trustees



Report: Human Rights Research

During the past year, we have grown our research team to over 35 volunteers from across the globe, including dedicated, and passionate volunteers from countries as diverse as Brazil, Kenya, Japan, USA, Burundi, Portugal, Morocco, and Ghana. The shared learning between our volunteers and their commitment to improving the lives of LGBTQ+ communities within their own nation states (including many states where such activism carries untold risk), and across the globe, is a source of immense pride.

Each of our incoming volunteers wrote a blog pertaining to a topic relating to LGBTQI+ rights close to their hearts. Many of which have now been published on our website. From minority stress to activism in the face of appalling repression, to shifting laws on transgender rights, to the hidden shame of LGBTQI+ youth homelessness, these pieces superbly demonstrate the breadth and knowledge of our Researchers – do not take my word for it, have a read!

OUT In Mongolia is the first of our in-depth country profiles published in 2023. Written in partnership with the LGBT Centre of Ulaanbaatar, our study represents the largest and most in-depth study of the Mongolian LGBTQI+ community ever published. Everyone at ReportOUT is thrilled that our report has been cited within the UN Voluntary National Review for Mongolia, with our research demonstrating that the Mongolian LGBTQI+ communities remains at risk of being 'left behind' within the government's sustainable development agenda, a theme that is sadly all too common and which ReportOUT's research and SDG teams will continue to shine a light upon.

Over the coming year, I am equally excited to see our in-depth studies on Ethiopia, Belize and Morocco published, as well as our global conversion therapy survey, highlighting trend and practices of an odious practice that remains accepted in many geographies. We have overhauled our approach to research partnerships whilst re-affirming ReportOUT's commitment to only researching individual countries with local subject matter experts – not about us, without us. Original, high-quality, and meticulous research remains at the core of ReportOUT's mission and strategy and I could not be prouder to be part of this team.



Phil Thomas
Trustee with Portfolio for Human
Rights Research

35+

Volunteers who make up our Human Rights Research Team, from a range of global nation states

2

Completed large-scale research projects, outlining the human rights and development needs of sexual and gender minorities in Mongolia, and another focused on the effects of the Climate Emergency on sexual and gender minorities in the U.K. and globally.

Completed Research (available online):

OUT in Mongolia



ReportOUT

A Research Report Examining the Human Rights Abuses, and Development Needs, of Sexual and Gender Minorities in Mongolia



Completed Research (available online):

**A Crisis of Queer Invisibility:
Climate Change as a Risk
Multiplier for LGBTQ People**



ReportOUT



Inform: Education and Training

Motivated by what we see across the globe, the mission of our EducateOUT Project is to educate the wider public about what is happening to sexual and gender minorities in different nation states. We also work directly with sexual and gender minorities.

In 2022-2023 we focused our attention on three key areas as part of our EducateOUT team. Firstly, we used our skills to offer Continuous Professional Development (CPD) to international development organisations, to give them the knowledge and skills to bring sexual and gender minorities into their work and around the United Nations Sustainable Development Goals. International development has tended to follow a heteronormative and cisnormative approach, and our training course was designed to tackle this. See our feedback!

Secondly, we offered our second year of our OUTAcademy Global Campaigner Training. From the successful feedback of our first cohort in 2021-2022, we chose another 20 candidates from 20 different countries to participate, with a focus on people who are new to campaigning and activism. We were thrilled with the enthusiasm and infectious passion from the attendees, we have since gone on to lead successful campaigns in countries as varied as Lebanon and the Maldives. We will continue to offer this in 2023. Please note that the screenshot below shows some of our attendees who consented to show their faces for this image.

Finally, our Flag in the Map project, with the Gilbert Baker Foundation, had great success. More of this is to come on the following pages...



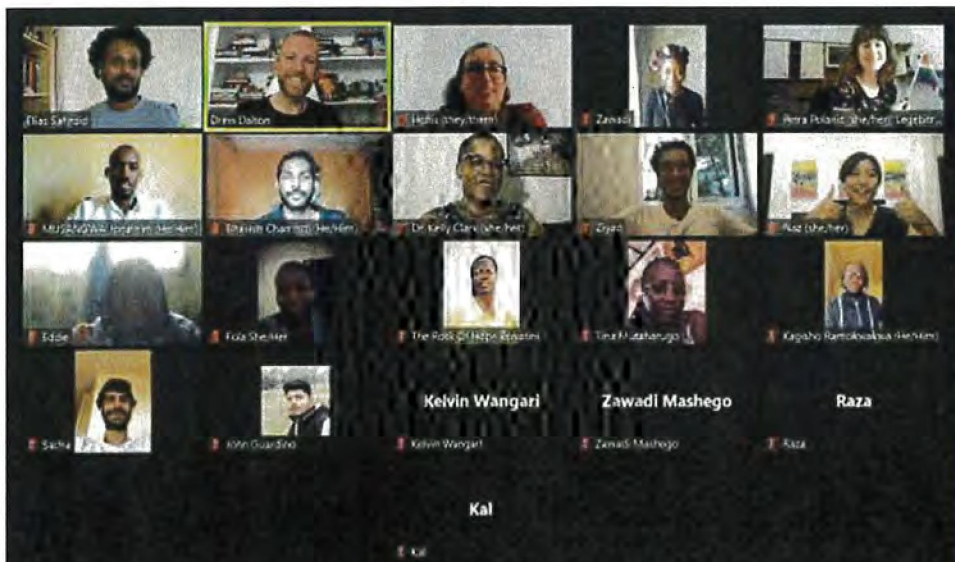
20

Successful candidates chosen for the OUTAcademy campaigner training, who have since enacted 20 separate acts of social change in nation states as a result

20

Countries represented as part of our OUTAcademy training - from Lebanon, Cameroon, Slovenia, Nigeria, India, Maldives, Sri Lanka, and more

"I am really arguing you to never stop this initiative because it educates and raises awareness to new campaigners for the sake of good society, safeguarding human rights for all and mostly for minority groups"
(Campaigner Training Attendee)



CPD: Queering International Development

“ReportOUT created a very welcoming, open environment where you could ask questions and learn from one another without fear of making mistakes or not having much starting knowledge. The links made between international development and human rights also helped me to think about how our policies and procedures could be made more inclusive, particularly with regards to MEAL tools and programme design”

(International Development Organisation)

“A really thorough course, starting right at the beginning with terminology and history, all the way through to practical steps that can be taken right now by my organisation - it covered so many useful things, actually exceeding my expectations for how much can be done in a day. The amount of information covered was extensive, but not so much that I felt overloaded, and I have been introduced to areas that I would like to research further.

The trainer is obviously very knowledgeable but also very personable and friendly, so his delivery of the course makes the topics very accessible. I've learnt a lot, and look forward to discussing further with my colleagues and implementing the next steps!”

(International Development Organisation)

“This is a very important course that I believe there is need to bring on board more representatives and organisations from developing countries for more awareness”

(International Development Organisation)

“I did not feel exhausted at any moment during the 5-hour long workshop. Secondly, all content and presentations are well organized and demonstrated. Especially since English is my second language. I could understand all slides right away. Lastly, I love hearing about the experiences and case studies from the facilitators and classmates during the breakout rooms. I wish it was longer!”

(International Development Organisation)



100%

Of attendees rated the facilitators delivery of our Queering International Development course as 10/10

100%

Of attendees rated the resources used in our Queering International Development course as 10/10

100%

Of all attendees recommended our Queering International Development course to other international development organisations

The Impact of our OUTAcademy: 2022

100%

Of respondents rated our OUTAcademy campaigner course as **'good'** or **'excellent'** overall (100% in 2021)

90%

Of respondents rated the teaching and facilitators on this course as **'excellent'** overall (100% in 2021)

100%

Of respondents rated the resources supplied and used on this course as **'excellent'** overall (100% in 2021)

90%

Of respondents said topics covered in this course were **highly relevant** to develop them as a campaigner (95% in 2021)

80.4%

Of respondents said their **skills** as a campaigner **improved significantly** as a result of completing this course (90% in 2021)

90%

Of respondents said their **confidence** as a campaigner **improved significantly** as a result of completing this course (90% in 2021).



"As a new beginner, I enjoyed every session of the course cause they were all relevant to the campaign objectives. The Trainers are flexible, humble and accessible and this made me feel comfortable in every session of course"
(Attendee)

"The ReportOUT team was proactive and delivered the sessions well. I loved how interactive the sessions were and it was such an intensive and constructive training" (Attendee)

"I also enjoyed how every start of session is settled before by sharing PBL (Problem Based Learning) activities, presentation notes and further links) and a WhatsApp group for the alumni. I even enjoyed your Moodle platform, it is really well designed. Every session was insightful and comprehensive."
(Attendee)

"I am grateful for the opportunity that was given to me. I am very confident and empowered with great skills and idea. Thank you OUTACADEMY"
(Attendee)

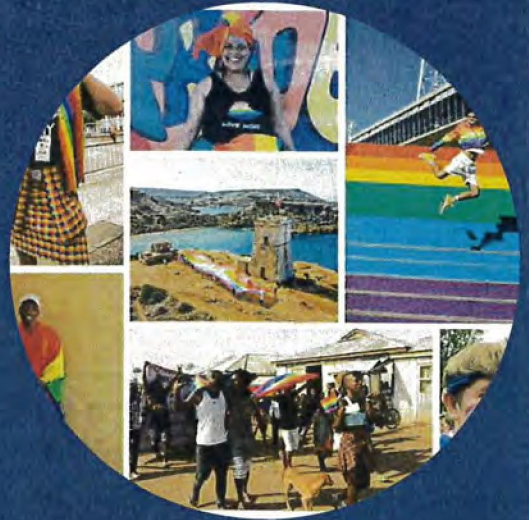
Our Flag in the Map Project

In 2021 we partnered with the Gilbert Baker Foundation to create the 'Flag in the Map Project.' This project asked the global public to submit their photographs of the Pride flag.

During 2022-2023, our Flag in the Map Project, in partnership with the Gilbert Baker Foundation, was our flagship project at ReportOUT, and a huge success for our EducateOUT team. From choosing the final photographs, submitted by the global public, we narrowed the submissions down to 50 photographs. These photographs, and their accompanying stories, were then made into large decorative placards, which are able to be displayed in schools, colleges, universities, businesses, and community spaces.

With successful submissions from China, Japan, Pakistan, Uganda, Brazil, Ukraine and Latvia (as only a taste of a few of them!) our truly global reach ensures that we can educate the public about the strength and meaning of the Pride flag itself, especially as it has come under attack in various parts of the world. The submissions have also been made into a beautiful and visual book, which is available for sale!

We launched the Flag in the Map project in New York and in London, with the event attended not only by the public, but by activists such as the LGBTQI+ activist, Peter Tatchell, and Dustin Lance Black, LGBTQI+ activist and Oscar-winning screenwriter of the film, Milk.



10+

Global locations have now hosted our Flag in the Map exhibition, ranging from San Francisco, Leeds, and even EuroPride in Malta!

2

Simultaneous launch events of the Flag in the Map Exhibit, in both New York and London

50

Placards which are available for spaces to host our Flag in the Map project to continue to increase public awareness



Flag in the Map: ReportOUT

“Try to be a rainbow
in someone’s cloud”
–*Maya Angelou*

ReportOUT



Drew Dalton
Chair of ReportOUT

As a global human rights organisation for sexual and gender minorities, we constantly monitor people’s lived experiences in different nation states, and we know the importance of the Pride Flag to people’s identities, and their resistance to often oppressive regimes. We constantly see and hear of the breadth of its ever-growing influence.

The Pride flag has taken on a symbolic power of global proportions. From being waved in Pride marches, to serving as a symbol of support from our growing allies, to becoming an image which transgresses national borders – it unites us as a global, connected, community. The Pride Flag has evolved, as we have evolved as a movement. It represents our love, our freedom and our growing consciousness for human rights for all.

Yet, we must never forget that in some nation states, flying the Pride Flag demands courage and can come with a severe backlash from the state. We have seen this in the

sad death of Sarah Hegazi in Egypt, who was arrested and tortured for flying the Pride Flag at a concert. In Russia, whereby flying the flag publicly can lead to arrest. And recently in Iran, where the state placed Pride Flags on the ground for the public to walk over.

Some nation states fear the force behind the Pride Flag. They fear our voices, our strength, and our power in numbers. The Pride Flag is our tool to unite behind, and the greater the storm that we face, the brighter the rainbow.

The Flag in the Map project represents a truly global way to proclaim the power of the Pride Flag, and to highlight to the world the bravery and social justice of everyone who made wonderful contributions to our project. ReportOUT are delighted to be co-founders and partners with the Gilbert Baker Foundation on this truly inspirational project. We stand in solidarity with you all.

The Gilbert Baker *Foundation*

Charles Beal

*President of the
Gilbert Baker Foundation*

Gilbert Baker, the creator of the LGBTQ+ Rainbow Flag, passed away on March 31, 2017. He died in his sleep at the age of 65. He had spent the previous few months furiously creating art: banners for the first Women's March and holocaust uniforms for a gallery exhibit in San Francisco.

When a friend called to tell me Gilbert had died, I rushed to his apartment in Harlem. There I found fabric scraps scattered around his living floor, scissors on his sewing machine, and an ironing board draped with 60 freshly ironed nine color rainbow flags -- the original flag's eight colors with a lavender stripe added for diversity.

Gilbert was always looking to the future, always creating art as a political tool to fight oppression in the only way he knew how: one stitch at a time. In the months that followed his passing, his friends and political allies created a foundation to keep his incredible legacy going. It is a daunting task. The Rainbow Flag he created in 1978 is the most recognizable symbol of liberation, diversity and inclusion ever created by human hands. Gilbert's art has touched every corner of this great earth.

This year we decided that the best way we could honor Baker's amazing legacy was to commemorate it on a global level.

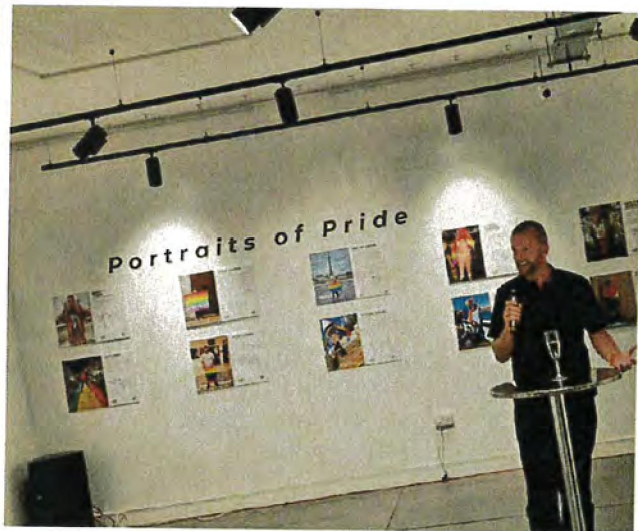
We asked people around the world to tell us how they use the Rainbow Flag to fight oppression and celebrate liberation. We also asked them to tell us how it has helped them take that first brave step out of the darkness of the closet into the light of freedom.

The resulting responses are here, in this collaboration with ReportOUT called Flag In The Map. Together, we have collected hundreds of extraordinary photos and personal stories from around the world illustrating the power embodied in those simple strips of colored fabric that Gilbert forged into this powerful symbol, this beacon of hope, this Rainbow Flag.



Photo by Charles Beal

Our Flag in the Map Launch (London)



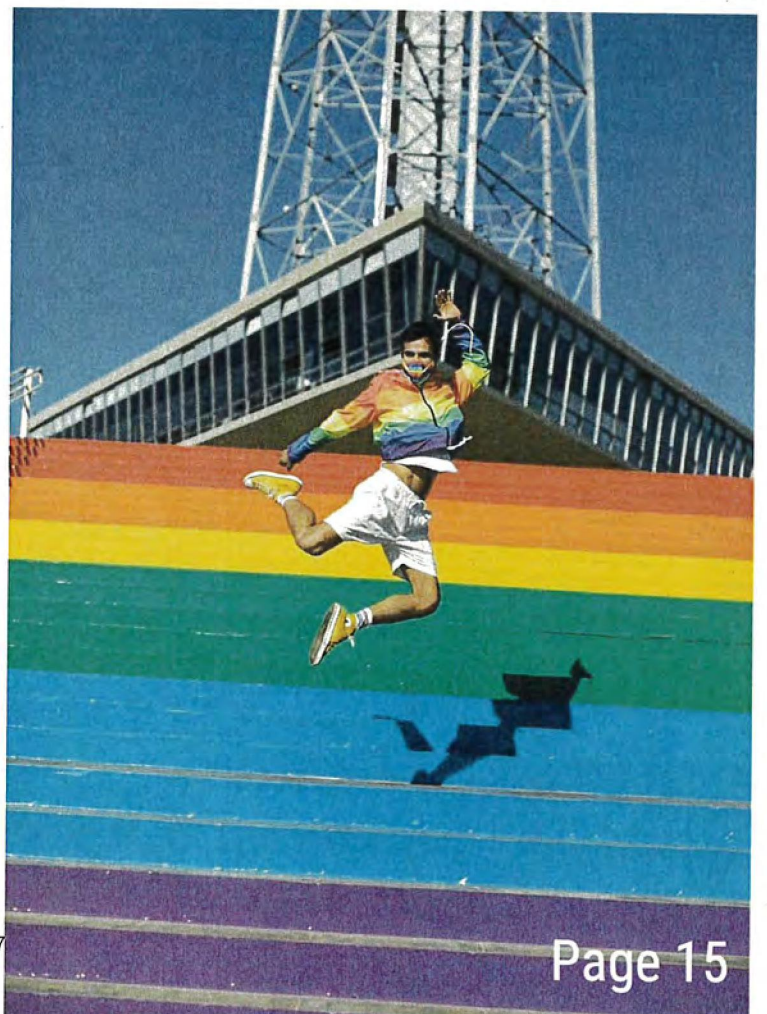
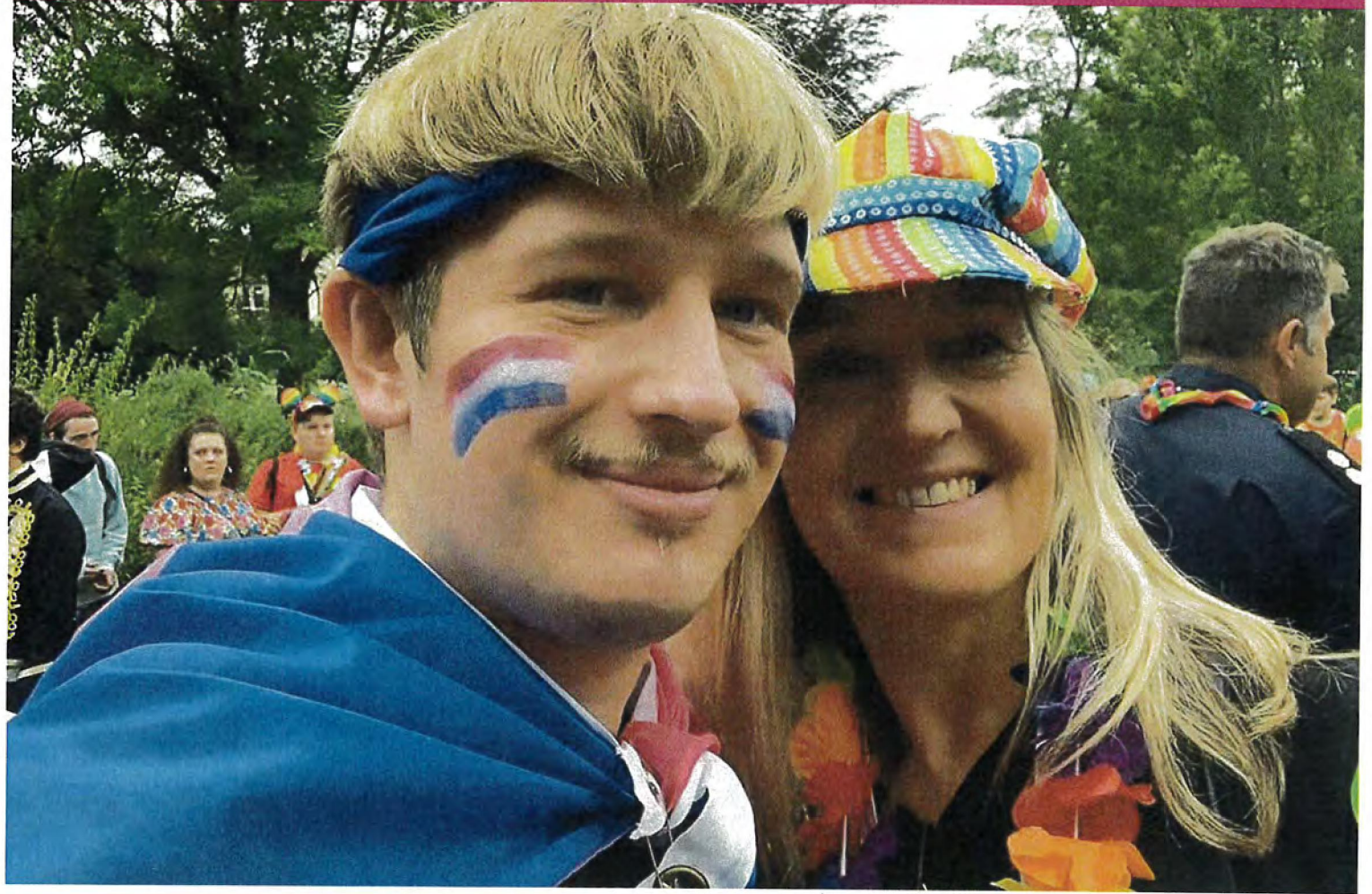
Our Flag in the Map Book (available online)



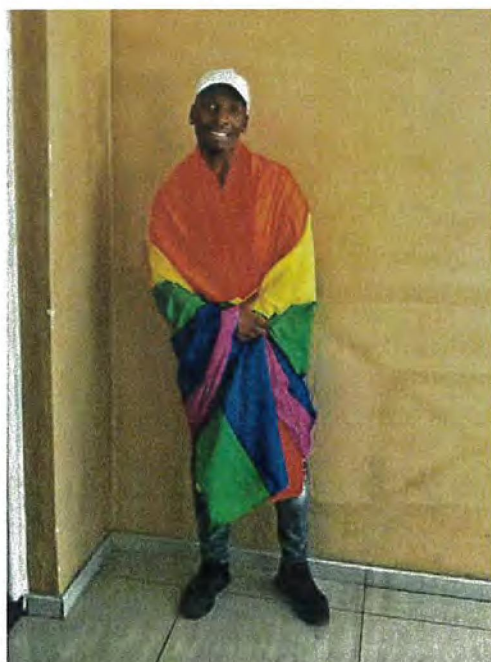
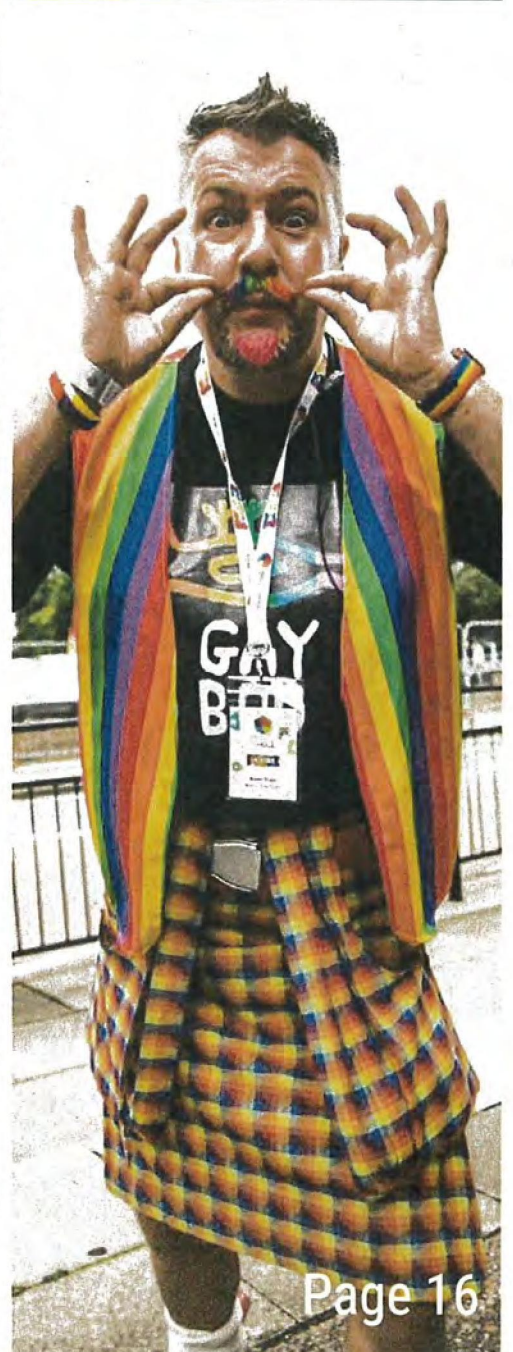
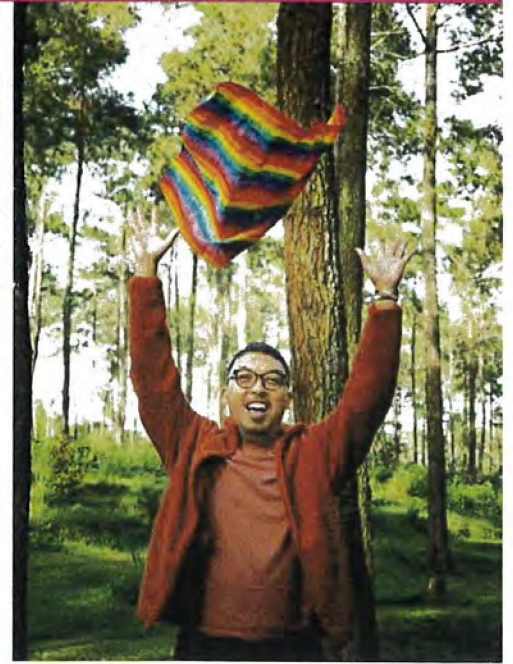
Flag in the Map

Charting Rainbow Flag Stories

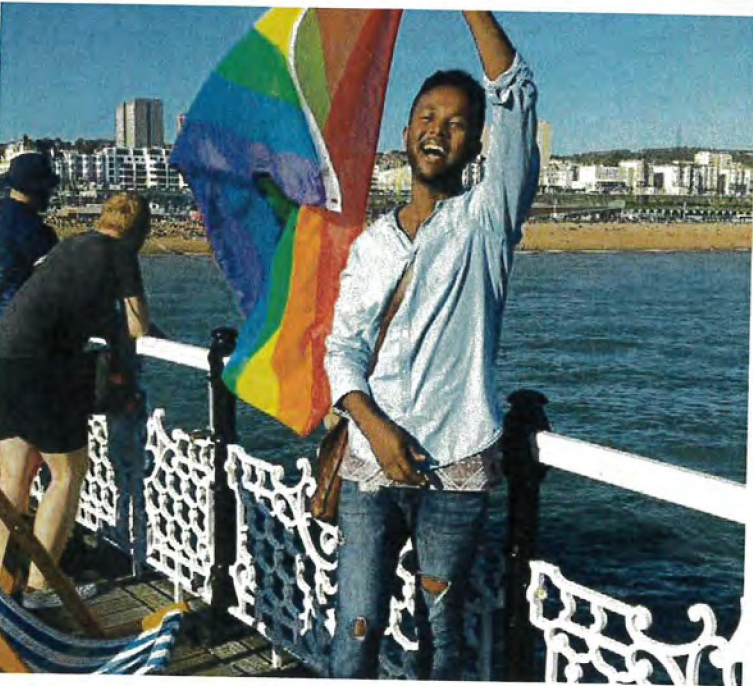
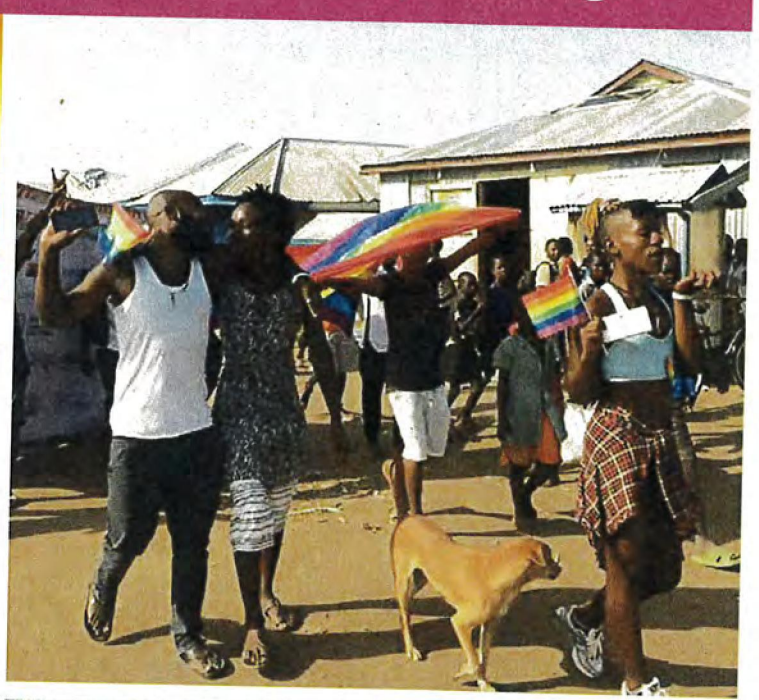
A Sample of Some Flag in the Map Images



A Sample of Some Flag in the Map Images



A Sample of Some Flag in the Map Images



Award Season at ReportOUT!

We do not do our work at ReportOUT for awards, however we were pleased to be nominated for some, and even win a global award in 2022-2023!

After the huge success of our Flag in the Map Project, we were nominated for the Second Annual Anthem Awards in the United States of America. Our partnership project won an award (gaining gold) for the best 'Global Awareness Campaign.' We were delighted to see that our hard work was recognised at such a prestigious and global awards ceremony!

We were also shortlisted at the 2023 Rainbow Honours Awards, where we were shortlisted for 'Charity of the Year' and 'Community Initiative of the Year.' This was a tremendous honour, as we sat with other-LGBTQI+ organisations from the U.K. and beyond at the event.



Defend: SDG Team

The Sustainable Development Goals (SDG) officers have made significant strides towards achieving set objectives and visions for 2022-2023. In September 2022, the team held its first public online event, a discussion on engagement and action with the Sustainable Development Goals. This event provided the public with valuable insights into the essence of the Sustainable Development Goals, their significance, and how individuals can contribute to their attainment in different settings such as homes, workplaces, and educational institutions.

The team have made exceptional progress in their knowledge of Agenda 2030, the Sustainable Development Goals and United Nations monitoring mechanisms such as the Voluntary National Review (VNR) and the Higher-Level Political Forum (HLPF).

Networking has been a key achievement of the SDG officers this year. The team have established connections with stakeholders, professionals, and civil society organisations to receive assistance with work and campaigns. A significant highlight for the team has been acquiring vital support and information about the necessary actions and steps the team would need to take to get involved with the VNR process. This was the first time the team had a clear plan of action on what they would need to do to ensure the research completed by the research teams could reach a global monitoring platform and be included in a nations review of progress on the achievement of the Sustainable Development Goals.

In July 2023, the SDG officers successfully engaged in the VNR process. Together with civil society organisations in Mongolia, the team wrote a statement that showcased Mongolia's progress in achieving the Sustainable Development Goals. The statement used the OUT in Mongolia research to highlight how sexual and gender minorities are being left behind in terms of healthcare, education, employment, and law enforcement. On July 19th, 2023, during the United Nations Higher-Level Political Forum on Sustainable Development in New York, the statement was read out during Mongolia's National Review of Progress on the Sustainable Development Goals. This forum is the core platform for United Nations member states at a global level to review and follow up on the progress of the Sustainable Development Goals.



Caitlin Martin

Lead Volunteer for the United Nations Sustainable Development Goals at ReportOUT

1

Significant statement, using ReportOUT's research, read out at the United Nations Higher Level Political Forum on Sustainable Development held in New York.

6

Dedicated volunteers who make up our SDG Team, ensuring that all of our work not only accounts for the human rights of sexual and gender minorities, but also, their development needs. No one should be left behind in development.

Our Communications and Events Team

I must start by saying that it has been such a blessing to witness the ongoing evolution of the Media and Communications team over these past twelve months.

The continuous work and dedication of our social media volunteers have been so proactive in ensuring the visibility of ReportOUT across various social media platforms. The content being produced; not only shows the important side of our work as a charity as a whole, but it also gives the public the opportunity to see us via platforms such as TikTok and Instagram, and some of the other things that happen behind the scenes in the life of ReportOUT.

One of the other main ways that we keep communication and engagement on going with our supporters is via our newsletter, which again has seen vast improvements by ensuring that we are sharing fresh and important content, and also acts as an opportunity for us as a charity, to focus on the invaluable work of different teams such as the Research or Education teams.

Our Blog content is an opportunity to share the lived experiences from different communities from around the globe, so this is an area that helps us to highlight a number of important issues, presented in a tone of voice which is accessible to all types of audience.

I must also give recognition to the work of our internal comms volunteers, which has included the development of ReportIN. Other than being a digital space to share important resources, the SharePoint page plays a vital role in the ongoing development of all of our volunteers, especially during our recent training of new volunteers.

As a team, the Media and Communications team have so much more to look forward to, and as lead Volunteer, I am honoured to work alongside such a hardworking and exceptional team who all shine in their own way, as we continue on a daily basis to go from strength to strength.



**Thushara Chandrasiri
Lead Volunteer for the
Communications Team**

Boom!

Growing social media followers, with over 2000 Facebook, Twitter, and LinkedIn followers, and 1,600 Instagram followers!

1

Brand new TikTok account - reaching ReportOUT further than ever before.

50+

Blogs on our website, on a range of global LGBTQI+ topics.

Our Events Team at ReportOUT

Since our inception, ReportOUT have believed that a vital part of our communications and public education on the human rights of sexual and gender minorities, should be through online events. We reach out to activists from across the globe to document what is happening in different nation states.

In 2022-2023 we arranged a number of online events, examining topics such as the human rights of sexual and gender minorities in nation states as varied as Serbia, Zimbabwe, Mexico, Ukraine, and Haiti. We also hosted a number of public talks focused on the UN SDGs, panel talks on conversion treatments, and even author events such as Oscar-winning Director David France and his documentary 'Welcome to Chechnya.'

Utilising the skills of our global volunteers, we have started to offer events in different languages. We started with interviews of activists in Panama, hosting our events in Spanish. We hope to build upon this in the future, introducing a wider range of events in different languages so we can make them more inclusive, and spread the reach of what we do.

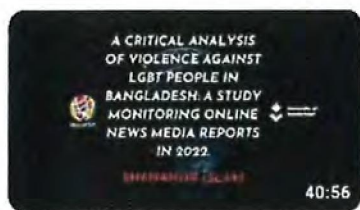
Working closely with our Communications Team, we now have the beginnings of a vibrant YouTube channel, where all of our events can be viewed. Check it out and subscribe to our channel and sign up to our newsletter to find out about our events first!



Lauren Renton
Lead Volunteer for Events Team

27

Events hosted on our YouTube platform for you to view, representing over 23 different nation states through lectures, talks, and interviews with global activists.



Combating Violence Against LGBT People in Bangladesh |...

46 views • 1 month ago



ReportingIN: Life for Sexual and Gender Minorities In Panama...

17 views • 6 months ago



ReportingIN: Life for Sexual and Gender Minorities in Panama...

12 views • 6 months ago



Public Talk: Engagement and Action with the Sustainable Development...

12 views • 6 months ago



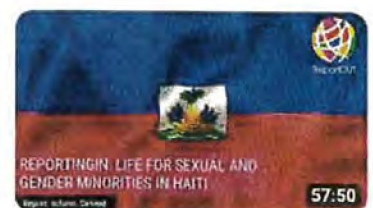
#MeetTheHumans behind ReportOUT!



Ukraine: Effects of the Russian invasion on the LGBTQI+ community

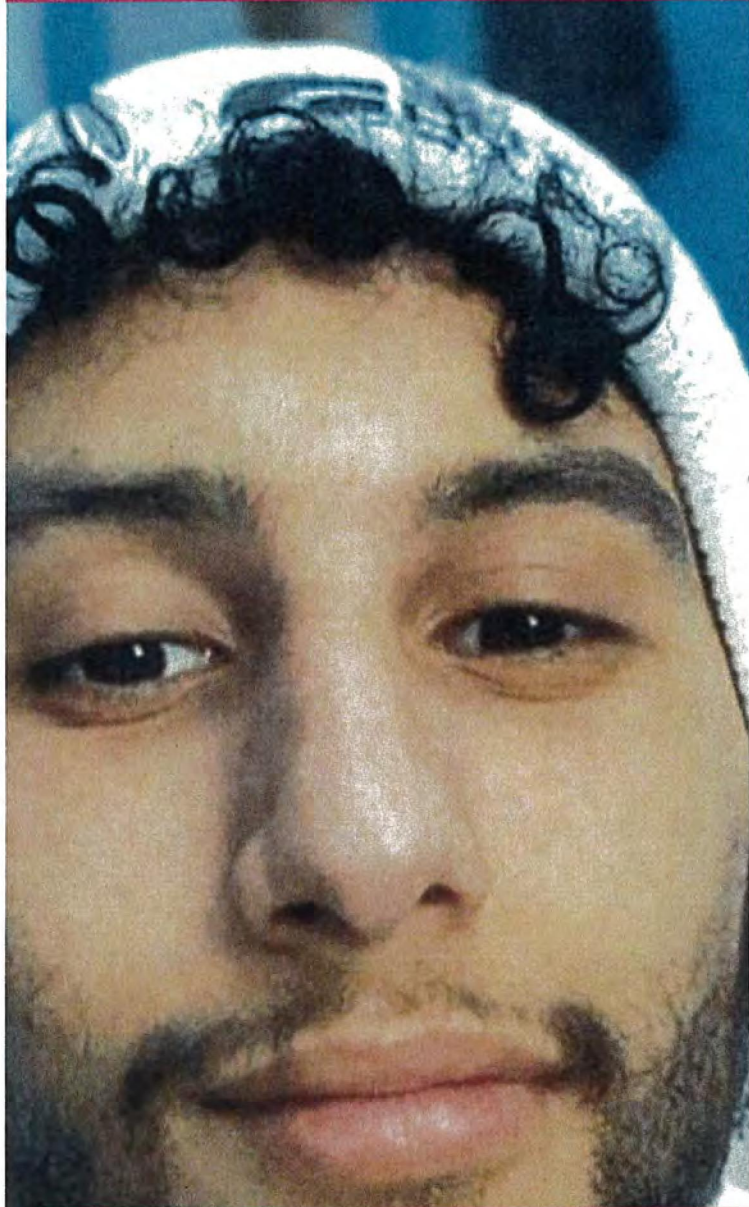


'The Flag in The Map' Pre-launch Livestream



ReportingIN: Life for Sexual and Gender Minorities in Haiti

Our Volunteers



Our volunteers are the life-blood of ReportOUT, and we are largely volunteered as an organisation. We have 80+ volunteers, who give their time, energy, skills, and enthusiasm to advance our cause at ReportOUT, to report, inform, and defend, the human rights of sexual and gender minorities.

Volunteers take part in professional projects such as human rights research projects, developing education and training programmes, SDG campaigning at a United Nations level, and coordinating our communications and events. They come from a wide range of countries, such as Japan, Ghana, Morocco, Panama, Lithuania, Iran, USA, U.K. and Saudi Arabia.

Our Annual Volunteer Survey (2023)

9.3 of 10

Volunteers: How satisfied are you with your volunteering experience at ReportOUT?

9.4 of 10

Volunteers: How well do you understand what is expected of you in your volunteer role?

9.2 of 10

Volunteers: How effective has your Lead Trustee or Lead Volunteer been in giving you direction in your volunteer role?

9.4 of 10

Volunteers: How valued and supported do you feel as a volunteer at ReportOUT?

8.6 of 10

Volunteers: How much impact do you feel your work has?

9.7 of 10

Volunteers: How likely are you to recommend ReportOUT to other people as a place to volunteer?



80+

Volunteers and Trustees who make up who we are at ReportOUT.

30+

Different nation states represented at ReportOUT amongst our volunteers.

1

Consultant member of staff, who worked on our Green in the Rainbow research, documenting the effects of the Climate Emergency.

Our Annual Volunteer Survey (2023)

“

“Volunteering at ReportOUT gave me the kickstart and experience I needed to get my dream job. As well as this, the role has provided me with the opportunity to connect with some amazing and supportive people”

“I am very satisfied with my volunteering experience at ReportOUT. I have gained in knowledge, have worked on advocating for human rights outside my country (for once) and, most important thing, I have met beautiful people with beautiful souls. Therefore, I am so pleased to be working (as a volunteer) with ReportOUT”

“

“A fantastic balance of independence and knowing that support is always available for researchers. Great that project updates are frequent so that everyone is kept in the loop of what's going on. There is such a wealth of knowledge and enthusiasm due to how diverse the teams are”

”

”

“ReportOUT continues to be a blessing to be part of. It is incredible to be part of a team which continues to thrive and go from strength to strength”

“

“Working with people from different nations and backgrounds all bringing their valuable insights and experience. Having the opportunity to spend time and bond with volunteers at residential. Receiving training that not only boosts your CV but is valuable to your role at ReportOUT and can be used in my job”

”

“ReportOUT moves mountains. I believe it can bend rivers”

Our Future in 2023-2024

We have had a very successful year! ReportOUT continues to grow from strength to strength after our first three years. With a new Three-Year Strategic Plan in place, we will continue to grow further and measure our impact even further. This plan is informed by our annual Action Plans, to ensure that we measure the public benefit of everything that we do. Please note that this Annual Review covers the time period of April 2022 to March 2023.

Projects launched in 2023-2024 will include:

Growing our visibility:

We will aim to grow our communications even further, from YouTube to our traditional social media.

#SaferToBeMe:

This will be our first global conference, bringing together people with a shared purpose for the human rights, and development needs, of sexual and gender minorities.

Police Brutality Project:

We will work with police forces to ensure that police brutality toward sexual and gender minorities, is reduced and eliminated, where possible.

Research projects:

We will complete our agreed research projects and will develop a new partnership approach, with new partners and further nation state reports. We have unique ideas to present all of our work to the public, which will be appearing on our website soon!

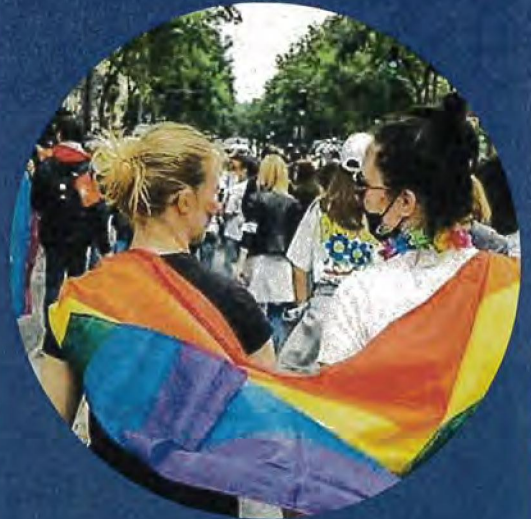
Training MOOCs:

We plan to introduce free training MOOCs (online courses) which will offer insights to the public, organisations, and businesses, about global human rights and development.



**TOGETHER
FOR OUR
PLANET**

Thank you to the National Lottery 'Together for Our Planet Programme' for funding our **Green in the Rainbow Project.**



100%

Of people who attended a ReportOUT event, said they would recommend a future event to others!

3

Award nominations for ReportOUT, winning one of them for Global Awareness Campaign of the Year!

1

Signatory of the Queer X Climate Pledge, to measure and eliminate our carbon emissions as an organisation.

Thank You to Our Supporters

Thank you to all who have supported us in 2022-2023. This time period marked the end of a three-year cycle for some of our Trustees, who decided not to stand again for another three year cycle. We wish them the very best and thank them for all of their support! ReportOUT took this time to recruit new Trustees and give new strategic responsibilities ('portfolios') to our new and existing Trustees.

Current continuing and new Trustees:

- Drew Dalton: United Kingdom - Chair of Trustees (Continuing)
- Steven Irvine-Duffy: United Kingdom - Treasurer (Continuing)
- Lorato Botshabelo: Botswana - Administration Officer and Portfolio for Equality, Diversity, and Inclusion (New)
- Kotryna Kairyte: Lithuania - Trustee with Portfolio for Communications (Continuing)
- Jodie Weatherston: United Kingdom - General Trustee (Continuing)
- Nyume Blaise: Cameroon - General Trustee (Continuing)
- Han Kahrizi: Germany/Iraq - Trustee with Portfolio for Geographical Region: MENA (Continuing)
- Suleyman Matos: Spain - General Trustee (Continuing)
- Louis Chan: Singapore - Trustee with Portfolio for Sustainability and Climate Change (New)
- Jayden Yoon: South Korea - Trustee with Portfolio for Sustainable Development Goals (New)
- Phil Thomas: United Kingdom - Trustee with Portfolio for Human Rights Research (New)
- Laura Ospina Cerón: Colombia - Trustee with Portfolio for Central and South America (New)
- Ruben Guerrero: Mexico - Trustee with Portfolio for Central and South America (New)
- Kelly Clarke: USA - Trustee with Portfolio for North America (New)
- Maurice Mabiriiz: Uganda and Australia - Trustee with Portfolio for Asia and Pacific States (New)
- Jaba Kaplanishvili: Greece and Georgia - Trustee with Portfolio for Europe (Southern Mediterranean) (New)
- Andrew McGeehan: USA and Singapore - Trustee with Portfolio for Education and Training (New)
- Jon Biggs: U.K. - Trustee with Portfolio for Education and Training (New)
- Daniel Peach: U.K. - Trustee with Portfolio for Corporate Partnerships (New)
- Sarah Bosnyak: U.K. - Trustee with Portfolio for Media and Public Relations (New)

Former Trustees:

- Trustee: Kyuhan Shin: South Korea (October 2019 - September 2022) *Full term of Trusteeship complete*
- Trustee: Salman Khan: USA/Pakistan (October 2019 - September 2022) *Full term of Trusteeship complete*
- Trustee: Matthew Blaise: Nigeria (October 2019 - September 2022) *Full term of Trusteeship complete*
- Trustee: David Larbi: Ghana (October 2019 - September 2022) *Full term of Trusteeship complete*
- Trustee: Tomo Obokata: Japan (October 2019 - September 2022) *Full term of Trusteeship complete*
- Nelly Mazarura: Zimbabwe (January 2022 - September 2022)
- Carlson Luhazo: Kenya (January 2023 - June 2023)
- Dannie Kyle: USA (January 2023 - June 2023)
- Innocent Alubo: Nigeria (January 2023 - August 2023)

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ReportOUT
Pride Media Centre
Unit T1, Stonehills
Shields Road, Pelaw
Gateshead. NE10 0HW
United Kingdom

For more information, please visit our website: www.reportout.org
Registered Charity number (England and Wales): 1185887



@SOGIReportOUT



@SOGI_ReportOUT



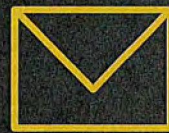
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Contactus@reportout.org

REPORTOUT

TRUSTEES ANNUAL REPORT

For the year ended 31 March 2023

Structure, Governance and Management

Governing documents

Charitable Incorporated Organisation - Foundation Model - whereby the only voting members are the charity Trustees. We have adopted the Charity Commissions Model Constitution to ensure we comply with the Charities Act 2011 (the 2011 Act) and the General Regulations. This helps us to ensure we:

- Reflect recommended best practice; and
- Are legally compliant

Appointment of Trustees

Trustees are appointed through advertising externally via our website, newsletter, social media and through relevant centres (such as Volunteer Centres). After a successful interview and induction process, they are approved by the rest of the Trustees at the following Trustee meeting.

Organisation

The Trustees meet each quarter and deal with the administration of the charity encompassing the strategic vision, financial accountability and risk management. Some trustees are also operational in their engagement and so may meet more regularly to discuss operational issues.

Risk management

The Trustees have conducted a review of the major risks to which the charity is exposed, and systems have been established to mitigate those risks including the implementation of procedures for authorisation of all transactions and projects and for ensuring the consistent quality of the delivery of all operational aspects of the charitable company. These procedures are periodically reviewed to ensure that they still meet the needs of the charity.

ReportOut have a Risk Management Policy and Risk Management Form which is updated by the Trustees regularly throughout the year, then re-appraised annually.

Statement on Public Benefit

The charity carries out a wide range of activities in pursuance of its charitable aims. The Trustees consider that these activities, summarised above, provide benefit both to those who directly receive services, and the wider community in the United Kingdom. The trustees confirm that they have complied with the duty in section 4 of the Charities Act 2011 to have due regard to the public benefit guidance published by the Charity Commission.

REPORTOUT

TRUSTEES ANNUAL REPORT

For the year ended 31 March 2023

Financial Review

ReportOut is primarily funded by donations and grants. The total income for the year was £17,047 (2022: £20,038), of which £8,731 was restricted (2022: £11,092). This income is allocated across respective funds on the Statement of Financial Activities in accordance with the Statement of Recommended Practice.

The Statement of Financial Activities for the year ended 31 March 2023, shows a net surplus across all funds of £1,397 (2022: £9,859).

The Balance Sheet at 31 March 2023 shows total fund carried forward of £18,921 (2022: £17,524) of which there are £7,881 restricted funds (2022: £11,292).

Reserve policy

ReportOut has established a policy whereby the unrestricted funds not invested in fixed assets held by the charity should be between three and six months of annual expenditure.

REPORTOUT

TRUSTEES ANNUAL REPORT

For the year ended 31 March 2023

Statement of Trustee Responsibilities

The charity trustees are responsible for preparing a trustees' annual report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

The charity trustees are required to prepare financial statements for each year which give a true and fair view of the state of affairs of the charitable company and of incoming resources and application of resources. In preparing financial statements, the trustees are required to:

- Select suitable accounting policies and apply them consistently;
- Observe the methods and principles in the Charities SORP;
- Make judgements and estimates that are reasonable and prudent;
- State whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charity. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Approved by the Trustees on 12/12/2023 and signed on their behalf by:

Dr. Steven Irvine-Duffy
Treasurer


S Irvine-Duffy (Dec 12, 2023 10:42 GMT)

REPORTOUT CIO

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES

For the year ended 31 March 2023

I report on the financial statements of Reportout Cio for the year ended 31 March 2023, which are set out on pages 37 to 45.

Respective responsibilities of trustees and examiner

The charity's trustees are responsible for the preparation of the accounts. The charity's trustees consider that an audit is not required for this year under section 144 of the Charities Act 2011 ("the Charities 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 145 of the Charities Act,
- to follow the procedures laid down in the general Directions given by the Charity Commission (under section 145(5)(b) of the Charities Act), and
- to state whether particular matters have come to my attention.

Basis of independent examiner's statement

My examination was carried out in accordance with general Directions given by the 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 the 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

In connection with my examination, no material matters have come to my attention 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.

However, not all future events or conditions can be predicted. The COVID-19 viral pandemic is one of the most significant economic events for the UK with unprecedented levels of uncertainty of outcomes. It is therefore difficult to evaluate all of the potential implications on the charitable company's trade, customers, suppliers and wider economy. The trustees' view on the impact of COVID-19 is disclosed in the accounting policies note.

I 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.

Doug Maltman FMAAT
Connected Voice Business Services
One Strawberry Lane
Newcastle upon Tyne
NE1 4BX
Date: 12/12/2023


Douglas Maltman (Dec 12, 2023 10:51 GMT)

REPORTOUT CIO

STATEMENT OF FINANCIAL ACTIVITIES

For the year ended 31 March 2023

	Notes	Unrestricted Funds £	Restricted Funds £	Total 2023 £	Total 2022 £
Income from:					
Donations and legacies	5	3,590	-	3,590	7,398
Charitable activities					
Grants and contracts	6	349	8,731	9,080	11,092
Other trading activities	7	4,370	-	4,370	1,547
Investments	8	7	-	7	-
Total income		8,316	8,731	17,047	20,038
Expenditure on:					
Charitable activities					
Operation of the charity	9	6,258	9,392	15,650	10,178
Total expenditure		6,258	9,392	15,650	10,178
Net income/(expenditure)		2,058	(661)	1,397	9,859
Transfers between funds		2,750	(2,750)	-	-
Net income/(expenditure) and net movement of funds		4,808	(3,411)	1,397	9,859
Reconciliation of funds					
Total funds brought forward		6,232	11,292	17,524	7,665
Total funds carried forward		11,040	7,881	18,921	17,524

The Statement of Financial Activities includes all gains and losses recognised in the year. All income and expenditure derive from continuing activities

The notes on pages 39 to 45 form an integral part of these accounts.

REPORTOUT CIO

Charity Number 1185887

BALANCE SHEET

As at 31 March 2023

	Notes	Total		Total	
		2023		2022	
		£	£	£	£
Current assets					
Debtors	14	1,119		119	
Cash at bank and in hand	15	18,318		17,873	
Total current assets		19,437		17,992	
Creditors: amounts falling due within one year	16	(516)		(468)	
Net current assets			18,921		17,524
Total net assets or liabilities			18,921		17,524
Funds of the charity					
Unrestricted income funds			11,040		6,232
Restricted income funds			7,881		11,292
Total funds			18,921		17,524

The notes on pages 39 to 45 form an integral part of these accounts.

These financial statements were approved by the Board on: 12/12/2023

and are signed on its behalf by: Dr. Steven Irvine-Duffy
Treasurer

S Irvine-Duffy
S.IrvineDuffy (Dec 12, 2023 10:47 GMT)

REPORTOUT CIO

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 March 2023

1 Accounting Policies

The principal accounting policies adopted, judgements and key sources of estimation uncertainty in the preparation of the financial statements are as follows:

2 Basis of accounting

2.1 Basis of preparation

These accounts have been prepared under the historical cost convention with items recognised at cost or transaction value unless otherwise stated in the relevant note(s) to these accounts.

The accounts have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective October 2019) – Charities SORP (FRS 102), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Charities Act 2011.

Reportout Cio meets the definition of a public benefit entity under FRS 102.

2.2 Preparation of the accounts on a going concern basis

The charity reported total unrestricted funds at the year end of £11,040.

The trustees are of the view that the immediate future of the charity for the next 12 months is secure and that on this basis the charity is a going concern

The financial statements have been prepared on a going concern basis. The Trustees have reviewed and considered relevant information, including the annual budget and future cash flows in making their assessment.

3 Income

3.1 Recognition of income

Income is recognised when the charity has entitlement to the resources, any performance conditions attached to the item(s) of income have been met, it is more likely than not that the resources will be received and the monetary value can be measured with sufficient reliability

3.2 Offsetting

There has been no offsetting of assets and liabilities, or income and expenses, unless required or permitted by FRS102 SORP or FRS102.

3.3 Grants and donations

Income from government and other grants, whether 'capital' grants or 'revenue' grants, is recognised when the charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably and is not deferred.

Income received in advance of the provision of a specified service is deferred until the criteria of income recognition are met.

REPORTOUT CIO

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 March 2023

3.4 Donated goods and services

Donated goods are measured at fair value (the amount for which the asset could be exchanged) unless impractical to do so.

Donated services and facilities are included in the SoFA when received at the value of the gift to the charity provided that the value of the gift can be measured reliably. Donated services and facilities that are consumed immediately are recognised as income with the equivalent amount recognised as an expense under the appropriate heading in the SoFA.

3.5 Volunteer help

The value of volunteer help received is not included in the accounts but is described in the trustees' annual report.

3.6 Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the charity; this is normally upon notification of the interest paid or payable by the bank.

3.7 Fund accounting

Unrestricted funds are available to spend on activities that further any of the purposes of the charity. Designated funds are unrestricted funds of the charity which the trustees have decided at their discretion to set aside to use for a specific purpose. Restricted funds are donations which the donor has specified are to be solely used for particular areas of the charity's work or for specific projects being undertaken by the charity

4 Expenditure and liabilities

4.1 Liability recognition

Liabilities are recognised when it is more likely than not that there is a legal or constructive obligation committing the charity to pay out resources and the amount of the obligation can be measured with reasonable certainty.

4.2 Charitable activities

Expenditure on charitable activities includes the costs of work and other activities undertaken to further the purposes of the charity and their associated support costs.

4.3 Governance and support costs

Support costs have been allocated between governance cost and other support. Governance costs comprise all costs involving public accountability of the charity and its compliance with regulation and good practice.

Support costs are those functions that assist the work of the charity but do not directly undertake charitable activities. Support costs include central functions and have been allocated to activity cost categories on a basis consistent with the use of resources.

4.4 Irrecoverable VAT

Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

4.5 Creditors

The charity has creditors which are measured at settlement amounts less any trade discounts.

REPORTOUT CIO

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 March 2023

4.6 Provisions for liabilities

A liability is measured on recognition at its historical cost and then subsequently measured at the best estimate of the amount required to settle the obligation at the reporting date.

5 Assets

5.1 Tangible fixed assets for use by the charity

Individual fixed assets costing £250 or more are capitalised at cost and are depreciated over their estimated useful economic lives on a straight line basis, the charity does not currently have any tangible fixed assets.

REPORTOUT CIO

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 March 2023

Analysis of income

	Unrestricted Funds £	Restricted Funds £	2023 £	2022 £
5 Donations and legacies				
<u>Donations</u>				
Regular donations	590	-	590	5,736
Donations	3,000	-	3,000	404
Gift aid	-	-	-	1,258
	<u>3,590</u>	<u>-</u>	<u>3,590</u>	<u>7,398</u>
6 Charitable activities				
<u>Income from grants</u>				
Lush Funding Out Academy Training	-	-	-	1,300
National Lottery Together For Our Planet	-	-	-	9,792
Rainbow Lottery	349	-	349	-
Awards For All	-	8,731	8,731	-
	<u>349</u>	<u>8,731</u>	<u>9,080</u>	<u>11,092</u>
7 Other trading activities				
Events and merchandise	164	-	164	-
#safertobeme	4,076	-	4,076	-
Public talks	130	-	130	1,547
	<u>4,370</u>	<u>-</u>	<u>4,370</u>	<u>1,547</u>
8 Income from investments				
Bank interest	7	-	7	-
	<u>7</u>	<u>-</u>	<u>7</u>	<u>-</u>

Income was £17,047 (2022 £20,038) of which £8,731 was restricted (2022 £11,092).

REPORT OUT CIO

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 March 2023

Analysis of expenditure on charitable activities

	Unrestricted Funds £	Restricted Funds £	2023 £	2022 £
9 Charitable activities				
<u>Direct costs</u>				
Asylum Seeker Podcast	-	-	-	1,000
Fundraising costs	-	-	-	2,504
Volunteer costs	-	-	-	10
Events and awards	4,733	642	5,375	1,311
Consultancy fees	-	6,000	6,000	-
<u>Support costs</u>				
Rent	-	2,250	2,250	3,000
IT costs	143	400	543	806
Insurance	194	100	294	562
Office costs	150	-	150	40
Telephone	202	-	202	322
Membership and subscriptions	225	-	225	60
Bank fees	95	-	95	96
<u>Governance costs</u>				
Independent examiner's fees for reporting on the accounts	516	-	516	468
	<u>6,258</u>	<u>9,392</u>	<u>15,650</u>	<u>10,179</u>

Expenditure on charitable activities was £15,650 (2022 £10,178) of which £9,392 was restricted (2022 £2,550).

10 Fees for examination of the accounts

	£	£
Independent examiner's fees for reporting on the accounts	516	468
	<u>516</u>	<u>468</u>

There were no other fees paid to the examiner.

11 Analysis of staff costs and the cost of key management personnel

The charity currently does not employ staff.

No employee received remuneration above £60,000.

The key management personnel of the charity, comprise the trustees and the charity development consultant. The total employee benefits of the key management personnel of the charity were £nil.

12 Transactions with trustees

None of the trustees have been paid any remuneration or received any other benefits from an employment with their charity or a related entity.

Trustees' expenses

No trustee expenses have been incurred in the year

Transaction(s) with related parties

There have been no related party transactions in the reporting period

REPORTOUT CIO

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 March 2023

13 Corporation Taxation

The charity is exempt from tax on income and gains falling within section 505 of the Taxes Act 1988 or section 252 of the Taxation of Chargeable Gains Act 1992 to the extent that these are applied to its charitable objectives

14 Debtors and prepayments (receivable within 1 year)

	2023 £	2022 £
Debtors	1,000	-
Prepayments	119	119
	<u>1,119</u>	<u>119</u>

15 Cash at bank and in hand

	2023 £	2022 £
Cash at bank and in hand	18,318	17,873
	<u>18,318</u>	<u>17,873</u>

16 Creditors and accruals (payable within 1 year)

	2023 £	2022 £
Accruals		
Independent examination of accounts	516	468
	<u>516</u>	<u>468</u>

17 Events after the end of the reporting period

No events (not requiring adjustment to the accounts) have occurred after the end of the reporting period but before the accounts are authorised which relate to conditions that arose after the end of the reporting period

18 Analysis of charitable funds

Analysis of movements in unrestricted funds

For the year ended 31 March 2023

	Fund balances brought forward £	Incoming resources £	Resources expended £	Transfers £	Fund balances carried forward £
Unrestricted funds					
General unrestricted fund	6,232	8,316	(6,258)	2,750	11,040
Totals	<u>6,232</u>	<u>8,316</u>	<u>(6,258)</u>	<u>2,750</u>	<u>11,040</u>

REPORTOUT CIO

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 March 2023

Analysis of movements in unrestricted funds (continued) For the period ended 31 March 2022

	Fund balances brought forward	Incoming resources	Resources expended	Transfers	Fund balances carried forward
	£	£	£	£	£
Unrestricted funds					
General unrestricted fund	4,915	8,946	(7,629)	-	6,232
Totals	4,915	8,946	(7,629)	-	6,232

Purpose of unrestricted funds

General unrestricted fund The 'free reserves' of the charity

Analysis of movement in restricted funds For the year ended 31 March 2023

	Fund balances brought forward	Incoming resources	Resources expended	Transfers	Fund balances carried forward
	£	£	£	£	£
Restricted funds					
National Lottery Together For Our Planet	8,542	-	(8,542)	-	-
Crowdfunder Ltd	1,050	-	-	(1,050)	-
Gateshead Discretionary Fund	1,700	-	-	(1,700)	-
Awards For All	-	8,731	(850)	-	7,881
Totals	11,292	8,731	(9,392)	(2,750)	7,881

For the period ended 31 March 2022

	Fund balances brought forward	Incoming resources	Resources expended	Transfers	Fund balances carried forward
	£	£	£	£	£
Restricted funds					
Lush Funding Out Academy Training	-	1,300	(1,300)	-	-
National Lottery Together For Our Planet	-	9,792	(1,250)	-	8,542
Crowdfunder Ltd	1,050	-	-	-	1,050
Gateshead Discretionary Fund	1,700	-	-	-	1,700
Totals	2,750	11,092	(2,550)	-	11,292

Purpose of restricted funds

Restricted funds represent income resources used for a specific purpose within the charity as identified by the donor.

Lush Funding Out Academy Training Funding for Campaigns.
National Lottery Together For Our Planet Rent
Crowdfunder Ltd Matched funding for podcast project
Gateshead Discretionary Fund Rent
Awards For All Funds for the CampaignOUT Project.

REPORTOUT CIO

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 March 2023

Transfers between funds As at 31 March 2023	Reason for transfer	Amount £
Between unrestricted and restricted funds	Completed project funds transferred to unrestricted	2,750

19 Capital commitments

As at 31 March 2023, the charity had no capital commitments (2022 £nil)

20 Guarantee

There have been no guarantees given by the charity at 31 March 2023.

21 Debt

There is no debt outstanding which is owed by the charity and which is secured by an excess charge on any of the assets of the charity at 31 March 2023

22 Governing document

The organisation is a Charitable Incorporated Organisation - Foundation registered on 21 October 2019 as a body corporate under part 11 of the Charities Act 2011.

23 Analysis of net assets between funds

	Unrestricted Funds £	Restricted Funds £	Total 2023 £	Total 2022 £
Cash at bank and in hand	10,437	7,881	18,318	17,873
Other net current assets/(liabilities)	603	-	603	(349)
	<u>11,040</u>	<u>7,881</u>	<u>18,921</u>	<u>17,524</u>

REPORTOUT

England & Wales - Charity number 1185887

Accounts

REPORTOUT CIO

**REPORT AND FINANCIAL STATEMENTS
For the year ended 31 March 2022**

Charity Number 1185887

REPORTOUT CIO

ANNUAL REPORT AND FINANCIAL STATEMENTS

For the year ended 31 March 2022

Contents	Page
Trustees annual report	1 to 35
Independent examiners report	36
Statement of Financial Activities	37
Balance sheet	38
Notes to the financial statements	39 to 45

ReportOUT Annual Review



ReportOUT



Report. Inform. Defend.

Our Annual Review of 2021-2022



Registered with
**FUNDRAISING
REGULATOR**

ReportOUT is a global human rights organisation for sexual and gender minorities

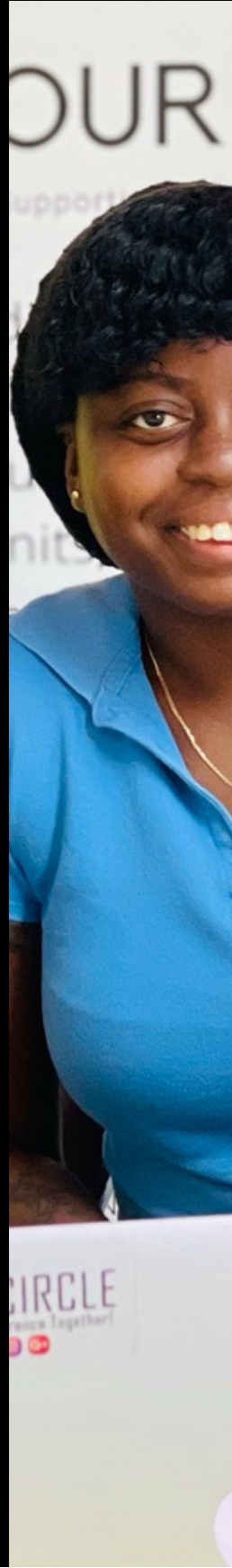
For more information, please visit our website: www.reportout.org

Registered Charity Number (England and Wales): 1185887

Report Editor

Andrew Keith Dalton

ReportOUT Founder and Chair of Trustees



Contents

About ReportOUT	Page 2
A Statement from ReportOUT's Chair	Page 3
Our Patron's Statement	Page 4
CallOUT: Human Rights Research	Page 5
Completed Research: OUT in Zimbabwe	Page 6
CallOUT: Human Rights Research	Page 7
WorldPride: Copenhagen and Malmö 2021	Page 8
Case Study: House of Guramayle	Page 9
Case Study: LGBT Centre Mongolia	Page 10
Case Study: Our Circle Belize	Page 11
CampaignOUT: Engagement with Agenda 2030	Page 12
Our Green in the Rainbow Project	Page 13
EducateOUT: Education and Training Project	Page 14
The Impact of OUTAcademy	Page 15
Zimbabwe: OUTAcademy Campaigner	Page 16
Kenya: OUTAcademy Campaigner	Page 17
India: OUTAcademy Campaigner	Page 18
Caribbean: OUTAcademy Campaigner	Page 19
Our Flag in the Map Project	Page 20
Case Study: The Gilbert Baker Foundation	Page 21
Our Events and Communications	Page 22
ReportOUT Rapid Response Team (RORR)	Page 23
Our Partnerships	Page 24
Our Membership of UKAGE	Page 25
Our Volunteers	Page 26
Our Future in 2022-2023	Page 27
Thank You to Our Supporters	Page 28



"Since its birth in 2019, ReportOUT have been at the forefront of protecting the human rights of sexual and gender minorities in the United Kingdom, and beyond. In our remit, we are a global organisation, with a global reach toward every single nation state, principality and region.

As a registered charity in England and Wales (registered charity number 1185887) we are fearless, determined, and relentless in our belief that human rights are fundamental to advancing and developing the lives of sexual and gender minorities, and their communities"

ReportOUT Three-Year Strategy: 2022-2025

About ReportOUT

Since its birth in 2019, ReportOUT have been at the forefront of protecting the human rights of sexual and gender minorities in the United Kingdom, and beyond. In our remit, we are a global organisation, with a global reach toward every single nation state, principality and region.

Our Theory of Change

ReportOUT believe that globally all sexual and gender minorities deserve to live with safety, dignity and should have equal rights. We believe that no one should be left behind. To do this we empower people to elevate their voices, ensure that their human rights are met and make certain that sexual and gender minorities are not left behind in their nation states development. We ensure that lasting and positive change is felt across the globe.

We achieve this through collaborating with others in all nation states (including the U.K.), through documenting human rights infringements, and through bringing together collective voices to educate others and expand support for human rights activism. Through doing this we shift power by ensuring that the human rights of sexual and gender minorities are not left behind or ignored, through influencing governments and policy makers to make positive social change.

To make these changes happen we mobilise our expertise in research, campaigning, events, and education, and we bring our partnership model to work inclusively with people in, and outside, of their nation state.

How do we do this?

- **Report** – We work with partner organisations, and activists, in different nations states to engage in research projects which document the human rights infringements and the development needs of sexual and gender minorities.
- **Inform** – We educate and train the next generation of campaigners and we offer human rights and development training to the wider public. We elevate, through events and other means, the voices of sexual and gender minorities in different nation states, to gain wider public support and to highlight the lived experiences of sexual and gender minorities.
- **Defend** – We campaign to make social change happen and we use our research to inform this change at a national and global level. We work to show how human rights, climate change, and development issues faced by sexual and gender minorities are important and interlinked, through our ongoing campaigns.

ReportOUT are predominantly a volunteer-led organisation. We are strategically managed by a team of international Trustees, and by a team of operational Trustees, who support the work of our large team of volunteers.

Through our various projects, whether it is training up new campaigners, engaging with research projects with partners, engaging with SDGs, or members of the public submitting to our Flag in the Map Project (more information about this later in this report), ReportOUT have touched key areas of the globe in 2021-2022.

A Statement from ReportOUT's Chair

Andrew Keith Dalton: Founder and Chair of Trustees

What a year! Despite the myriad of challenges facing the world right now; from changing economic conditions, altering our work habits in a supposedly 'Post-COVID' world, the damage wrought by the Climate Emergency, and some regressive movements by some nation states, we have held firm at ReportOUT in supporting some of the most vulnerable people across the globe.

From our previous annual review in April 2021, we have continued to grow substantially as an organisation, boasting what we think are some impressive impact statistics and case studies, threaded throughout this report. As ever, without our strong, dedicated, and committed team of volunteers, we could not do the work that we do. They are our global family and so please read what they have accomplished.

The launch of our new **Three-Year Strategy for 2022-2025** will continue to guide us toward success, and we hope that you will join us on our journey in doing so. So, we invite you to please read about our proud progress, and to reach out to us, and work with us to deliver the goals as part of the United Nations Agenda 2030, and to stop the human rights abuses against sexual and gender minorities.

Finally, to everyone who has attended our events, donated toward our organisation, or supported us in what we do, thank you.



64

Volunteers who make up our ReportOUT teams! (Not including our global trustees)

13

Global trustees who make up ReportOUT's global board, from 11 different nation states

1

Brand new Three-Year Strategic Plan charting our future progress as an organisation from 2022-2205


National **Diversity** Awards
Celebrating **Unity** in Society

Congratulations

ReportOUT

You have been nominated for the 2022
Community Organisation Award for Multi-Strand

[#NDA22](http://www.nationaldiversityawards.co.uk)

Our Patron's Statement

Aderonke Apata: Patron of ReportOUT

I am so excited as a Patron, for the global works of ReportOUT in ensuring that the fundamental human rights of SOGIESC people and their communities are advanced! These tireless and fearless works have earned ReportOUT the recognition to be nominated for the Community Organisation Award for Multi-Strand in the prestigious National Diversity Awards, 2022.

As a passionate award winning campaigner myself for LGBTIQ+ people, especially those seeking asylum in the UK, I cannot commend enough the EducateOUT Project of ReportOUT in educating the wider public about the everyday experiences of sexual and gender minorities in different nation states.

To the successful 24 people who were chosen out of the 106 applicants, to learn the art of campaigning for the rights of SOGIESC people at the OUTAcademy last year, go out and make the most out of the opportunity. The EducateOUT Project is an excellent initiative.

The need for global campaigning and the advancement of the human rights of SOGIESC people that have often been taken for granted, is now. ReportOUT, through its various research works as seen in Uganda, Zimbabwe, Belize, and other countries across the world, highlight the dangers that SOGIESC people face daily.

Suggestions for reforms from ReportOUT are welcome, and should be taken seriously.



1

New re-accreditation of the Charity Excellence Framework Quality Mark, marking ReportOUT as above the sector average in categories of leadership, purpose, strategy, sustainability, communications, operations, people, risk, and impact

10/10

Was the average score given to us by the public when asked how much they enjoyed our events

1

New ReportOUT Rapid Response (RORR) Team to respond quickly to global events as they unfold

CallOUT: Human Rights Research

ReportOUT research, monitor, and document the human rights abuses and development needs, of sexual and gender minorities in every nation state.

Our Human Rights Researchers are involved in a number of research projects exploring nation states or thematic issues. We do this in partnership with organisations who approach us, and we work together to deliver high quality research.

OUT in Mongolia

Our OUT in Mongolia research project is working in partnership with the Mongolian LGBT Centre, and their networks, to document the current situation in Mongolia for sexual and gender minorities. Through a survey approach, we will not only document the human rights abuses of Mongolians, but also their development needs, such as health, poverty, and other factors. This is the first research project of its kind, which will help to give our Mongolian partners the data they need to seek social change.

We hope to have this research project launched and completed later in 2022.

OUT in Ethiopia

The OUT in Ethiopia research project is working with the House of Guramayle to document the human rights abuses of Ethiopians, and people who identify as Ethiopian who live elsewhere. Our partnership research project with the House of Guramayle is to design a survey to explore the human rights abuses, and development needs of Ethiopians.

We hope to have this research project launched and completed later in 2022.

"REPORTOUT IS AWESOME! THE PEOPLE THAT VOLUNTEER FOR THIS ORGANISATION ARE A TREASURE! VOLUNTEERING HERE IS A UNIQUE EXPERIENCE THAT EVERYONE SHOULD JOIN!"

Annual Volunteer Survey (2021)



1

Countrywide research project completed. We completed our 'OUT in Zimbabwe' research examining the human rights abuses, and development needs, of sexual and gender minorities

4

New countrywide research projects started with partner organisations in Belize, Ethiopia, Morocco, and Mongolia

10

Global partners in different nation states working with us to complete our four new research projects

Completed Research: OUT in Zimbabwe



ReportOUT

“In Zimbabwe there is no law that protects us. There are no police that protects us. Our own law discriminates against us.”



**2020-
2021**

**OUT in Zimbabwe:
The Lived Experiences of Sexual and
Gender Minorities in Zimbabwe**

CallOUT: Human Rights Research

OUT in Belize

Our OUT in Belize research project is working in partnership with Our Circle and four other partner organisations in Belize. In this research, we are documenting the human rights abuses and development needs, of sexual and gender minorities. We are at the stages of finalising our survey at the time of writing, to send to our partners to go via their networks.

We hope to have this research project launched and completed later in 2022.

OUT in Morocco

We are working in partnership with Alwan (a regional MENA based organisation), The Moroccan LGBT Community, and Nassawiyat (an organisation based in Morocco), to document the human rights abuses and development needs, of sexual and gender minorities.

We hope to have this research project launched and completed later in 2022.

Queer Guide to Human Rights

An ongoing project at ReportOUT has been to develop an A-Z of short country chapters, which we will use to pull together a book about the social, political, cultural, and other challenges faced by sexual and gender minorities, in every nation state.

So far, we have 78 chapters written, and we are making good progress! Expect to hear more about this book, and its launch, coming soon!

"HAVING BEEN PART OF REPORTOUT SINCE THE SUMMER OF 2019, I HAVE ENJOYED EVER SINGLE MOMENT OF MY EXPERIENCE SO FAR. WE ARE MUCH MORE THAN A TEAM, BUT A FAMILY OF PIONEERS DEDICATED TO BRINGING ABOUT CHANGE WHICH HAS POWERFUL IMPACT, IN A WORKING ENVIRONMENT WHICH IS INCREDIBLY SUPPORTIVE"

Annual Volunteer Survey (2021)



17

United Nations Sustainable Development Goals mapped to our human rights research projects

78

Book chapters completed for our upcoming 'Queer Guide to Human Rights' - an A-Z of the social, political, and cultural environment facing sexual and gender minorities

6

Reports to support court cases of sexual and gender minorities seeking asylum from Trinidad and Tobago, Angola, Ghana, Namibia, the Ivory Coast, and Albania

WorldPride: Copenhagen and Malmö 2021



Thank you for joining us in Copenhagen and Malmö to raise the rainbow flag and stand up for equality and around the world.

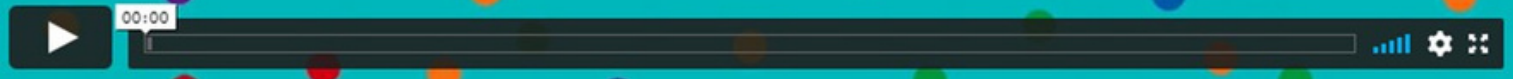


A life half lived? What is happening to the human rights of sexual and gender minorities in Uganda?

DAY 9

event holder: ReportOUT

20 August 2021



Did you see us at WorldPride? ReportOUT spoke at the Human Rights Forum about our OUT in Uganda research project - completed in 2020, this documented the lived experiences, human rights abuses, and development needs, of sexual and gender minorities in Uganda. We were joined by Sophie, a queer feminist, who discussed her own lived experiences of being a queer female leader in Uganda, alongside our own research findings.

Case Study: House of Guramayle



"House of Guramayle is a collaborative intersectional platform led by socially and politically marginalised activists based around the world to foster safe spaces, and inclusive cultures, for the LGBTIQ+ Horn of Africans and other marginalised communities.

To implement our mission and vision, we must have the capacity and technology to conduct research so that our ask for the sanctity of Queer Ethiopian's lives get respected. At the moment we are in the middle of launching a survey to investigate the human rights abuses that are faced by sexual and gender minorities in and out of Ethiopia. House of Guramayle is very grateful for such a partnership that will give us critical data that we will use to hold the Ethiopian government accountable" (House of Guramayle. Faris - They/Them)

Case Study: LGBT Centre Mongolia



"On behalf of the LGBTQI+ community here in Mongolia, the LGBT Centre extends its deepest gratitude to ReportOUT and its valuable partnership to us developing this survey. We believe that this survey will further our mission to build the capacity of all relevant actors and institutions, both public and private, and to facilitate substantive enjoyment of human rights by all members of the LGBTQI+ community in Mongolia.

This research project will impact our work through sensitisation, information sharing, curriculum development, training provision, building networks and communities of practice, and through the promotion of corporate social responsibility to end discrimination on the basis of sexual orientation and/or gender identity and expression, and sexual characteristics" (LGBT Centre Mongolia. Enkhmaa - She/They)

Case Study: Our Circle Belize



"Working with the ReportOUT team provides the Belizean community an opportunity to collectively amplify our testimonies about the turmoil we face daily, because of our sexual orientation and gender identities. The results of this collaboration promises to provide much needed evidence and data to be able to meaningfully engage stakeholders, government officials, and service providers, to truly make Belize the "Land of the Free" for all persons" (Our Circle. Derricia - She/Her)

CampaignOUT: Engagement with Agenda 2030

The Sustainable Development Goal (SDG) Officers are committed to helping raise the voices of sexual and gender minorities to ensure that 'no one is left behind.' We are a new team at ReportOUT, who have just started to engage with both human rights and international development via the SDGs.

From 2021-2022, the SDG team began to map everything that we do, both internally and externally at ReportOUT, onto the SDGs and Agenda 2030. We have supported our internal teams, such as the Human Rights Researchers, to ensure their projects are mapped not only the United Nations Declaration of Human Rights, but to the SDGs.

In 2022, the team have started their campaign to help raise the voices of sexual and gender minorities in Uganda by sending a call for action to the Ugandan Embassy and the Ugandan SDG Secretariat on their commitment to Agenda 2030 and the SDGs. This campaign is based from the research and findings from ReportOUT's OUT in Uganda research.

We aim to make an impact on a global scale with nation states, by inputting our research into their own national reviews showing their commitment to the SDGs at the United Nations.

As a team we hope make an impact in terms of increasing the knowledge and levels of understanding of Agenda 2030, and the SDGs, to the wider public through collaboration with the Education Team to create upcoming training courses and events tailored to the SDGs.



12

Dedicated SDG Officers who form a team at ReportOUT to engage with United Nations development mechanisms, and to campaign for social change using our research

1

Call for action to the Ugandan Embassy and Ugandan SDG Secretariat on Uganda's commitment to Agenda 2030, and the SDGs

1

Global development agenda to map all of our internal and external work. We should leave no one behind in our collective push for Agenda 2030



THE GLOBAL GOALS
For Sustainable Development

10 REDUCED INEQUALITIES



Our Green in the Rainbow Project

In January we began a timely new research project exploring the effects of the climate emergency on sexual and gender minorities. The Green in the Rainbow project is a year-long research project which will run throughout 2022, and is focussed mainly on the LGBTQ community in the UK, though will draw on global research and case studies.

In recent years evidence has begun to emerge which demonstrates that, although a universal problem, the risks from climate change are multiplied for those who are already marginalised. This has been increasingly recognised in the context of developing nations, island states, and the economically disadvantaged, but other groups are often overlooked.

However, we know that LGBTQ people are some of the most marginalised in our society, so they are likely to be more vulnerable to the effects of climate change. Yet, this link has not been given sufficient research attention. This project seeks to plug this gap and further the conversation on the specific vulnerabilities and needs of the LGBTQ community in the context of a worsening climate.

Our initial research has analysed existing climate literature and highlighted some of the ways that LGBTQ people are likely to be more vulnerable to the impacts of climate change. To deepen this research, we'll engage in outreach with both global civil society to understand their perceptions of the existing and anticipated effects of the emergency on LGBTQ people, and UK civil society to ascertain organisational preparedness to deal with these impacts.

At the end of the project we will release a detailed report which we hope will contribute to the understanding of the climate crisis on this often overlooked group, and help to equip the community with knowledge that can guide their advocacy as the crisis takes hold in the UK.

We signed the pledge with Queers X Climate (QXC), who are an international organisation dedicated to unite, and support, climate and LGBTQ+ activism to develop and implement solutions for our common global climate crisis (<https://www.queersxclimate.org/>)



1st

Ever paid role at ReportOUT, as we recruited a self-employed Development Officer to complete the Green in the Rainbow Project

2030

Signed the Queers X Climate pledge to reduce our climate change impact and enhance our collective efforts towards 2030 Agenda

50%

Is our pledge to reduce our carbon emissions to this, or less, by 2030

EducateOUT: Education and Training Project

Motivated by what we see across the globe, the mission of our EducateOUT Project is to educate the wider public about what is happening to sexual and gender minorities in different nation states. We also work directly with sexual and gender minorities.

From designing training courses for professionals to improve their practice, recording podcasts and YouTube videos for the public with activists across the globe, or developing educational workshops, our Education and Training Officers elevate the voices of those who we work with.

2021 saw our first ever training from our OUTAcademy start, which is the beginnings of a much bigger online academy with a focus on educating the wider global public about the lived experiences of sexual and gender minorities. Part of this was through a series of podcasts and our 'ReportingIN' project on YouTube, interviewing activists worldwide.

We also started our first ever annual 'Global Human Rights Campaigner Training' - offering a week-long intensive course for sexual and gender minorities, who are new and inexperienced campaigners. In this, we explored how to put together a campaign to create social change, examining campaign tactics, principles, and theories. With 24 people completing this course, they have created 24 individual and organisational acts of social change across the globe, with some of the case studies you can read in this review. From this, we have developed a ReportOUT Alumni, where we offer ongoing capacity training for these activists, to support these new campaigners, and their organisations.



106

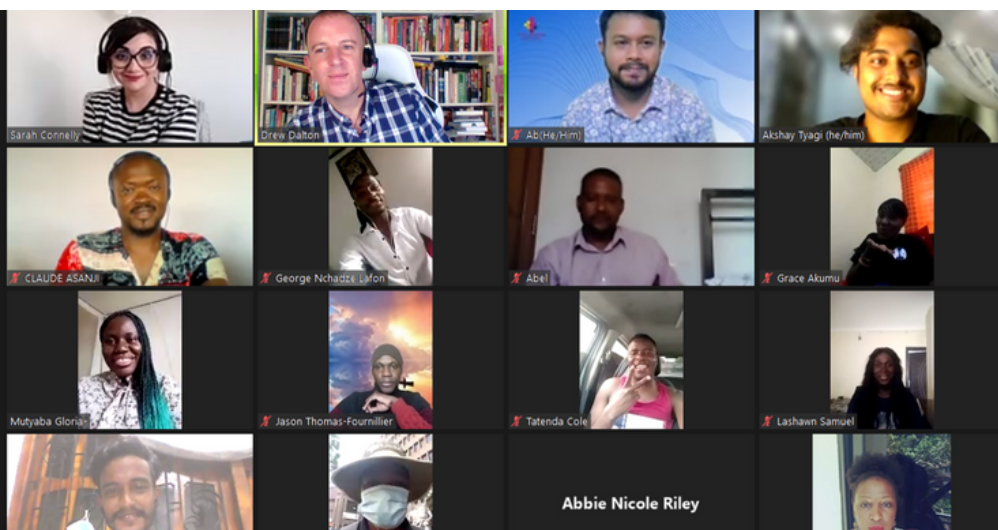
Applicants who applied for our OUTAcademy Global Campaigner Intensive Training Week

24

Successful candidates chosen for the OUTAcademy campaigner training, who have since enacted 24 separate acts of social change in nation states as a result

16

Countries represented as part of our OUTAcademy training - from Kenya, Sri Lanka, India, Ethiopia, Zimbabwe, Cameroon, Colombia, and more



The Impact of OUTAcademy

100%

Of respondents rated our OUTAcademy campaigner course as **'excellent' overall**

100%

Of respondents rated the teaching and facilitators on this course as **'excellent' overall**

100%

Of respondents rated the resources supplied and used on this course as **'excellent' overall**

95%

Of respondents said topics covered in this course were **highly relevant** to develop them as a campaigner

90%

Of respondents said their **skills** as a campaigner **improved significantly** as a result of completing this course.

90%

Of respondents said their **confidence** as a campaigner **improved significantly** as a result of completing this course.



"Mind blowing, impactful, strategic, comprehensive and helpful" (Attendee)

"This course is very important for LGBTIQA + communities to go forward and get their rights" (Attendee)

"Every topic covered is a big step toward making me a good campaigner. In other words, it relates, or gives answers to every question a campaigner could ever ask" (Attendee)

"I tend to forget my words whenever I am nervous but I realised that everyday while attending the sessions, my confidence grew. I was able to openly talk and participate in conversations without feeling judged or ridiculed" (Attendee)

"The participatory approach and methodology used by the facilitators which allowed us participants to fully engage, share and expand our views... that was great" (Attendee)

Zimbabwe: OUTAcademy Campaigner



Campaign: HearThemToo Campaign

"The Hear Them Too campaign is focused on raising awareness about the existence, and healthcare needs of GBQ men in Zimbabwe. We reach out to the wider community, and healthcare providers to thrive for equality and bring equal access to health care services for GBQ men. The campaign has so far used social media to reach out, developed in-person focus group discussions for peer to peer health support, and also it will soon have theatre sets to aid our outreach. So far, we have completed our in-person focus group discussions, where we are inviting health care providers, and the friends and family of GBQ men, to build up to our vision of developing public acceptance for GBQ men, and to help them to get access to clinical services as stigma free spaces #HearThemToo #Thriving for equality" (Health Fonds Trust. Tatenda: He/Him)

Kenya: OUTAcademy Campaigner



Campaign: #EndViolenceStigmaAndDiscriminationAgainstLBQWomen

"The ReportOUT 'Campaigner Training' was a life changing platform for me, as it has grown and shaped me to who I am today. I was privileged to learn, share knowledge, and skills with amazing upcoming HRDs from different parts of the world. Through the intense Campaigner Training, I have been able to stand boldly in spaces within and outside of the LGBTIQ+ community to advocate for equality and inclusion. I have built confidence in myself, and have managed to successfully run two social media campaigns, with the third one currently ongoing. This focuses on the alarming and very worrying safety and security threats targeting LBQ women, and the LGBTIQ community as a whole, during this election period in Kenya. The recent very painful loss of one of our own Sheila Lumumba has made us as an organisation amplify our voices further to advocate for an end to LGQ women. Thank you ReportOUT for making me believe in myself" #JusticeForSheila (Chadala. Grace: She/Her)

India: OUTAcademy Campaigner



Campaign: Creating Sensitive Educational Spaces for Queer Folx

"I was fortunate to have received an opportunity to attend the Campaigners Training by ReportOUT. It was a great experience sharing and learning with fellow activists and friends from different countries. Their rich experience and involvement with communities at various intersections allowed me to understand the role of education even better, to begin to remove the disparities in India, especially with regards to gender.

As part of my project, I opted to work on creative, safe, and inclusive educational spaces for queer folx in India. To begin with, I am focusing on various colleges, and doing both offline and online sensitisation programs to help students recognise and understand the concept of sex, gender, and sexual orientation better. Through this exercise, we are also discussing do's and don't's at educational institutes in order to foster diversity, equity and inclusion" (Keshav Suri Foundation. Akshay: He/Him)

Caribbean: OUTAcademy Campaigner



Campaign: Aspiration Campaign - 'Becoming'

"The campaigner training course gave me a greater focus of me being of use as an individual and an asylum seeker. I learnt that I am not completely alienated, I've remained sensitive and able to feel that I am not losing my sense of dignity. Am not for sale and I still suffer over the suffering of others. I remain a person, and I am not feeling lonely, powerless, and isolated, in present day society.

I, as well others through my aspiration campaign project, can experience moments of joy and clarity that were absent in our lives. I am committed to supporting the lives of queer people seeking asylum and queer refugees, and this campaigner training has supported me to do this by setting up my own organisation" (Spectrum Rainbow Community. Jason: He/Him)

Our Flag in the Map Project

In 2021 we partnered with the Gilbert Baker Foundation to create the 'Flag in the Map Project.' This project asked the global public to submit their photographs of the Pride flag.

Without doubt, the Pride flag and all of its evolving manifestations, is one of the most recognisable global symbols. It is a sign of love, equality, peace, solidarity, activism, and protest to many different people, and it is has become an important symbol of our the global LGBTQI+ human rights movement. The Pride flag belongs to no one person or nation to own it as theirs, it is for all of us, just like our own human rights.

At ReportOUT and at the Gilbert Baker Foundation, we see people flying the Pride flag in many different ways across many different parts of the globe. The Pride flag is flown at Pride marches, displayed on windows or balconies, or flown from a flagpole in an embassy or private business. However, some people find their nation states much more restrictive, so the Pride flag may be quickly revealed as a form of protest, or it is graffitied, painted or stickered on a wall or simply put up within a bedroom, or a private space. People find different and unique ways to share the Pride flag, and we wanted to celebrate this fact.

The aim of this project was educational, to bring together these photographs into a single book, and to launch this book at key events in 2022. We were overjoyed to receive over 100+ photographs from 28 different nation states, from Cuba to China.



106

Photographs of Pride flags submitted to our Flag in the Map Project - and partnership with the Gilbert Baker Foundation

28

Different nation states represented with Pride flags submitted to our Flag in the Map Project

4

Planned public launch events of our book in New York USA, San Francisco USA, Leeds U.K., and London U.K.



Case Study: The Gilbert Baker Foundation



GILBERT BAKER
FOUNDATION

"In 2021, The Gilbert Baker Foundation and ReportOUT came together to explore a collaboration between organisations. Beginning with our Flag In The Map project, our organisations have developed a unique and productive combination of skills and resources that have allowed us to further our missions, reach more people and help communities in need.

Combining the symbolism and power of Gilbert Baker's ubiquitous Rainbow Flag with the global network of ReportOUT, has given both of our groups power and reach that did not exist previously.

The creative team at the foundation, combined with the energy and organisation provided by the ReportOUT volunteers, has created a unique and productive force that both compliments and amplifies the best of both organisations" (Charley Beal: President of the Gilbert Baker Foundation - He/Him)

Our Events and Communications

Over the last year, our Events and Communication team worked tirelessly to continue engaging with our global audience as well as expanding our reach to a more diverse range of demographics.

With over 5,400 followers across all of our social media platforms and over 1000+ people attending our virtual events, we are proud to have successfully improved the quality of our communications and the number of topics we cover. To expand the creative approach to our communications, we have created two professional videos with an external partner, Editors for Impact, to promote ReportOUT's mission as well as the Flag In The Map project. We have also grown more comfortable using video and animation while creating communications content ourselves, including interactive social media animations, reels, stories, and infographics.

This helps us display information in a more accessible way and we are looking forward to continue improving in our approach. We have also continued utilising our blog and newsletters to write about important issues relating to the community, and to share these with our subscriber network. This resulted in our general website traffic doubling and our email marketing bringing 761% more traffic to our website than the previous year. Finally, in our virtual events we covered seven important topics relating to human rights of sexual and gender minorities and the progress needed, including conversion therapy, the men with a pink triangle, the history of the rainbow flag, and more. With the social climate slowly opening up in the U.K., we are looking to expand into in-person events in 2022/23.

"WHEN IT COMES TO ROLES, RESPONSIBILITIES AND EXPECTATIONS AS A VOLUNTEER, THERE ARE REALLY STRONG LEVELS OF COMMUNICATION, AND WHILST EACH TEAM MAY HAVE ITS OWN TASKS, WHETHER IT BE MEDIA AND COMMUNICATION, THE EDUCATION TEAM, OUR DEDICATED HUMAN RIGHTS RESEARCHERS, AND OUR SDG TEAM, WE ARE ALL WORKING TOWARDS THE SAME UNITED VISION."

Annual Volunteer Survey (2021)



7

Free online events for the public in the past year, covering topics such as life in Russia, Cayman Islands, Chechnya, Mongolia, and Greece

4

ReportingIN videos on YouTube, interviewing activists and campaigners in Zimbabwe, Mexico, Serbia and Nigeria

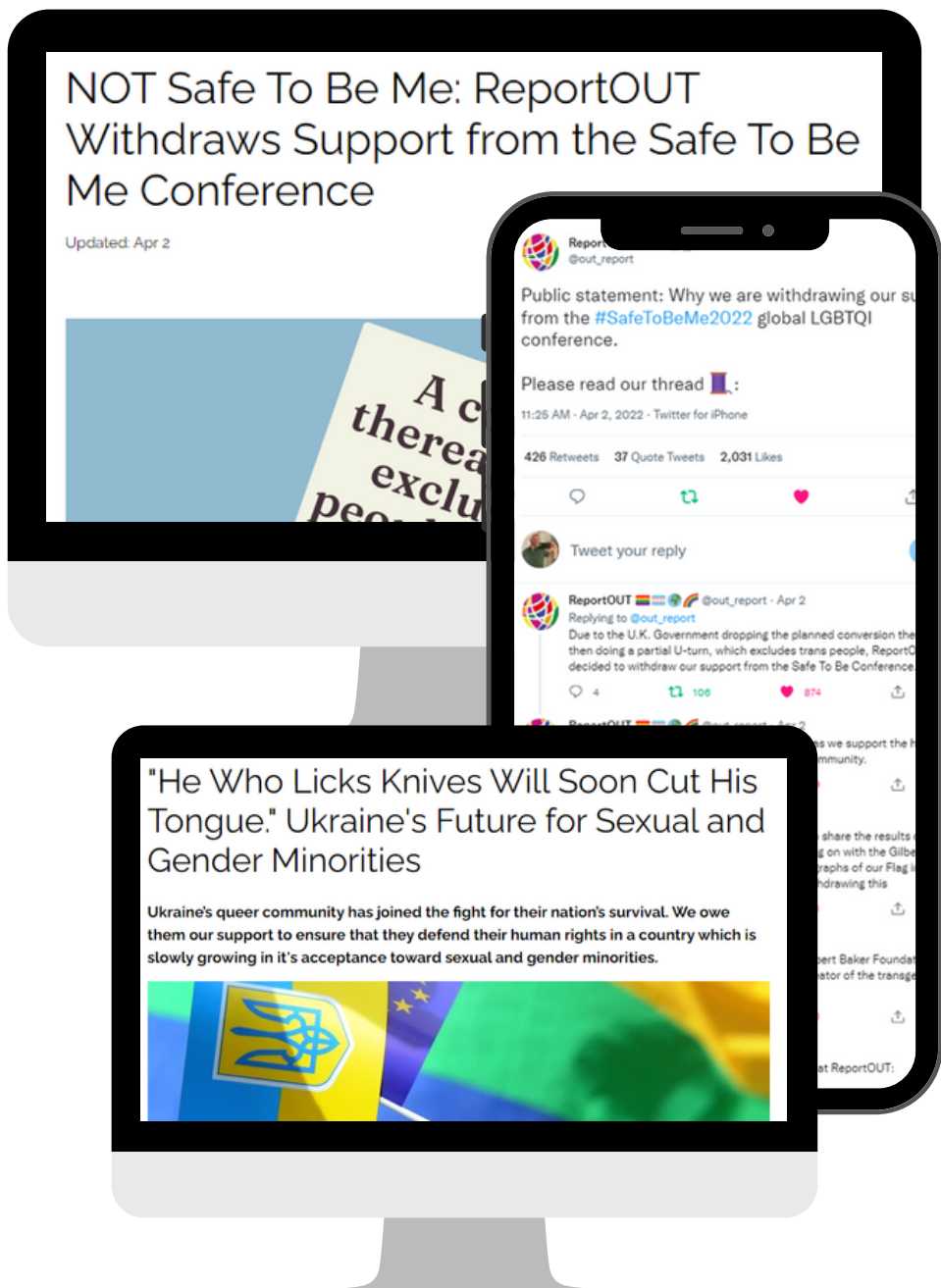
1000+

People have now attended our public events either face-to-face, or online, since ReportOUT came into being!

ReportOUT Rapid Response Team (RORR)

During 2022, we shifted our media and campaign focus to become more responsive to global events. In doing so, we set up our first ReportOUT Rapid Response (RORR) Team.

Key world events saw ReportOUT respond to the effects of the Taliban takeover of Afghanistan and Russia's invasion of Ukraine, and what these meant for sexual and gender minorities. We also responded, and campaigned, against the U.K. government's partial-ban on conversion practices, which has excluded people who are transgender and non-binary. As a result, we were one of the first organisations to withdraw from from the U.K. government's 'Safe To Be Me Conference' in protest at this decision.



5400+

Social media followers across all of our social media platforms

36%

Unique visitors to our website in 2021-2022

761%

Email communication brought 761% more traffic than the year before

Our Partnerships

Partnerships are key to our ongoing life as an organisation, and at ReportOUT, we have a philosophy of partnership building. With this in mind, we entered into and developed, a number of partnerships with organisations across the globe. We all work better, when we work together.

From working with the Gilbert Baker Foundation on our Flag in the Map Project, to working with over 20+ activists in different nation states to increase their campaigning skills and knowledge, we ensure that everything we do has a strong Theory of Change behind it to increase our impact as an organisation.

Our CallOUT human rights research team continued to work with partnerships across the globe, such as the following organisations and individuals:

- Moroccan LGBT Community
- Nassawiyat (Morocco)
- Alwan (regional organisation covering Middle East and North Africa)
- Our Circle Belize
- Trans In Action Belize
- GOBelize
- Human Rights Commission of Belize
- Kevin Mendez: Independent LGBT activist (Belize)
- Ariene Castillo: Human Rights Defender (Belize)
- Mongolian LGBT Centre
- House of Guramayle (Ethiopia) and their partner network
- Time To Be Out (U.K. asylum and refugee organisation)
- Gilbert Baker Foundation

"IT'S REALLY RARE TO FIND A VOLUNTEERING OPPORTUNITY LIKE THIS, WHERE THERE IS SO MUCH TRAINING AND OPPORTUNITY FOR GROWTH PROVIDED. WHERE YOU ARE GIVEN REAL RESPONSIBILITY AND FEEL LIKE YOU'RE DOING WORK THAT WILL MAKE A REAL WORLD DIFFERENCE"

Annual Volunteer Survey (2021)



9/10

Was our average score amongst volunteers when asked how satisfied they felt as a volunteer at ReportOUT

9.5/10

Was our average score amongst volunteers when asked how valued and supported they felt as a volunteer at ReportOUT

9/10

Was our average score amongst volunteers when asked how much impact their work makes as a volunteer at ReportOUT

Our Membership of UKAGE

**UK ALLIANCE FOR
GLOBAL EQUALITY**

ReportOUT is a full member of UKAGE, the U.K. Alliance for Global Equality. UKAGE is a coalition of UK-based civil society organisations working together to promote and support progress in global LGBTQI+ rights. As members, it is our collective mission to use our collective resources and influence to promote the human rights and equality of LGBTQI+ individuals and communities globally, to ultimately end persecution and discrimination.

Whether it is sharing knowledge and resources about the Taliban takeover of Afghanistan, global political change, or the impact of the Ukrainian invasion by Russia on sexual and gender minorities, we value our membership and are an active contributor toward UKAGE meetings and outputs.

Some of the current members of UKAGE are African Rainbow Family, All Out, House of Guramaye, Human Dignity Trust, Frontline AIDS, Kaleidoscope Trust, Micro Rainbow International Foundation, the Ozanne Foundation, ReportOUT, Stonewall, Stop AIDS, UK Black Pride, and Rainbow Migration.

Our Volunteers



Our volunteers make ReportOUT work, and with over sixty volunteers in total (not including our trustees!), we bring a truly global feel to our organisation!

Volunteers cover the A-Z, ranging from Australia to Zambia! We have representation from countries such as Pakistan, Turkey, Kenya, Panama, Hong Kong, Cameroon, the Caribbean, Lithuania, Hungary, Iran, Nigeria, Saudi Arabia, Zimbabwe, Uganda, U.K., USA, and Somalia.

The range of languages they bring to ReportOUT, and their diverse skill sets, ensures that all six of our core teams work so well. We thrive on our diversity!

Our Future in 2022-2023

We have had a very successful year. In April 2022, we launched our second Three-Year Strategy for 2022-2025, setting a clear approach for our future as an organisation. We have exciting goals and we welcome new partnerships, new friends, and allies, across the globe to help us to achieve them.

Projects launched later this year (as a taster) will include:

Green in the Rainbow Project

Our research project and network group, which will focus on examining the impact of the Climate Emergency on sexual and gender minorities in the U.K. and abroad.

Human Rights Training

Open access public courses to advance your knowledge about the human rights abuses of sexual and gender minorities across the globe. We will be offering 'short burst' public training courses on the various United Nations conventions, and how to include sexual and gender minorities within them.

Continuous Professional Development Training

For professionals working in international development and humanitarian aid organisations, on how to engage with sexual and gender minorities in their campaign planning.

Launching New Research

We will see the launch of our nationwide research projects from Belize, Morocco, Mongolia, and Ethiopia. We have an appetite for more and look forward to new research partnerships in 2022-2023!

Global LGBTQI+ and SDGs Conference

ReportOUT will be launching our first ever Global LGBTQI+ Human Rights and SDGs Conference on Thursday 22nd June 2023, at the University of Sunderland. U.K. Alongside this, we will be launching our **Global ShoutOUT Awards** for global grassroots campaigners!

We will have more public events, more engagement with the SDGs, more social change happening, and much more of ReportOUT near you.



8

Blogs on a range of topics covering what is happening to sexual and gender minorities in Malawi, Afghanistan, Panama, Iran, and more

3

ReportOUT University Societies at Durham University, University College London (UCL), and Cambridge University

1

Signatory of the Affirmation of Feminist Principles Letter, to tackle patriarchal systems in all that we do

Thank You to Our Supporters

Thank you to all who have supported us in 2021-2022. As well as our partners who we have worked with, we would also like to thank the following people and organisations:

Trustees

- Chair of Trustees: Drew Dalton: United Kingdom
- Treasurer: Steven Irvine-Duffy: United Kingdom
- Secretary: Nelly Mazarura: United Kingdom/Zimbabwe
- Trustee: Kotryna Kairyte: Lithuania
- Trustee: Jodie Weatherston: United Kingdom
- Trustee: Nyume Blaise: Cameroon
- Trustee: Tom Obokata: United Kingdom/Japan
- Trustee: Kyuhan Shin: South Korea
- Trustee: Salman Khan: USA/Pakistan
- Trustee: Matthew Blaise: Nigeria
- Trustee: David Larbi: Ghana
- Trustee: Hazan Kahrizi: Germany/Iraq
- Trustee: Suleyman Matos: Spain

Former trustees

- Suzanne Butler
- Kieron Robinson

Patrons

- Mazharul Islam, Aderonke Apata, and Rvd. Jide Macaulay

Volunteers

Thank you to all of our volunteers, both past and present, who have helped us to become the organisation and family that we are today.

Our supporters and donors

We want to see a huge thank you to everyone who has supported us by signing up to our mailing list, attended an event, supported our campaigns, and donated (one-off or regularly) to support our work. Our work could not be done without you, and for that we are eternally thankful.

Our funders

Thank you to the National Lottery 'Together for Our Planet Programme' for funding our Green in the Rainbow Project.



"Although we face significant challenges ahead in ensuring that the human rights and development needs of sexual and gender minorities are protected and highlighted, we are more than ready to take on this challenge."

We are ambitious as an organisation, and we are fearless, determined and relentless in pursuing social justice and in highlighting the human rights abuses of sexual and gender minorities globally"

ReportOUT Three-Year Strategy: 2022-2025



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Registered Charity number (England and Wales): 1185887



@SOGIReportOUT



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ReportOUT Channel



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Contactus@reportout.org

REPORTOUT

TRUSTEES ANNUAL REPORT

For the year ended 31 March 2022

Reference and administrative details of the charity, its trustees and advisors

Charity Name	REPORTOUT	
Registered Charity Number	1185887	
Operational address	Pride Media Centre Unit T1 Stonehills Shields Road Pelow Gateshead Tyne and Wear NE10 0HW	
Trustees	Andrew Keith Dalton Wendell Lewis Suzanne Butler Kyu Han Shin Suleyman Matos Muhammad Salman Kahn Hazan Kahrizi Bianca Brisan Tomo Obotaka David Larbi Jodie Weatherston Matthew Blaise	Chair Appointed 24/11/19 Appointed 24/11/19 Appointed 24/11/19 Appointed 24/11/19 Appointed 24/11/19 Appointed 24/11/19 Appointed 01/06/20 Appointed 24/11/19 Appointed 24/11/19 Appointed 24/11/19 Appointed 24/11/19 Appointed 24/11/19
Independent Examiner	Doug Maltman FMAAT Connected Voice Business Services Limited Higham House Higham Place Newcastle upon Tyne NE1 8AF	
Bankers	CAF Bank	

REPORTOUT

TRUSTEES ANNUAL REPORT

For the year ended 31 March 2022

Structure, Governance and Management

Governing documents

Charitable Incorporated Organisation - Foundation Model - whereby the only voting members are the charity Trustees. We have adopted the Charity Commissions Model Constitution to ensure we comply with the Charities Act 2011 (the 2011 Act) and the General Regulations. This helps us to ensure we:

- Reflect recommended best practice; and
- Are legally compliant

Appointment of Trustees

Trustees are appointed through advertising externally via our website, newsletter, social media and through relevant centres (such as Volunteer Centres). After a successful interview and induction process, they are approved by the rest of the Trustees at the following Trustee meeting.

Organisation

The Trustees meet each quarter and deal with the administration of the charity encompassing the strategic vision, financial accountability and risk management. Some trustees are also operational in their engagement and so may meet more regularly to discuss operational issues.

Risk management

The Trustees have conducted a review of the major risks to which the charity is exposed, and systems have been established to mitigate those risks including the implementation of procedures for authorisation of all transactions and projects and for ensuring the consistent quality of the delivery of all operational aspects of the charitable company. These procedures are periodically reviewed to ensure that they still meet the needs of the charity.

ReportOut have a Risk Management Policy and Risk Management Form which is updated by the Trustees regularly throughout the year, then re-appraised annually.

Statement on Public Benefit

The charity carries out a wide range of activities in pursuance of its charitable aims. The Trustees consider that these activities, summarised above, provide benefit both to those who directly receive services, and the wider community in the United Kingdom. The trustees confirm that they have complied with the duty in section 4 of the Charities Act 2011 to have due regard to the public benefit guidance published by the Charity Commission.

REPORTOUT

TRUSTEES ANNUAL REPORT

For the year ended 31 March 2022

Financial Review

ReportOut is primarily funded by donations and grants. The total income for the year was £20,038 (2021: £19,041), of which £11,092 was restricted (2021: £7,050). This income is allocated across respective funds on the Statement of Financial Activities in accordance with the Statement of Recommended Practice.

The Statement of Financial Activities for the year ended 31 March 2022, shows a net surplus across all funds of £9,859 (2021: £7,665).

The Balance Sheet at 31 March 2022 shows total fund carried forward of £17,524 (2021: £7,665) of which there are £11,282 restricted funds (2021: £2,750).

Reserve policy

ReportOut has established a policy whereby the unrestricted funds not invested in fixed assets held by the charity should be between three and six months of annual expenditure.

REPORTOUT

TRUSTEES ANNUAL REPORT

For the year ended 31 March 2022

Statement of Trustee Responsibilities

The charity trustees are responsible for preparing a trustees' annual report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

The charity trustees are required to prepare financial statements for each year which give a true and fair view of the state of affairs of the charitable company and of incoming resources and application of resources. In preparing financial statements, the trustees are required to:

- Select suitable accounting policies and apply them consistently;
- Observe the methods and principles in the Charities SORP;
- Make judgements and estimates that are reasonable and prudent;
- State whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charity. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Approved by the Trustees on 18.07.2022 and signed on their behalf by:

Andrew Keith Dalton
Chair of Trustees

REPORTOUT CIO

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES

For the year ended 31 March 2022

I report on the financial statements of Reportout Cio for the year ended 31 March 2022, which are set out on pages 37 to 45.

Respective responsibilities of trustees and examiner

The charity's trustees are responsible for the preparation of the accounts. The charity's trustees consider that an audit is not required for this year under section 144 of the Charities Act 2011 ("the Charities 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 145 of the Charities Act,
- to follow the procedures laid down in the general Directions given by the Charity Commission (under section 145(5)(b) of the Charities Act), and
- to state whether particular matters have come to my attention.

Basis of independent examiner's statement

My examination was carried out in accordance with general Directions given by the 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 the 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

In connection with my examination, no material matters have come to my attention 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.

However, not all future events or conditions can be predicted. The COVID-19 viral pandemic is one of the most significant economic events for the UK with unprecedented levels of uncertainty of outcomes. It is therefore difficult to evaluate all of the potential implications on the charitable company's trade, customers, suppliers and wider economy. The trustees' view on the impact of COVID-19 is disclosed in the accounting policies note.

I 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.

Doug Maltman FMAAT
Connected Voice Business Services
Higham House
Higham Place
Newcastle upon Tyne
NE1 8AF
Date: 18.07.2022

REPORTOUT CIO

STATEMENT OF FINANCIAL ACTIVITIES

For the year ended 31 March 2022

	Notes	Unrestricted Funds £	Restricted Funds £	Total 2022 £	Total Period 21 October 2019 to 31 March 2021 £
Income from:					
Donations and legacies	5	7,398	-	7,398	11,413
Charitable activities					
Grants and contracts	6	-	11,092	11,092	7,050
Other trading activities	7	1,547	-	1,547	578
Total income		8,946	11,092	20,038	19,041
Expenditure on:					
Charitable activities					
Operation of the charity	9	7,628	2,550	10,178	10,648
Total expenditure		7,628	2,550	10,178	10,648
Net income/(expenditure) and net movement of funds		1,317	8,542	9,859	7,665
Reconciliation of funds					
Total funds brought forward		4,915	2,750	7,665	-
Total funds carried forward		6,232	11,292	17,524	7,665

The Statement of Financial Activities includes all gains and losses recognised in the year. All income and expenditure derive from continuing activities

The notes on pages 39 to 45 form an integral part of these accounts.

REPORTOUT CIO

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 March 2022

1 Accounting Policies

The principal accounting policies adopted, judgements and key sources of estimation uncertainty in the preparation of the financial statements are as follows:

2 Basis of accounting

2.1 Basis of preparation

These accounts have been prepared under the historical cost convention with items recognised at cost or transaction value unless otherwise stated in the relevant note(s) to these accounts.

The accounts have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019) – Charities SORP (FRS 102), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Charities Act 2011.

Reportout Cio meets the definition of a public benefit entity under FRS 102.

2.2 Preparation of the accounts on a going concern basis

The charity reported total unrestricted funds at the year end of £6,232.

The trustees are of the view that the immediate future of the charity is secure and that on this basis the charity is a going concern.

The financial statements have been prepared on a going concern basis. The Trustees have reviewed and considered relevant information, including the annual budget and future cash flows in making their assessment. In particular, in response to the COVID-19 pandemic, the Trustees have revised their forecasts to take into account the impact on the business of possible scenarios brought on by the impact of COVID-19, alongside the measures that they can take to mitigate the impact. Based on these assessments, given the measures that could be undertaken to mitigate the current adverse conditions, and the current resources available, the Trustees have concluded that they can continue to adopt the going concern basis in preparing the annual report and accounts.

Due to the COVID-19 pandemic, it has put many strains on all businesses. It should be noted that the charity is still able to meet its obligations to fulfilling its contracts with funders, who have been flexible about the timescale for delivery.

3 Income

3.1 Recognition of income

Income is recognised when the charity has entitlement to the resources, any performance conditions attached to the item(s) of income have been met, it is more likely than not that the resources will be received and the monetary value can be measured with sufficient reliability.

3.2 Offsetting

There has been no offsetting of assets and liabilities, or income and expenses, unless required or permitted by FRS102 SORP or FRS102.

3.3 Grants and donations

Income from government and other grants, whether 'capital' grants or 'revenue' grants, is recognised when the charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably and is not deferred.

Income received in advance of the provision of a specified service is deferred until the criteria of income recognition are met.

REPORTOUT CIO

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 March 2022

3.4 Fund accounting

Unrestricted funds are available to spend on activities that further any of the purposes of the charity. Designated funds are unrestricted funds of the charity which the trustees have decided at their discretion to set aside to use for a specific purpose. Restricted funds are donations which the donor has specified are to be solely used for particular areas of the charity's work or for specific projects being undertaken by the charity.

4 Expenditure and liabilities

4.1 Liability recognition

Liabilities are recognised when it is more likely than not that there is a legal or constructive obligation committing the charity to pay out resources and the amount of the obligation can be measured with reasonable certainty.

4.2 Charitable activities

Expenditure on charitable activities includes the costs of represent disabled people in the North East of England and works to bring about significant and lasting social change and other activities undertaken to further the purposes of the charity and their associated support costs.

4.3 Governance and support costs

Support costs have been allocated between governance cost and other support. Governance costs comprise all costs involving public accountability of the charity and its compliance with regulation and good practice.

Support costs are those functions that assist the work of the charity but do not directly undertake charitable activities. Support costs include central functions and have been allocated to activity cost categories on a basis consistent with the use of resources.

4.4 Irrecoverable VAT

Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

4.5 Creditors

The charity has creditors which are measured at settlement amounts less any trade discounts.

4.6 Provision for liabilities

A liability is measured on recognition at its historical cost and then subsequently measured at the best estimate of the amount required to settle the obligation at the reporting date.

REPORTOUT CIO

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 March 2022

Analysis of income

	Unrestricted Funds £	Restricted Funds £	2022 £	Period 21 October 2019 to 31-Mar-21 £
5 Donations and legacies				
<u>Donations</u>				
Regular donations	5,736	-	5,736	2,215
Donations	404	-	404	5,158
Gift aid	1,258	-	1,258	594
<u>Fundraising</u>				
Uganda fundraising	-	-	-	1,935
The Conqueror Challenge fundraising	-	-	-	1,511
	<u>7,398</u>	<u>-</u>	<u>7,398</u>	<u>11,413</u>
6 Charitable activities				
<u>Income from grants</u>				
Lush Funding Out Academy Training	-	1,300	1,300	-
National Lottery Together For Our Planet	-	9,792	9,792	-
Gateshead Discretionary Fund	-	-	-	5,000
Crowdfunder Ltd	-	-	-	2,050
	<u>-</u>	<u>11,092</u>	<u>11,092</u>	<u>7,050</u>
7 Other trading activities				
Events and merchandise	-	-	-	328
Public talks	1,547	-	1,547	250
	<u>1,547</u>	<u>-</u>	<u>1,547</u>	<u>578</u>

Income was £20,039 (2021: £19,041) of which £11,092 was restricted (2021: £7,050).

REPORTOUT CIO

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 March 2022

Analysis of expenditure on charitable activities

	Unrestricted Funds £	Restricted Funds £	2022 £	Period 21 October 2019 to 31-Mar-21 £
8 Raising funds				
Fundraising	-	-	-	708
	<u>-</u>	<u>-</u>	<u>-</u>	<u>708</u>
9 Charitable activities				
<u>Direct costs</u>				
Asylum Seeker Podcast	1,000	-	1,000	1,000
Fundraising costs	2,504	-	2,504	-
Travel costs	-	-	-	60
Volunteer costs	10	-	10	723
Events and awards	10	1,300	1,310	202
Research	-	-	-	55
<u>Support costs</u>				
Rent	1,750	1,250	3,000	5,520
IT costs	806	-	806	635
Printing, postage and stationary	-	-	-	14
Insurance	562	-	562	285
Office costs	40	-	40	795
Telephone	322	-	322	296
Membership and subscriptions	60	-	60	332
Bank fees	96	-	96	121
Sundries	-	-	-	143
<u>Governance costs</u>				
Independent examiner's fees for reporting on the accounts	468	-	468	468
	<u>7,628</u>	<u>2,550</u>	<u>10,178</u>	<u>10,648</u>

Expenditure on charitable activities was £10,179 (2021: £10,648) of which £2,560 was restricted (2021: £4,300).

10 Fees for examination of the accounts

	2022 £	Period 21 October 2019 to 31 March 2021 £
Independent examiner's fees for reporting on the accounts	<u>468</u>	<u>468</u>
	<u>468</u>	<u>468</u>

There were no other fees paid to the examiner.

11 Analysis of staff costs and the cost of key management personnel

The charity currently does not employ staff.

No employee received remuneration above £60,000.

The key management personnel of the charity, comprise the trustees and the charity development consultant. The total employee benefits of the key management personnel of the charity were £nil.

REPORTOUT CIO

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 March 2022

12 Transactions with trustees

None of the trustees have been paid any remuneration or received any other benefits from an employment with their charity or a related entity.

Trustees' expenses

No trustee expenses have been incurred in the year.

Transaction(s) with related parties

There have been no related party transactions in the reporting period.

13 Corporation Taxation

The charity is exempt from tax on income and gains falling within section 505 of the Taxes Act 1988 or section 252 of the Taxation of Chargeable Gains Act 1992 to the extent that these are applied to its charitable objectives.

14 Debtors and prepayments (receivable within 1 year)

	2022 £	Period 21 October 2019 to 31 March 2021 £
Prepayments	119	119
	<u>119</u>	<u>119</u>

15 Cash at bank and in hand

	2022 £	Period 21 October 2019 to 31 March 2021 £
Cash at bank and in hand	17,874	8,014
	<u>17,874</u>	<u>8,014</u>

16 Creditors and accruals (payable within 1 year)

	2022 £	Period 21 October 2019 to 31 March 2021 £
Accruals		
Independent examination of accounts	468	468
	<u>468</u>	<u>468</u>

17 Events after the end of the reporting period

No events (not requiring adjustment to the accounts) have occurred after the end of the reporting period but before the accounts are authorised which relate to conditions that arose after the end of the reporting period.

REPORTOUT CIO

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 March 2022

18 Analysis of charitable funds

Analysis of movements in unrestricted funds

For the year ended 31 March 2022

	Fund balances brought forward £	Incoming resources £	Resources expended £	Transfers £	Fund balances carried forward £
Unrestricted funds					
General unrestricted fund	4,915	8,946	(7,628)	-	6,232
Totals	4,915	8,946	(7,628)	-	6,232

For the period ended 31 March 2021

	Fund balances brought forward £	Incoming resources £	Resources expended £	Transfers £	Fund balances carried forward £
Unrestricted funds					
General unrestricted fund	-	11,991	(7,076)	-	4,915
Totals	-	11,991	(7,076)	-	4,915

Purpose of unrestricted funds

General unrestricted fund The 'free reserves' of the charity

Analysis of movement in restricted funds

For the year ended 31 March 2022

	Fund balances brought forward £	Incoming resources £	Resources expended £	Transfers £	Fund balances carried forward £
Restricted funds					
Lush Funding Out Academy Training	-	1,300	(1,300)	-	-
National Lottery Together For Our Planet	-	9,792	(1,250)	-	8,542
Crowdfunder Ltd	1,050	-	-	-	1,050
Gateshead Discretionary Fund	1,700	-	-	-	1,700
Totals	2,750	11,092	(2,550)	-	11,292

For the period ended 31 March 2021

	Fund balances brought forward £	Incoming resources £	Resources expended £	Transfers £	Fund balances carried forward £
Restricted funds					
Crowdfunder Ltd	-	2,050	(1,000)	-	1,050
Gateshead Discretionary Fund	-	5,000	(3,300)	-	1,700
Totals	-	7,050	(4,300)	-	2,750

REPORTOUT CIO

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 March 2022

Purpose of restricted funds

Restricted funds represent income resources used for a specific purpose within the charity as identified by the donor.

Lush Funding Out Academy Training	Funding for Campaigns.
National Lottery Together For Our Planet	Rent
Crowdfunder Ltd	Matched funding for podcast project
Gateshead Discretionary Fund	Rent

19 Capital commitments

As at 31 March 2022, the charity had no capital commitments (Period 21 October 2019 to 31 March 2021 -£nil)

20 Guarantee

There have been no guarantees given by the charity at 31 March 2022.

21 Debt

There is no debt outstanding which is owed by the charity and which is secured by an excess charge on any of the assets of the charity at 31 March 2022.

22 Governing document

The organisation is a Charitable Incorporated Organisation - Foundation registered on 21 October 2019 as a body corporate under part 11 of the Charities Act 2011.

23 Analysis of net assets between funds

	Unrestricted Funds £	Restricted Funds £	Total 2022 £	Total Period 21 October 2019 to 31 March 2021 £
Cash at bank and in hand	6,582	11,292	17,874	8,014
Other net current assets/(liabilities)	(349)	-	(349)	(349)
	<u>6,232</u>	<u>11,292</u>	<u>17,524</u>	<u>7,665</u>

REPORTOUT

England & Wales - Charity number 1185887

Accounts

REPORTOUT

ANNUAL REPORT AND FINANCIAL STATEMENTS For the accounting period 21 October 2019 to 31 March 2021

Charity Number 1170789

REPORTOUT

ANNUAL REPORT AND FINANCIAL STATEMENTS

For the accounting period 21 October 2019 to 31 March 2021

Contents	Page
Trustees annual report	1 to 41
Independent examiners report	42
Statement of Financial Activities	43
Balance sheet	44
Notes to the financial statements	45 to 51

ReportOUT Annual Review



ReportOUT



Report. Inform. Defend

Our Annual Review of 2019-2021



Registered with
**FUNDRAISING
REGULATOR**

ReportOUT is a global SOGIESC human rights organisation
For more information, please visit our website: www.reportout.org
Registered Charity Number (England and Wales): 1185887

Contents

Our Mission and Values	Page 3
What do ReportOUT do?	Page 4
ReportOUT Team Structure	Page 5
A Statement from Our Chair	Page 6
Our Patron's Statement	Page 7
Our Highlights	Page 8
Our Work, Agenda 2030 and the UN SDGs	Pages 9-11
Our SDG Champions	Page 12
Our Volunteering Project	Page 13
Our Pride in Volunteers Programme	Page 14
Pride in Our Volunteers	Page 15
Our CallOUT Research Project	Pages 16-17
Our CallOUT Volunteers	Page 18
Our OUT in Uganda Research	Pages 19-20
Our OUT in Uganda Research Impact (ILGA)	Page 21
Our ReportOUT Events	Pages 22-25
Our EducateOUT Project	Page 26
Our Hidden Voices Project	Page 27
Our CampaignOUT Project	Pages 28-30
Our #OUTinPoland Project	Page 31
Our Media and Communications	Page 32
The Charity Excellence Framework	Page 33
Our Partners, Awards and Memberships	Page 34
Our Future: What's Next for ReportOUT?	Page 35
Thank You to Our Supporters	Page 36

Our Mission and Values

ReportOUT is a global **SOGIESC*** human rights organisation based in Gateshead, United Kingdom. We were established in 2019 as a charity and have a **volunteer-led team of passionate and committed volunteers and trustees, both national and international.**

Our tagline

Report. Inform. Defend.

Our mission

At ReportOUT, we research, monitor and document the lived experiences of sexual and gender minorities in every nation state. We then use this research to campaign for social change and to educate the public about human rights infringements worldwide. ReportOUT recognise that we need to work with both international development and human rights frameworks to advance our mission. We align with the Agenda 2030 that **no one should be left behind.**



ReportOUT

ReportOUT aims

To promote human rights (as set out in the Universal Declaration of Human Rights and subsequent United Nations conventions and declarations) throughout the world for sexual and gender minorities by all or any of the following means:

- A) eliminating infringements of human rights;
 - B) research into human rights issues;
 - C) raising awareness of human rights issues;
 - D) educating the public about human rights;
 - E) monitoring abuses of human rights;
 - F) international advocacy of human rights;
 - G) providing technical advice to government and others on human rights matters.
-

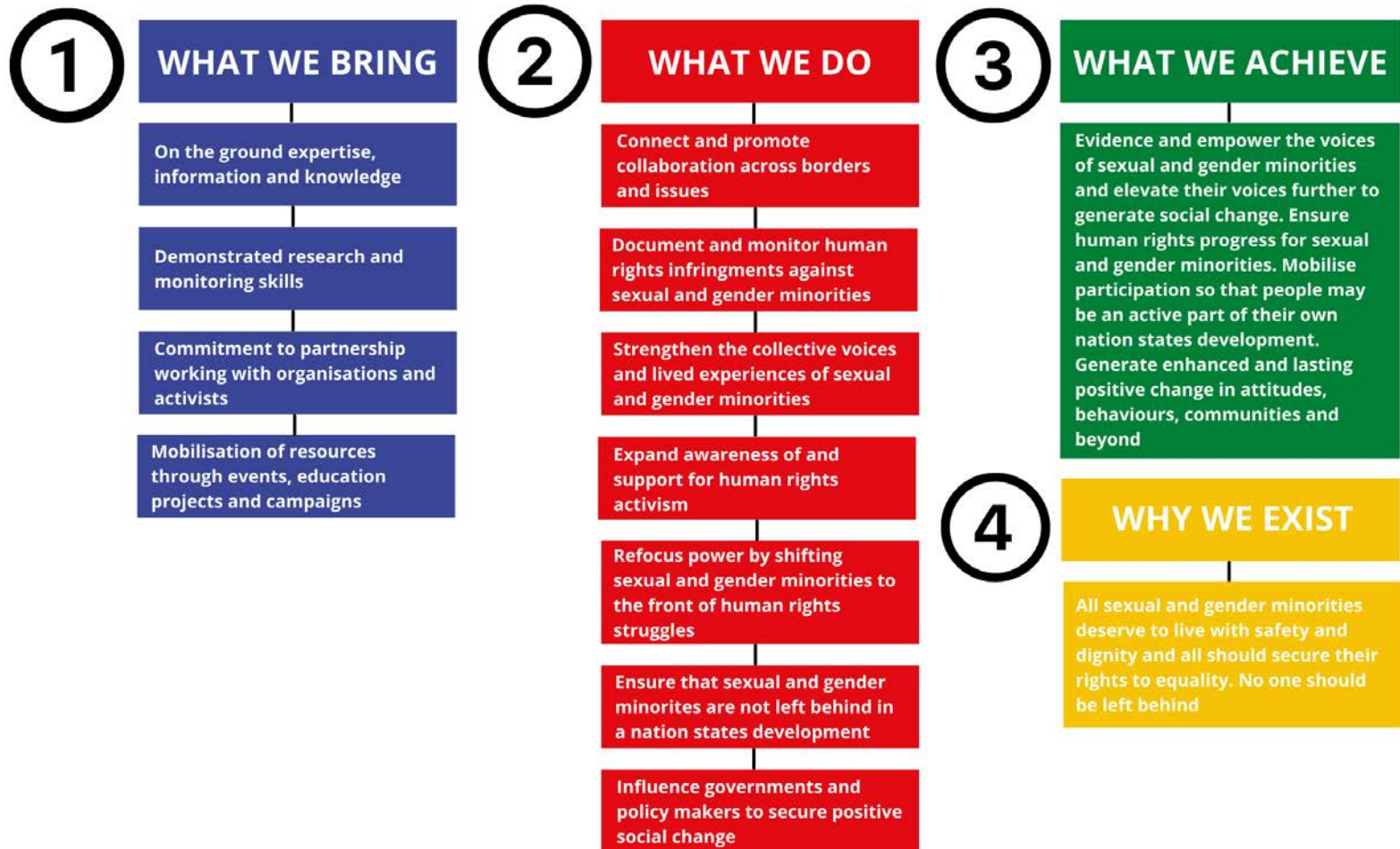
Our guiding principles

Our guiding principles are:

- Principle 1: No one should be left behind in delivering the articles set out in the Universal Declaration of Human Rights.
- Principle 2: Every person has a part to play in achieving the goals and targets set out in the United Nations Sustainable Development Goals.
- Principle 3: Positive change should be led by communities within a nation state and ReportOUT will support them to do this.

What do ReportOUT do?

Want to know exactly what we do at ReportOUT? Our 'Theory of Change' for ReportOUT outlines the steps we take, and what we need to have in place, to achieve our long-term goals as an organisation. All of our projects, from research, education, events and campaigns all have an individual Theory of Change plotted, to ensure that we gain maximum impact in everything that we do! **This is what ReportOUT do as an organisation:**



What we do at ReportOUT

ReportOUT believe that globally, all sexual and gender minorities deserve to live with safety, dignity and should have equal rights. We believe that no one should be left behind. To do this, we empower people to elevate their voices, ensure that their human rights are met and make certain that sexual and gender minorities are not left behind in their nation states development. We ensure that lasting and positive change is felt across the globe.

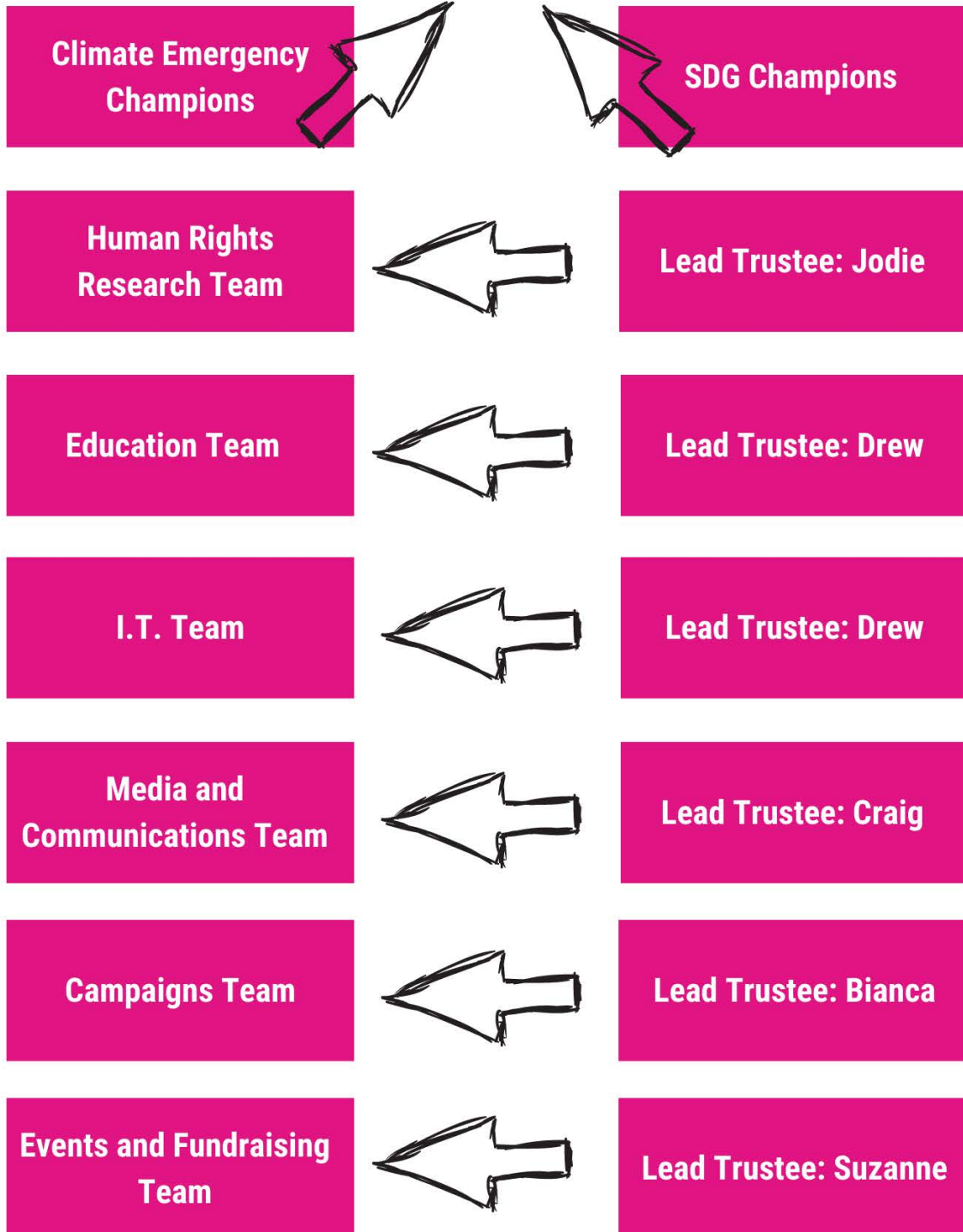
We do this through collaborating with others in all nation states, documenting human rights infringements and through bringing together collective voices to educate others and expand support for human rights activism. Through doing this, we shift power by ensuring that the human rights of sexual and gender minorities are not left behind or ignored, through influencing governments and policy makers to make positive social change.

To make these changes happen, we mobilise our expertise in research, campaigns, events and education and bring our partnership model to work inclusively with people in, and outside, of their nation state.

ReportOUT Team Structure

Trustees

Our trustees are made up of U.K. based and international trustees. Some of our trustees are operational in focus and so manage the following teams as a Lead Trustee. Our 'Champions' are made up of all volunteers who are interested in helping us to tackle the Climate Emergency and to link our work to human rights frameworks and the SDGs.



A Statement from ReportOUT's Chair

Drew Dalton: Chair of Trustees

This was not the report I was expecting to write when ReportOUT first came into being as a charity in October 2019. Since then, the world has changed significantly due to the COVID-19 epidemic. However, times of crisis and difficulty can bring out the best in people and I am deeply proud of the commitment shown by our volunteers and trustees in ensuring that we weather this storm. We have achieved this with huge levels of success and we welcome you to our first ever annual review of ReportOUT!



In a relatively short time period and in **our first year as a small, entirely volunteer-led charity**, we have achieved so much. From our research project with our Ugandan partners (see the section 'OUT in Uganda'), to public facing virtual events, a global podcast project highlighting 'hidden voices' and to launching our first campaigns, it has been a busy time. As a small charity, we have seen excellent growth and have achieved this through joining networks, building up partnerships and having a clear strategy of where we want to be.

At the heart of this organisation lies dedicated and professional volunteers who have enabled this work to take place, and because volunteering is so important to what we do, we have placed the volunteers at the centre of this report. Please read their case studies as you go through this as they are inspirational people, helping us to research, campaign and educate about the lives of sexual and gender minorities in nation states across the globe. Without our volunteers and the positive culture we have developed as an organisation, ReportOUT would not be the organisation it is today. I must also take this time to say a special 'thank you' to our U.K. and global trustees who give everything to ensure that we have clear plans and directions for the future, and for supporting our volunteers in everything that they do. Finally, to everyone who has attended our events, donated to us or supported us, thank you. We will need to rely on your support going forward and I lend my heartfelt thanks for joining us on our journey and for walking beside us in the future.

So now, I ask you to please read our annual review and to really evidence our first journey in supporting the human rights of sexual and gender minorities in the U.K. and worldwide!



Happy birthday ReportOUT!

In October 2019 we came into being and were delighted to gain charitable status in England and Wales. In October, 2020, we celebrated our first year birthday. This annual review covers the period from our official charitable status to the end of our first tax year.

Our Patron's Statement

Rvd. Jide Macaulay: Patron of ReportOUT

The year 2020 was a challenging year globally, the year in which the world experienced a global pandemic and millions of people died of the effects of coronavirus. For human rights, it was also the year that the world stood up to challenge police brutality against Black people from America with #BlackLivesMatter to Nigeria with #EndSARS.

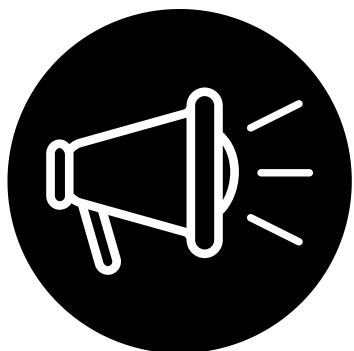


ReportOUT's mission "we research, monitor and document the lived experiences of sexual and gender minorities in every nation state," took centre stage as we called on members and followers of the organisation to do more locally and globally. We continue to use our voices to support our communities and to challenge abuses of human rights wherever they happened.

ReportOUT as an organisation has focused massively on the Global South and parts of Europe. In light of limited resources and the restriction of COVID-19 rules, ReportOUT delivered differently by adopting and utilising online platforms, it enabled their massive reach throughout the year. I draw your attention to the highlights on pages 8 and 33. Campaigns include; the launch of Hidden Voices Podcast, Empty Shoes, calling to attention the global murder rate of LGBTQI+ people on the ground of sexual orientation, gender identity and expression, Ride for Rights, #OutInPoland and Transgender Day of Remembrance.

It is unbelievable that the first year of ReportOUT was enshrined in global pandemic, yet had its focus on responding to as many matters of human right violations. We are grateful to partners and those building partnerships, we are thankful to all 32 volunteers, 13 Trustees and fellow Patrons and to Drew Dalton who continues to give back to this organisation. If you have considered supporting a Human Rights organisation with a clear purpose, I strongly recommend that you join and support ReportOUT.

With 2020 behind us we are now looking forward to making more changes in line with the Sustainable Development Goals for 2030. We are determined as a movement to address and redirect our energies and resources to ensure that "No one is left behind", including the rights of LGBTQI+ people in hostile regions.



We are supported by three great Patrons!

We are privileged at ReportOUT to have three fantastic Patrons, who support us, promote our work and are a champion of what we do. We give special thanks to Aderonke Apata (African Rainbow Family), Reverend Jide Macaulay (House of Rainbow) and Mazharul Islam (Bangladeshi SOGIESC Activist).

Our Highlights

We have had a successful first year at ReportOUT! As a volunteer-led organisation, we often amaze ourselves with how much we have achieved. We would like to share some of our successes with you! **Please see below:**

We are made up of 32 volunteers and 12 trustees, from the U.K. and across the globe



We have hosted 7 events and have had over 600 people attend them. 100% of our attendees enjoyed our events!

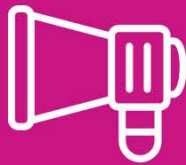


Between our volunteers we speak over 18 languages



Recorded 20 podcasts, each from a different nation state, about SOGIESC lives

We have launched 3 campaigns about SOGIESC human rights



We have formed partnerships with 12 organisations on a range of projects



Our social media has grown. We also have 24 blog posts on our website!



We have become a professional member of 4 different organisations

Secured a high profile publication in the 'Gay Times,' increasing our profile!



Gained 3 excellent Patrons who support and promote us in the U.K and globally!



Gained the 'Charity Excellence Framework' and nominated for an award!



Have passed 25 policies to ensure that we operate successfully

Completed our 'OUT in Uganda' research and many smaller pieces of research



Have aligned our human rights work with the United Nation's Agenda 2030



Our Work, Agenda 2030 and the UN Sustainable Development Goals (SDGs)

We have aligned our work as a human rights organisation, with that of Agenda 2030, as we believe that no one should be left behind in our worlds development. **Therefore, we agree with the United Nations Agenda 2030 that we should 'leave no one behind.'**

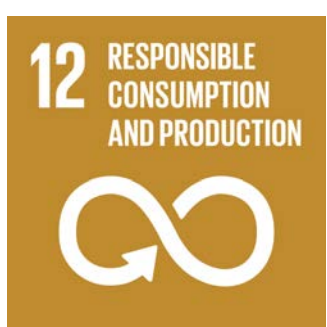
In 2020, we were delighted to be selected as part of the 'Queering the United Nations Sustainable Development Goals' training by RFSL (Swedish Federation for LGBTIQ+ Rights) and ERA (LGBTIQ+ Equal Rights Association). **We learnt how to link our human rights agenda together with development issues as part of all of us achieving Agenda 2030.**

As part of all of our work, we have begun to link all of our actions, both internal and external, **to particular goals and targets of the United Nations Sustainable Development Goals (SDGs).** ReportOUT are now a member of the **LGBTI Stakeholder Group**, a global coalition of civil society organisations across all regions working to advance the rights and achieve the highest development outcomes for SOGIESC people.

The goals that we have focused on, and continue to focus on, are as follows:



LEAVE NO ONE BEHIND



Our Work, Agenda 2030 and the UN Sustainable Development Goals (SDGs)

Under each goal of the SDGs we have focused on particular targets. **These chosen targets are vital to tackle some of the key issues faced by SOGIESC people** and to ultimately, ensure SOGIESC people are **not left behind in the U.K and worldwide. Our key targets are:**

TARGET 1-1 1 NO POVERTY



ERADICATE EXTREME POVERTY

TARGET 3-7 3 GOOD HEALTH AND WELL-BEING



UNIVERSAL ACCESS TO SEXUAL AND REPRODUCTIVE CARE, FAMILY PLANNING AND EDUCATION

TARGET 4-5 4 QUALITY EDUCATION



ELIMINATE ALL DISCRIMINATION IN EDUCATION

TARGET 5-1 5 GENDER EQUALITY



END DISCRIMINATION AGAINST WOMEN AND GIRLS

TARGET 5-2 5 GENDER EQUALITY



END ALL VIOLENCE AGAINST AND EXPLOITATION OF WOMEN AND GIRLS

TARGET 5-C 5 GENDER EQUALITY



ADOPT AND STRENGTHEN POLICIES AND ENFORCEABLE LEGISLATION FOR GENDER EQUALITY

TARGET 10-1 10 REDUCED INEQUALITIES



REDUCE INCOME INEQUALITIES

TARGET 10-2 10 REDUCED INEQUALITIES



PROMOTE UNIVERSAL SOCIAL, ECONOMIC AND POLITICAL INCLUSION

Our Agenda 2030 Targets Continued...

TARGET 10-3

10 REDUCED INEQUALITIES



ENSURE EQUAL OPPORTUNITIES AND END DISCRIMINATION

TARGET 10-4

10 REDUCED INEQUALITIES



ADOPT FISCAL AND SOCIAL POLICIES THAT PROMOTE EQUALITY

TARGET 12-6

12 RESPONSIBLE CONSUMPTION AND PRODUCTION



ENCOURAGE COMPANIES TO ADOPT SUSTAINABLE PRACTICES AND SUSTAINABILITY REPORTING

TARGET 13-2

13 CLIMATE ACTION



INTEGRATE CLIMATE CHANGE MEASURES INTO POLICIES AND PLANNING

TARGET 16-1

16 PEACE, JUSTICE AND STRONG INSTITUTIONS



REDUCE VIOLENCE EVERYWHERE

TARGET 16-6

16 PEACE, JUSTICE AND STRONG INSTITUTIONS



DEVELOP EFFECTIVE, ACCOUNTABLE AND TRANSPARENT INSTITUTIONS

TARGET 16-B

16 PEACE, JUSTICE AND STRONG INSTITUTIONS



PROMOTE AND ENFORCE NON-DISCRIMINATORY LAWS AND POLICIES

TARGET 17-16

17 PARTNERSHIPS FOR THE GOALS



ENHANCE THE GLOBAL PARTNERSHIP FOR SUSTAINABLE DEVELOPMENT

TARGET 17-17


17 PARTNERSHIPS FOR THE GOALS



ENCOURAGE EFFECTIVE PARTNERSHIPS

TARGET 17-18

17 PARTNERSHIPS FOR THE GOALS



ENHANCE AVAILABILITY OF RELIABLE DATA

Our SDG Champions



A team of our volunteers have become Sustainable Development Goal (SDG) Champions at ReportOUT. Led by our volunteer Caroline, they map what we do internally and externally at ReportOUT to the SDGs and human rights frameworks. We are all part of Agenda 2030. Caroline states:

"This is an exciting opportunity to bring together both human rights and international development. We are two sides of the same coin but this has largely been ignored. We will be mapping what we do as an organisation to the SDGs and making sure that all nation states leave no one behind in their development, which includes sexual and gender minorities"

Our Volunteering Project

ReportOUT is entirely volunteer-led and we have volunteers in teams who are supported by a 'Team Lead' Trustee who provides support. Our teams are: Research, Events, Education, Campaigns and Media. Volunteering at ReportOUT is a highly professionalised experience and volunteers often take part in leadership roles, backed up with supportive training and by team and monthly volunteer meetings where we all share our work. In January 2021, we launched our annual volunteer feedback survey to **all 32 of our volunteers** and we were delighted to receive excellent feedback, as well as points for development.

Volunteers named the key skills that they felt were enhanced at ReportOUT:

- **leadership and networking;**
- **communication and research skills enhancement;**
- **confidence in public speaking and speaking via online video platforms;**
- **strengthening research skills;**
- **consciousness of using inclusive language;**
- **communicating with people from other nation states.**

"Having feedback from international researchers and journalists saying to keep doing important work. Meeting some fantastic human beings is a massive bonus too!"

"I found it really useful that the induction was not only focused on roles and generic information, but also on teams dynamics and how and where our work intersects. I also liked that the conversation was not unidirectional and that everybody had the chance to speak, comment and share any thoughts. I felt that there was a focus on volunteers' strengths, individually, as well as a collective, which was such a great thing to experience at a starting point in my volunteering journey with ReportOUT"

"I love the team! I feel very satisfied to be part of such a genuine group of people and doing work that I seriously enjoy. During such a mentally trying year I feel very mentally supported and respected. Thank you all for creating such a welcoming environment and for your friendship!"

"Learning more about the SOGIESC experiences globally and researching them, giving myself an insight but also knowing that the work is going to have an impact of lives in the countries that we research"

"I feel like upskilling volunteers is a priority for the organisation, which I really appreciate and I hope this will continue"

"I love how this role gives me the opportunity to take on increasing responsibility and to learn (and apply) additional skills. I feel like there is always the possibility for me to challenge myself in a very safe environment, as everybody is very supportive and understanding"

"Being a volunteer for many companies means nothing, but ReportOUT keeps you accountable! You have the feeling that you belong somewhere!"

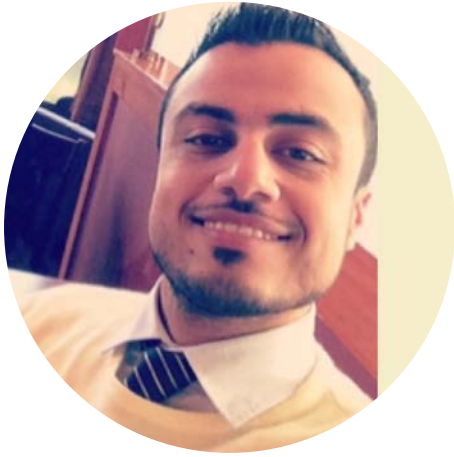
"I'm thoroughly enjoying all research I'm doing, and I am always doing some form of research once my last piece has been finished. All of these topics have been super interesting and I love just getting my teeth into them"

Our Pride in Volunteers Programme

Volunteer development is key to what we do as an organisation. In 2021, we launched our optional 'Pride in Volunteers Programme' to offer **additional training and skill enhancement, as well as project leadership for our volunteers.** Volunteers start at 'red' and develop their learning as they move through the scheme.

Core Activities: Core = Rainbow Award	Optional Activities: Core + Option = Gold Award
Pink: Global Leadership <ul style="list-style-type: none"> • ReportOUT: Queering SDGs Training • Project Leadership: Engaging Global Mechanisms 	<ul style="list-style-type: none"> • OU: Understanding International Development • SDG Academy: How to Achieve the SDGs
Brown: Inclusive Leadership <ul style="list-style-type: none"> • ITEC Distance Learning: Equality and Diversity • Kaya: Conflict Resolution • Project Leadership: Inclusion Project 	<ul style="list-style-type: none"> • ITEC Distance Learning: Awareness of Mental Health Problems • Kaya: Prevention of Sexual Exploitation and Abuse
Purple: Strategic Leadership <ul style="list-style-type: none"> • Future Learn: Foundations of Project Management • ReportOUT: Strategy and Action Plan Training • Project Leadership: Policy Leadership 	<ul style="list-style-type: none"> • OU: Developing Leadership Practice in Voluntary Organisations • Kaya: Introduction to Coaching and Mentoring
Blue: Fundraising and Financial Leadership <ul style="list-style-type: none"> • ReportOUT: Writing a Fundraising Bid Training • Kaya: Financial Monitoring • Project Leadership: Writing a Funding Bid 	<ul style="list-style-type: none"> • University of Kent: How to Fundraise - A Guide to Fundraising for Non-Fundraisers
Green: Leading Training <ul style="list-style-type: none"> • ReportOUT: Using Moodle Training • ReportOUT: Instructional Curriculum Design Training • Project Leadership: Developing a Training Course 	<ul style="list-style-type: none"> • OU: Effective Communication in the Workplace
Yellow: Leading Campaigns <ul style="list-style-type: none"> • ReportOUT: Human Rights Campaigner Training • ReportOUT: Theory of Change Training • Project Leadership: Running a Campaign 	<ul style="list-style-type: none"> • OU: Rights and Justice in International Relations • Kaya: Developing Your Leadership Style
Orange: Leading with Knowledge <ul style="list-style-type: none"> • ReportOUT: Global Sexualities and Identities - Oppression and Resistance Module 	<ul style="list-style-type: none"> • OU: Human Rights and Law
Red: Starting to Lead <ul style="list-style-type: none"> • ReportOUT: ReportOUT Induction Training • ReportOUT: Insights Training 	<ul style="list-style-type: none"> • OU: Introducing the Voluntary Sector • Kaya: Safeguarding Essentials • Kaya: Managing Your Priorities • Kaya: Introduction to Health and Safety

Pride in Our Volunteers



Mohammed: Events and Well-Being Officer

"I am proud to be amongst the first people to join ReportOUT. This charity provided me with a sense of belonging and I have found comfort and peace being a volunteer. I am currently part of the events team and I am also assigned as a Well-Being Officer for the charity. Volunteering for ReportOUT has added skills to my repertoire that has enhanced my CV, and with help from my experiences as a volunteer, I have managed to secure a job in the NHS. To summarise, thank you ReportOUT for providing me with skills, friends and value."



Liam: Human Rights Researcher

"I was inspired by ReportOUT's commitment to promoting SOGIESC rights through rigorous research and effective campaigning. Presently, I have undertaken research to investigate the state of SOGIESC rights in Poland, which is undergoing an unprecedented wave of state-sponsored homophobia. This has been invaluable experience which has enabled me to interview Polish SOGIESC activists. I feel fortunate to have been involved with ReportOUT and to be able to apply my skills to my passion; SOGIESC rights research. I'm excited to continue this work in 2021!"



James: Human Rights Researcher

"Working on the development of ReportOUT's International Volunteering Scheme, we've been looking at ways in which to bring volunteers interested in SOGIESC human rights from around the world to work on with us! Global volunteers offer us a great opportunity to improve our international reach, give back to the incredible activist communities with whom we work and engage with skills which can help give our research even more impact – and our feasibility study is the first step to making this a reality."

13 CLIMATE ACTION



12 RESPONSIBLE CONSUMPTION AND PRODUCTION



As part of our mission to help to meet the targets of Agenda 2030, our volunteer Doctor Steevo is our 'Climate Emergency Champion' for ReportOUT. He will help us to reduce our carbon emissions and ensure that we have environmental concerns at the front of what we do as an organisation.

Our CallOUT Research Project

Jodie Weatherston (Trustee): Research Lead

Our CallOUT Research Project's mission is to research, monitor and document human rights abuses against sexual and gender minorities in every nation state. However, we have to take a considered approach at ReportOUT, as we cannot cover every nation state at once due to resources. Instead, we focus our research projects on where we have been approached by organisations or activists, who either work in or represent, that particular nation state. We do not set the agenda, we work with our partners to do that. **Our first year of operation has been a busy one, with our main 'OUT in Uganda' research project being completed in 2020, alongside other research.**



Our country profiles

Our key area of focus this year has been in Uganda and our Chair, Drew Dalton, led the OUT in Uganda research with seven Ugandan partner organisations. **This powerful piece of research** took a year to complete and will be used to create future social change with our research and campaign team working together.

However, this was not our only research project that we have been working on in 2020, as we also completed country profiles on other nation states. Our researchers have also focused on Pakistan, Zimbabwe, Poland, Brazil, the Republic of Guinea, Namibia and Trinidad and Tobago. Excitingly, these up to date monographs and literature reviews have been used by organisations such as Time to Be Out, an LGBTQI+ asylum seekers organisation, as official evidence to support court cases and appeals. **We want our research to make a difference and to have an impact, so this is great to see.**

Our book and other research

We also started work on a longer-term **book project which will be a review of all 195 countries**, focusing on the available research about sexual and gender minorities in every single nation state. Though a huge task, we hope that this will be useful for not only activists and organisations, but for travel specialists and agents, as well as centres of learning such as colleges and universities. We hope to present the book in 2022. Internally at ReportOUT, we also researched the **evidence of need and to evaluate whether we can run a future international volunteering project**, which we hope to develop as we continue to expand as a charity.

**UK ALLIANCE FOR
GLOBAL EQUALITY**

In order to strengthen our global vision and to ensure that our work is heard and responded to, ReportOUT joined as a member of the UK Alliance for Global Equality (UKAGE). This helps us to work in partnership to strengthen our vision. The UK Alliance for Global Equality is a coalition of UK-based civil society organisations working together to promote and support progress in global LGBTI rights.

Our CallOUT Research Project



"As an advocacy and support agency for LGBTQI+ asylum seekers, Time to be Out can encounter institutionalized prejudice and out of date information concerning persecution of our community in other countries. The research ReportOUT has produced this year on Zimbabwe and Brazil is being used to ensure that those with the power to decide have relevant and up to date information before considering the return of asylum seekers to home countries where they are at risk for wanting to live openly" (Time to be Out)

Our CallOUT Volunteers



Safeenah: Human Rights Researcher

"My role as a researcher includes analysing and producing literature on various different projects, focused on sexual and gender minorities and learning about their lived experiences. Not long after joining ReportOUT I made a start with my work on Pakistan where I researched the experiences of SOGIESC people there. ReportOUT has created a great working environment with such a friendly and helpful team of volunteers and team leaders which allows me to work effectively on the tasks at hand."



Caitlin: Human Rights Researcher

"At ReportOUT I volunteer as a human rights researcher. Working with Time To Be Out, I have produced vital research on the nation state of Brazil, providing key information on the current political, cultural, and social climate and documented the dangers faced by SOGIESC people, which has been used in court cases to help SOGIESC asylum seekers. As a Sociology graduate, I am using the research training acquired to help document the social injustices, experiences, and human rights abuses SOGIESC people face. I am proud to be a part of the ReportOUT family, knowing that the research we do is making a difference to SOGIESC lives."

OUT in Uganda research reveals shocking data on LGBTQ+ communities

BY ZOYA RAZA-SHEIKH



© Corrie Wingate

ReportOUT have partnered with seven Ugandan organisations to document LGBTQ+ lives for a year-long joint survey.

OUT in Uganda's research has examined the experiences of minority SOGIESC Ugandans (sexual orientation, gender identity, expression and sex characteristics). There is an estimated population of 39 million people in Uganda with approximately 390,000 SOGIESC people, according to a report published by [Sexual Minorities Uganda](#) in 2018.

The study was made possible through a partnership with ReportOUT, the University of Sunderland and seven Ugandan partner organisations, which uncovered disturbing findings around the role of the Ugandan state and the mental health of SOGIESC Ugandans.

The Gay Times (2020)

Our OUT in Uganda Research

At the end of 2020, ReportOUT presented the findings of our 'OUT in Uganda' research study. Our first major research project. We worked in close partnership with seven Ugandan organisations over a period of over a year to document the lives of an often hard to reach and voiceless population via population survey. Through our close partnership working with our Ugandan partner organisations, we were able to shine a light on the lived experiences currently faced by sexual and gender minorities in Uganda. This research also held the Ugandan state to their human rights obligations.

This research project evidenced that many sexual and gender minorities living in Uganda experience numerous and distinct types of prejudice and discrimination. With prejudice and discrimination being so rife and uncontested by the state, it has led to sexual and gender minorities being deeply marginalised, isolated, brutally harmed, constructed into social pariah's and used for political gain. There are various forms of violence that also affect the everyday lives of many SOGIESC people which came out in the results of this research; ranging from police brutality, arrests, sexual attacks, mob violence and even torture. These forms of violence come not only from the state, but from local communities, neighbourhoods and even family structures. We evidenced few places of safety for many sexual and gender minorities.

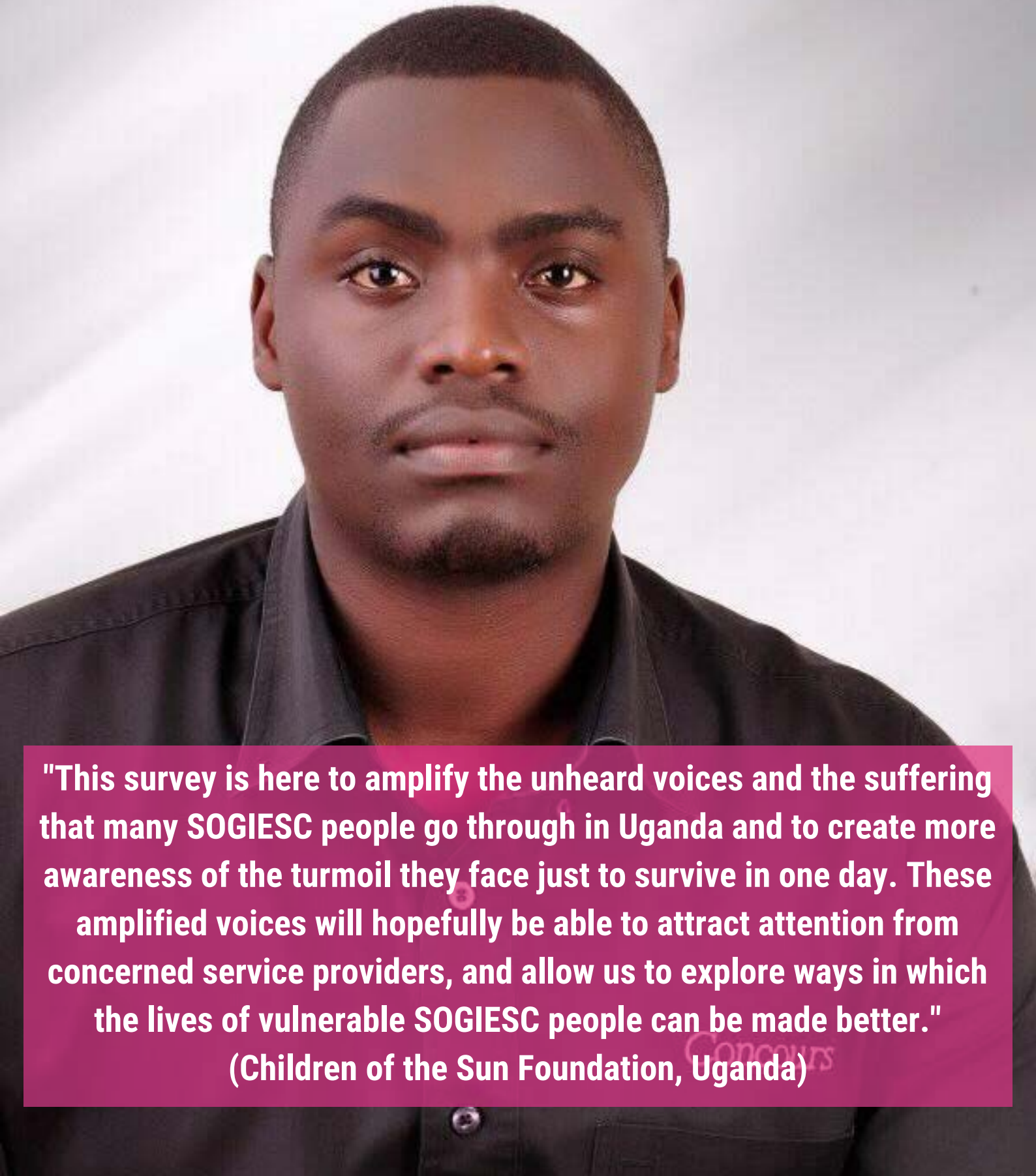
We also found that due to these pressures, a significant number of Ugandans in our research are evidenced as having mental health problems, are in a financially precarious situation and are blocked from key provisions that form the basis of their human rights, such as employment and access to healthcare. **Organisations supporting sexual and gender minorities need further funding and often work at extreme risks to themselves and often on limited budgets.**

It was not all bad news though, as Ugandans also tell us about what social change they want to see and how they can go about seeking support to deal with their own issues at hand. **We left this report with recommendations which will prompt the Ugandan state to fulfil its own human rights obligations and how it can achieve equal rights for all citizens, through supporting sexual and gender minorities .**

You can find a copy of this report on our website. This research will form our future campaigns - sign up to our email list to find out how.



Our OUT in Uganda Research



**"This survey is here to amplify the unheard voices and the suffering that many SOGIESC people go through in Uganda and to create more awareness of the turmoil they face just to survive in one day. These amplified voices will hopefully be able to attract attention from concerned service providers, and allow us to explore ways in which the lives of vulnerable SOGIESC people can be made better."
(Children of the Sun Foundation, Uganda)**



STATE-SPONSORED HOMOPHOBIA

GLOBAL LEGISLATION OVERVIEW UPDATE

2020

Updated edition

ilga.org



People", Human Rights Watch, November 17, 2019; ReportOUT: Dalton, A, Butler, S and Weatherston, J., *OUT in Uganda: The Lived Experiences of SOGIESC Ugandans* (2020), 32, 34.

Our ReportOUT Events

Suzanne Butler (Trustee): **Events Lead**

In 2020, we started to open up our first events to the public. We celebrated Human Rights Day with a panel discussion about the right to asylum, and have also hosted live online events with a focus on Ghana, Uganda and South Asia (India, Pakistan, Sri Lanka and Bangladesh). We took part in Amnesty International's 'Pride Inside' discussing human rights, LGBTQI+ and COVID-19. **To date, we have had over 600 people come to our online events** and we will continue to offer a full calendar of events covering as much of the globe as possible. **Sign up to our email list to get exclusive access!**



Lauren: **Events Officer**

"I have been an Events Officer with ReportOUT for 3 months. I have had an amazing experience being part of the team. ReportOUT is extremely different from anywhere else I have ever volunteered; you are given so much responsibility as well as support. Volunteering has excelled my confidence in such a short time. I have gained valuable experience working within an events team planning and executing informative events. Everyone at ReportOUT is so enthusiastic about their roles and it really makes for a great working environment."

Vilma: **Events Officer**

"As a new volunteer at ReportOUT, I am thankful for the opportunity it has given to me. As an organisation which raises awareness of SOGIESC lives through events and campaigns, it is exactly the position what will help me personally to educate myself more about SOGIESC issues. I am gaining experience as an event manager and organiser and though being part of the events team, I help the voices of people to be heard. I believe that volunteering with ReportOUT will give me the experience that will help me in my future career working in events."

100

100% of all attendees said that they enjoyed our events

97

97% of all attendees said that our events were well organised


97

97% of all attendees said that they would follow our events in future

97

97% of all attendees said that they would attend future events

Our ReportOUT Events

AN EVENING WITH MARK GEVISSER 

Author of 'The Pink Line'

The Pink Line
Journeys
Across the
World's Queer
Frontiers
Mark Gevisser

Held on Zoom. November 10th 2020
You must book an Eventbrite ticket to attend.

ReportOUT is a global SOGIESC human rights organisation
For more information, please visit our website: www.reportout.org
Registered Charity Number (England and Wales): 1185887

"Great panellists and the information was so interesting! I would be interested in hearing more"

ARTICLE 14: THE RIGHT TO ASYLUM AND SOGIESC PEOPLE
ARE THERE PROBLEMS WITH THE UK ASYLUM SYSTEM?

18:00-19:30 (U.K. Time)
10th December 2020

Dr. S. Chelvan (He/Him) Head of Immigration and Public Law
Rev. Jide Macaulay (He/Him) Founder and Director
Rainbow Family 33 Bedford Row Chambers House of Rainbow

To book a place on this event please complete the Eventbrite link below.
This event is free for all. Anonymity and confidentiality will be respected.

ReportOUT is a global SOGIESC human rights organisation
For more information, please visit our website: www.reportout.org
Registered Charity Number (England and Wales): 1185887

WHAT IS HAPPENING IN UGANDA TO SOGIESC PEOPLE?

18:00-19:00 (U.K. Time)
25th November 2020

FIND OUT ABOUT OUR RESEARCH AND HEAR IT FROM PEOPLE IN UGANDA

Drew Dalton (He/Him) United Kingdom Uganda Advocacy Alliance

To book a place on this event please complete the Eventbrite link below.
This event is free for all. Anonymity and confidentiality will be respected.

ReportOUT is a global SOGIESC human rights organisation
For more information, please visit our website: www.reportout.org
Registered Charity Number (England and Wales): 1185887

"The Ugandan activists were really inspirational"

SOGIESC lives in South Asia: Barriers and Resistance 

You are welcome to join ReportOUT's Zoom panel discussing SOGIESC lives in South Asia.
Date: 22/08/20 Time: 11am-12 (U.K.)

What is life like for minority SOGIESC people in Bangladesh?
Find out more!

hosted by ReportOUT and by Mazharul Haque (Patron of ReportOUT)

"Great event - really nice to see a platform that's non-government led. Looking forward to future events"

SOGIESC LIFE IN GHANA: BARRIERS AND RESISTANCE

18:00 (U.K. Time)
10th October 2020

To Attend Simply Enter The Following Zoom Code: 920 6288 8888
This event is free for all. Anonymity and confidentiality will be respected.

ReportOUT is a global SOGIESC human rights organisation
For more information, please visit our website: www.reportout.org
Registered Charity Number (England and Wales): 1185887

"Enjoyable and informative - inspiring activism"

Rights and Wrongs Human Rights Day
10th December 2020 6-8pm

A series of talks about SOGI (sexual orientation gender identity) lives in different nation states across the globe.
What is life like for SOGI people?

Close to Home: Gay Life in Ireland
Talk by: Deaglan

Queer Life in Saudi Arabia
Talk by: Mohammed

Uncertain Times? SOGI Life in Uganda
Talk by: Drew Dalton
This talk will be joined by Mazharul Haque (Let's Walk Uganda)


There is a £2 suggested donation for this event. All proceeds go toward our 'OUT in Uganda Project.'

Where? Note: full disabled access to building
Grainger Suite, Maldron Hotel, Newgate Street,
Newcastle upon Tyne. NE1 5RE

ReportOUT is a Registered SOGI Human Rights Charity. Charity Number: 1185887

"Absolutely brilliant"

Our ReportOUT Events



"It was great to be part of a live discussion with people in Uganda and to be made aware of their basic human struggle to even exist and be acknowledged as human beings in their own right. It was a moving and truly authentic experience. The event provided true insight into the lives of people on the ground facing real life-threatening, existential threats" (Event Feedback)



Our ReportOUT Events

THE MEN WITH THE PINK TRIANGLE



Held on Zoom. February 18th: 18:00-19:00 (U.K. time)

You must book an Eventbrite ticket to get the Zoom link

To celebrate LGBTQI+ History Month in February 2021, we hosted an event which made the links between sexual and gender minorities in the Holocaust and the rounding up of the same people in camps in Chechnya. Our event was a sell-out success and it expanded to a wider audience via the University of Law: "Excellent and informative presentation particularly the links made to repression today . Really motivated me to stand up and speak up about the repression and silencing taking place in Chechnya." (Event Feedback)

Our EducateOUT Project

Drew Dalton (Trustee): Education Lead

Our EducateOUT project mission is to educate the wider public about the lived experiences of sexual and gender minorities in the U.K and globally. Our projects under this banner are for the public to get an insight into the human rights of sexual and gender minorities, including the barriers they face and their resistance to these barriers. We believe in not only telling stories of difficulty and hardship, but also stories of resolution and integrity in face of these challenges. We want to educate the U.K. public and beyond!



Our 'Hidden Voices' Podcast Project

After a successful public Crowdfunder campaign (kindly match-funded by the North East LEP), we were able to implement our Hidden Voices Podcast Project. This was our first education project so it was exciting to do! We partnered with **Pride Media Centre**, who are a business and media hub for the LGBTQI+ community (and their allies) with support from charity **Time To Be Out**. This partnership formed a podcast project, where we could record the lived experiences of sexual and gender minorities in 20 different countries worldwide. **These inspirational and moving stories are available to listen for free on our website. We recommend that you sit back, listen to their (no-longer) hidden voices and then support us in seeking social change by sharing them.**



Doctor Steevo: Education Officer


"I'm Doctor Steevo, I'm French Caribbean. I make music, and during the last lockdown I realised that I wanted to use my skills to help others. I have been working on the podcast project. During this, I discovered so many activists and their great organisations and work. It was an honour and really emotional to even interview some of them as their stories are simply unbelievable. I am really proud to help by giving a voice to these beautiful souls who are fighting for SOGIESC people rights all over the world."




Abbie: Education Officer

"Since entering my role as an Education Officer, I have been working on our 'Hidden Voices' project which consisted of podcast interviews with SOGIESC individuals who live in different nation states. The interviews included personal experiences, discussing barriers faced as well as highlighting how they find resistance to them. ReportOUT has given me so much confidence that I have never had before, as well as being the first place I truly feel valued. I am proud to be a part of such an amazing team."

Our Hidden Voices Podcast Project




Make your own podcast for free



ReportOUT: Hidden Voices




By ReportOUT

The 'Hidden Voices' Project is consisting of interviews with sexual and gender minorities who live in different nation states. In these interviews we discuss barriers they face as well as highlighting how they find resistance to them and their own personal experiences. We hope this inspires others to tell their stories, to give people hope and to educate others on the issues surrounding sexual and gender minorities communities around the world.



Listen on  Spotify

ReportOUT: 'Hidden Voices' Podcast

<https://www.reportout.org>


WHERE TO LISTEN



Hidden Voices: Russia

ReportOUT: Hidden Voices • Feb 1


Country Podcast: Russia



Hidden Voices: Russia

ReportOUT: Hidden Voices • Feb 1

Country Podcast: Russia




Hidden Voices: Trinidad and Tobago

February 1, 2021

"It is a constant barrage of bombardment on your self-identity." In this episode we speak to Jason (He/Him) 🌈

27:45




Hidden Voices: South Africa

February 1, 2021

"There has to be a more social awareness campaign with regards to adults. You can't only focus on the youth" 🌈

39:14




Hidden Voices: Russia

February 1, 2021

"The main advice to transgender people in Russia is to not lose hope!" In this episode we speak with Konstantin 🌈

23:17



Hidden Voices: Pakistan

February 1, 2021

"My mother believes being with a woman will change things". In this episode we speak to Shamael (He/Him) a gay man from Pakistan 🌈

36:24

"There has to be a more social awareness campaign with regards to adults. You can't only focus on the youth because if you look at the crimes, the adults are predominantly the roots of it" (South Africa Podcast)

Our CampaignOUT Project

Bianca Brisan (Trustee): Campaign Lead

In 2020 we started to focus on our CampaignOUT project. Not only do ReportOUT research and educate, but we also take part in campaigns with our growing campaign team. Our focus this year has been to build up our supporter base by developing student societies. We have started this with **our first student society at the University of Cambridge** which is exciting news! **We have also taken part in 3 campaigns** - our 'Empty Shoes' and 'Ride for Rights' campaigns which got us started. These were then followed by our #OUTinPoland virtual walk through the LGBTQI+ 'exclusion zones' of Poland, **proving that we can change these spaces and importantly, that we are not excluded from these zones.**



Name: Campaigns Officer

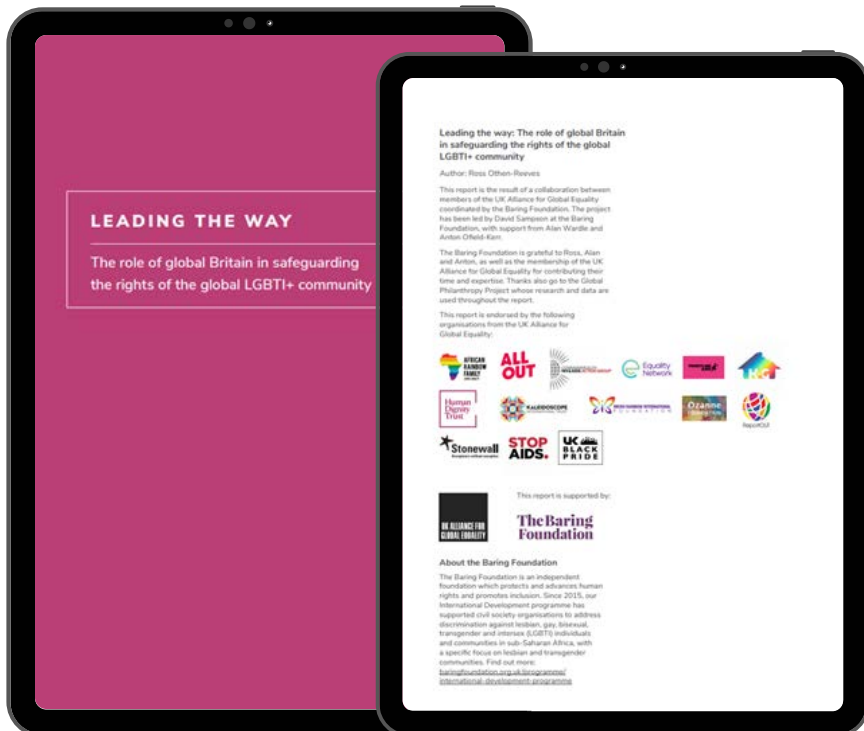
"Volunteering for ReportOUT has been such a joyful and valuable experience. As a campaigner I am always being challenged to use my creativity and zone into my passion for SOGIESC rights. I have had the opportunity to amplify marginalised voices such as corrective rape victims in our ongoing campaign. A definite highlight of the past year has been securing an interest in a ReportOUT society at Cambridge University. I am excited about us growing year by year, developing the outreach of our campaigns and groundbreaking research for the world to see!"

'Leading the Way' Report UK Alliance for Global Equality (UKAGE)

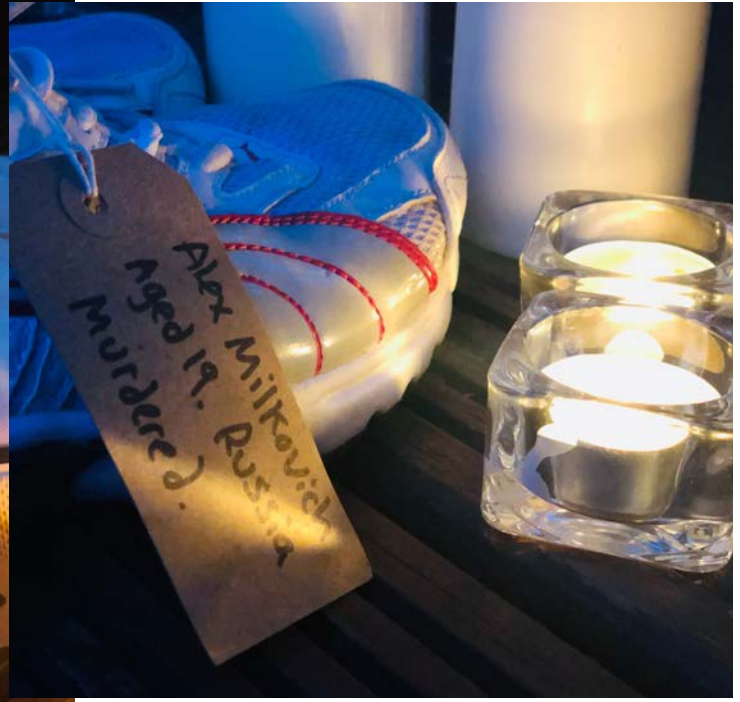
As a member of UKAGE, we were delighted to lend support to their work, to remind the U.K. government of their obligations to fund global work to support sexual and gender minorities:

"This report sets out the rationale for the UK government to contribute an average of 0.3% of ODA per year over five years to fund new commitments to help safeguard and protect LGBTI+ people around the world."

ReportOUT have become an active member, feeding into the UKAGE global strategy.

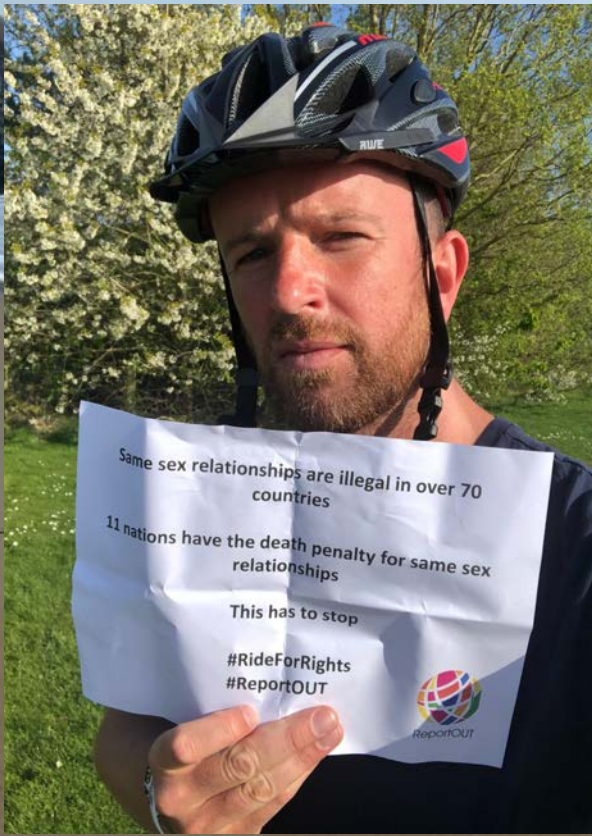


Our CampaignOUT Project

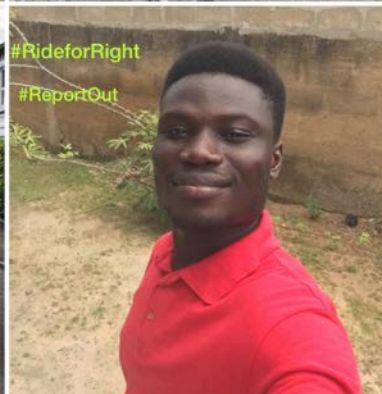


Alongside our student societies and thematic campaigns, our general campaigns have started. One of these was the 'Empty Shoes Campaign' where we highlighted the murders of sexual and gender minority activists in nation states across the globe. People donated shoes so we could photograph the empty spaces of the activists who once stood there. We also took part in Trans Day of Remembrance in 2019 and 2020 in our local area of the United Kingdom.





Another general campaign was our 'Ride for Rights' 2020 campaign, which was designed to launch ReportOUT, and our mission, into the public consciousness. This happened during the height of COVID-19 lockdowns in the U.K. and in other parts of the world. However, this campaign spread throughout the U.K. and went global as people used their exercise opportunities to take part. People held up their signs and pushed our hashtag #RideForRights in countries such as Germany, Nigeria, Ghana and South Korea!



Our #OUTinPoland Campaign

Parts of Poland have created over 100 'LGBT exclusion' zones and Polish sexual and gender minorities are being ostracised, attacked and discriminated against throughout the country as a result of it. ReportOUT took part in a virtual walk from Lublin to Rzeszow, doing 100 miles in 100 days. This walk was directly through the heart of the 'LGBT exclusion' zones. This was also in solidarity with the brave LGBTQI+ activists who live in the exclusion zones, who face discrimination, harm and state-led symbolic violence. We led with our #OUTinPoland!

#OUTinPoland
100 miles in 100 days



Poland - This LGBTQI+ organisation is walking through your 'LGBT exclusion' zones...

Donations raised will go to ReportOUT and to Polish LGBTQI+ organisations to support their work

Our Media and Communications

Craig Millar (Trustee): Communications Lead

Building our external communications is central to our growing the profile of our research and education. Over the last year, our media and communications team have collaborated to build up our social and digital presence. Whilst we have had many challenges due to lockdown, the focus on the use of digital engagement and new familiarisation with online events has helped us increase our profile. We have worked hard to change our internal communications and external communications.

We have plans to grow further!



Our focus has been to:

- create an understanding of the stories that have affected sexual and gender minorities across the globe;
- promoting our events, our fundraising initiatives and the work of our volunteers;
- building digital profile and reach, including increasing our subscribers and building the foundations to grow our reach.

Our digital successes now shows that we have:

- over 3,000 social media followers;
- an increase of 160% in LinkedIn impressions;
- a 50% increase in engagement on social channels.

What comes next?

Aligned with our new action plan, and our digital operating model, our communications team will be focused on:

- sharing our stories, those about our people and that affect the community we support across the globe;
- building attendance at our events and interest in supporting our work through charitable giving;
- increasing the profile of our education initiatives and our research, ensuring it is leading change both in the UK and across the globe.

Kotryna: Social Media Officer



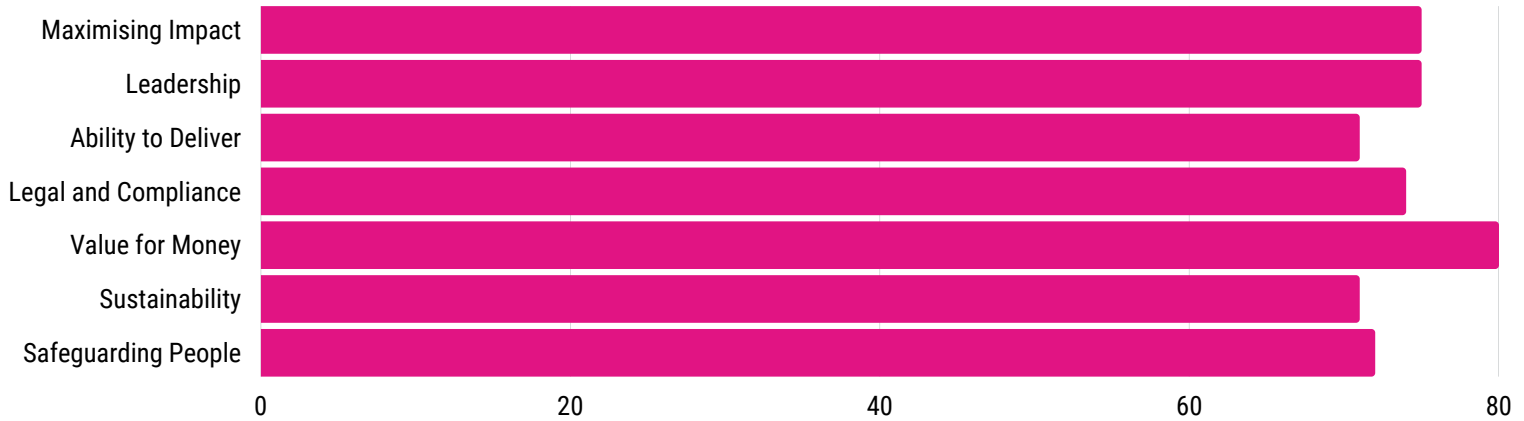
"Joining ReportOUT has been one of the best decisions I've made in 2020! I'm taking the first steps in changing career from solely focused commercial marketing to working for charitable organisations. Learning to manage social media channels for a completely different organisation has definitely taught me some vital skills for succeeding in this field. Finally, being an expat from Lithuania, I don't have family in the UK, and therefore, building strong friendships and community is so important to me. The ReportOUT team has welcomed me with open arms and I'm so grateful to be able to work towards change with so many amazing people!"

The Charity Excellence Framework

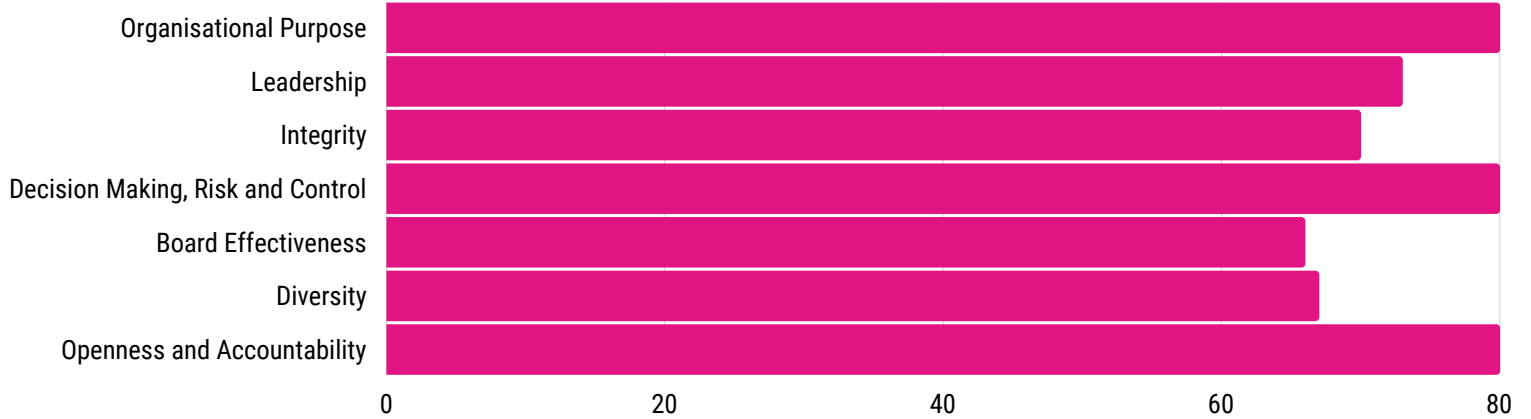
As a new charity, we spent much of our first year ensuring that we get our internal and our external processes right. We took part in the 'Charity Excellence Framework' and assessed our organisation in detail. We were delighted to be awarded this after achieving our evaluation results. We will continue to use this, reflect upon it and improve what we do even further. We believe in complete transparency as an organisation and so have placed the results of our evaluation below. This shows the strength of our organisation, our processes and strategies. **Our overall performance was 72% and our governance was 74%. Great results for our first year!**



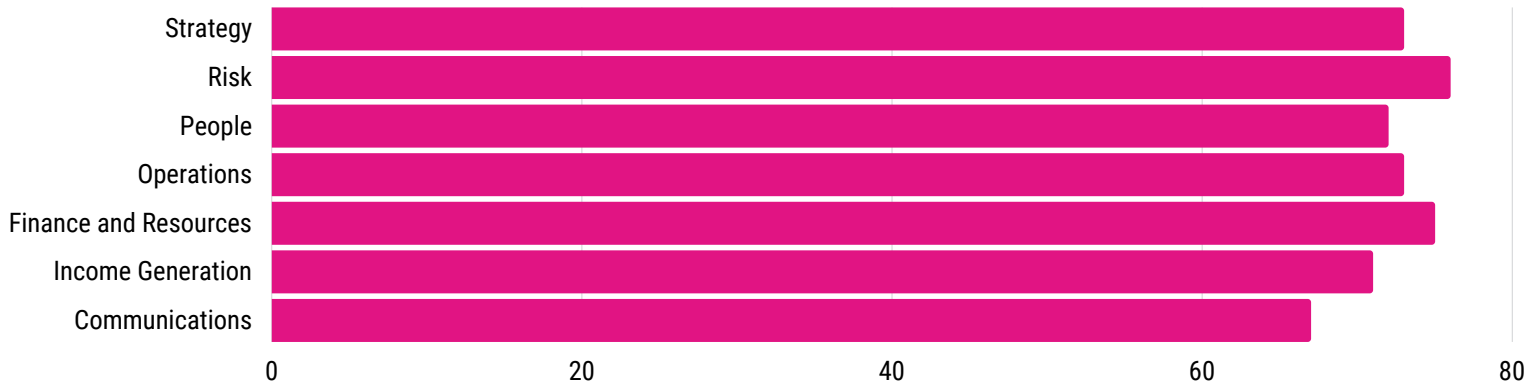
Stakeholder assurance



Governance analysis



Overall assessment of ReportOUT



Our Partners, Awards and Memberships

At ReportOUT we believe that we are stronger when we work and share resources together. We believe that memberships are key to strengthening us as a charity in this uncertain climate and so have sought to become members of key Third Sector organisations. We are proud members of the following member-led organisations:



At ReportOUT we are also a member of the **LGBTQI+ Chair's Network** as part of the Consortium of Lesbian, Gay, Bisexual and Transgender Voluntary and Community Organisations.

Partnership building is key to how we work, and we have entered into partnerships with the following national, regional and global bodies. At ReportOUT, we are stronger when we work in partnership with others. We have built partnerships with the following organisations and we would like to say 'thank you' to all of them!



Good news! In 2020 we were shortlisted at the North East LGBT Awards in the category of 'Charity & Community Initiative Award.' Our Chair was shortlisted in the category of 'Inspirational Leader Award.' Although the awards were postponed due to COVID-19, we are excited to attend them in 2021 and honoured to be shortlisted.

Our Future: What's Next for ReportOUT?

We are currently finalising our fundraising and action plan for 2021-2022, which will begin in April 2021. We have a number of exciting projects for the year ahead, so here is an exciting taster of just some of them:

Continuing to strengthen our volunteers

We will be launching our 'Pride in Volunteers Project' which will be offering in-depth training and experiential learning for our volunteers in Third Sector leadership. We want to prepare our volunteers to be future leaders and shapers. We will continue to invest deeply in our volunteers and continue to support their works impact with our Theory of Change.

OUT in Ethiopia research

As part of our CallOUT Research Project, we are working in partnership with the 'House of Guramayle' to document the lived experiences and rights of Ethiopians who are sexual and gender minorities.

OUT in Morocco research

We will also be working with 'The Moroccan LGBT Community' and 'Alwan' to document the lived experiences and rights of Moroccans who are sexual and gender minorities.

The 'Listening Post' Project

This project will engage with and document the voices of sexual and gender minorities who are asylum seekers and refugees in the United Kingdom, to find out how they have experienced the COVID-19 pandemic. We will be seeing if their human rights have been met and will be seeking policy change in the U.K. to ensure that they do.

ReportOUT student societies

Our campaign team will be working with universities to ensure that ReportOUT student societies are set up, trained and organised. We will look to grow our campaign base. Look out for our future campaigns!

The OUTAcademy and ShoutOUT Awards

We will be developing a virtual OUTAcademy which will offer structured campaigner training for sexual and gender minorities in both the Global North and Global South. We will also be offering CPD training for members of the public and to professionals. We also recognise that many LGBTQI+ awards honour celebrities and campaigners who are well known and supported. So, our virtual ShoutOUT awards will be for lesser-known grassroots campaigners across the globe, who often get overlooked.

Events

We will be launching a truly global calendar of public facing events, panel discussions and talks in April. Sign up to our newsletter to hear more on our website.

Partnerships, networks and communications

We will seek new partnerships, join new networks and strengthen our communications to our supporters and to the public. **Watch this space, as in 2021-2022, you will hear a lot more about ReportOUT!**

Thank You to Our Supporters

Thank you to all who have supported us in our first year of operation as a charity. As well as our partners who we have worked with, we would also like to thank the following people and organisations:

Trustees

- Chair of Trustees: Drew Dalton: United Kingdom
- Treasurer: Suzanne Butler: United Kingdom
- Secretary: Bianca Brisan: United Kingdom/Romania
- Trustee: Jodie Weatherston: United Kingdom
- Trustee: Craig Millar: United Kingdom/Ireland
- Trustee: Tom Obokata: United Kingdom/Japan
- Trustee: Kyuhan Shin: South Korea
- Trustee: Salman Khan: USA/Pakistan
- Trustee: Chris Samba: Caribbean
- Trustee: Matthew Blaise: Nigeria
- Trustee: David Larbi: Ghana
- Trustee: Hazan Kahrizi: Germany/Iraq
- Trustee: Suleyman Matos: Spain

Patrons

- Mazharul Islam
- Aderonke Apata
- Rvd. Jide Macaulay

Volunteers

Thank you to all of our volunteers, both past and present, who have helped us to become the organisation and family that we are today. You are our life blood that keeps us going.

Our supporters and donors

We want to see a huge thank you to everyone who has supported us by signing up to our mailing list, who has attended an event, supported our campaigns and donated (one-off or regularly) to support our work. Our work could not be done without you and we are eternally thankful. Thanks to the University of Law for supporting our LGBT History Month event and expanding the reach of it.

Our funders

Thank you to the North East LEP for your financial support through match-funding our Crowdfunder campaign.



ReportOUT were honoured to be named 'charity of choice' by the LGBTQ+ Network Leeds at the University of Law. Working with the students there has been a privilege!

ReportOUT registered with the Fundraising Regulator in 2020. Registered organisations are publicly accountable for their fundraising methods, they help promote best practice, defend the sector and demonstrate compliance with the law.

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Pride Media Centre
Unit T1, Stonehills
Shields Road, Pelaw
Gateshead. NE10 0HW
United Kingdom

For more information, please visit our website: www.reportout.org
Registered Charity number (England and Wales): 1185887



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@SOGI_ReportOUT



+44 191 348 1820



@OUT_Report



@ReportOUT



Contact@reportout.org

REPORTOUT

TRUSTEES ANNUAL REPORT

For the accounting period 21 October 2019 to 31 March 2021

Reference and administrative details of the charity, its trustees and advisors

Charity Name	REPORTOUT	
Registered Charity Number	1185887	
Operational address	Pride Media Centre Unit T1 Stonehills Shields Road Pelow Gateshead Tyne and Wear NE10 0HW	
Trustees	Andrew Keith Dalton Wendell Lewis Suzanne Butler Kyu Han Shin Suleyman Matos Muhammad Salman Kahn Hazan Kahrizi Bianca Brisan Tomo Obotaka David Larbi Jodie Weatherston Craig William Graham Millar Matthew Blaise	Chair Appointed 24/11/19 Appointed 24/11/19 Appointed 24/11/19 Appointed 24/11/19 Appointed 24/11/19 Appointed 24/11/19 Appointed 01/06/20 Appointed 24/11/19 Appointed 24/11/19 Appointed 24/11/19 Appointed 24/11/19 Appointed 01/12/20 Appointed 24/11/19
Independent Examiner	Jim Dodds Connected Voice Business Services Limited Higham House Higham Place Newcastle upon Tyne NE1 8AF	
Bankers	CAF Bank	

REPORTOUT

TRUSTEES ANNUAL REPORT

For the accounting period 21 October 2019 to 31 March 2021

Structure, Governance and Management

Governing documents

Charitable Incorporated Organisation - Foundation Model - whereby the only voting members are the charity Trustees. We have adopted the Charity Commissions Model Constitution to ensure we comply with the Charities Act 2011 (the 2011 Act) and the General Regulations. This helps us to ensure we:

- Reflect recommended best practice; and
- Are legally compliant

Appointment of Trustees

Trustees are appointed through advertising externally via our website, newsletter, social media and through relevant centres (such as Volunteer Centres). After a successful interview and induction process, they are approved by the rest of the Trustees at the following Trustee meeting.

Organisation

The Trustees meet each quarter and deal with the administration of the charity encompassing the strategic vision, financial accountability and risk management. Some trustees are also operational in their engagement and so may meet more regularly to discuss operational issues.

Risk management

The Trustees have conducted a review of the major risks to which the charity is exposed, and systems have been established to mitigate those risks including the implementation of procedures for authorisation of all transactions and projects and for ensuring the consistent quality of the delivery of all operational aspects of the charitable company. These procedures are periodically reviewed to ensure that they still meet the needs of the charity.

ReportOut have a Risk Management Policy and Risk Management Form which is updated by the Trustees regularly throughout the year, then re-appraised annually.

Statement on Public Benefit

The charity carries out a wide range of activities in pursuance of its charitable aims. The Trustees consider that these activities, summarised above, provide benefit both to those who directly receive services, and the wider community in the United Kingdom. The trustees confirm that they have complied with the duty in section 4 of the Charities Act 2011 to have due regard to the public benefit guidance published by the Charity Commission.

REPORTOUT

TRUSTEES ANNUAL REPORT

For the accounting period 21 October 2019 to 31 March 2021

Financial Review

ReportOut is primarily funded by donations and grants. The total income for the year was £19,041, of which £7,050 was restricted. This income is allocated across respective funds on the Statement of Financial Activities in accordance with the Statement of Recommended Practice.

The Statement of Financial Activities for the year ended 31 March 2021, shows a net surplus across all funds of £7,665.

The Balance Sheet at 31 March 2021 shows total fund carried forward of £7,665 of which there are £2,750 restricted funds.

Reserve policy

ReportOut has established a policy whereby the unrestricted funds not invested in fixed assets held by the charity should be between three and six months of annual expenditure.

REPORTOUT

TRUSTEES ANNUAL REPORT

For the accounting period 21 October 2019 to 31 March 2021

Statement of Trustee Responsibilities

The charity trustees are responsible for preparing a trustees' annual report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

The charity trustees are required to prepare financial statements for each year which give a true and fair view of the state of affairs of the charitable company and of incoming resources and application of resources. In preparing financial statements, the trustees are required to:

- Select suitable accounting policies and apply them consistently;
- Observe the methods and principles in the Charities SORP;
- Make judgements and estimates that are reasonable and prudent;
- State whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charity. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Approved by the Trustees on14 June 2021..... and signed on their behalf by:

Drew Dalton
Chair of Trustees



REPORTOUT

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES

For the accounting period 21 October 2019 to 31 March 2021

I report on the financial statements of Reportout for the accounting period 21 October 2019 to 31 March 2021, which are set out on pages 43 to 51.

Respective responsibilities of trustees and examiner

The charity's trustees are responsible for the preparation of the accounts. The charity's trustees consider that an audit is not required for this year under section 144 of the Charities Act 2011 ("the Charities 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 145 of the Charities Act,
- to follow the procedures laid down in the general Directions given by the Charity Commission (under section 145(5)(b) of the Charities Act), and
- to state whether particular matters have come to my attention.

Basis of independent examiner's statement

My examination was carried out in accordance with general Directions given by the 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 the 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

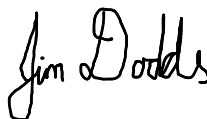
In connection with my examination, no material matters have come to my attention which gives me cause to believe that in, any material respect:

- 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.

However, not all future events or conditions can be predicted. The COVID-19 viral pandemic is one of the most significant economic events for the UK with unprecedented levels of uncertainty of outcomes. It is therefore difficult to evaluate all of the potential implications on the charitable company's trade, customers, suppliers and wider economy. The trustees' view on the impact of COVID-19 is disclosed in the accounting policies note.

I 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.

Jim Dodds
Connected Voice Business Services
Higham House
Higham Place
Newcastle upon Tyne
NE1 8AF
Date: 14 June 2021



REPORTOUT

STATEMENT OF FINANCIAL ACTIVITIES

For the accounting period 21 October 2019 to 31 March 2021

	Notes	Unrestricted Funds £	Restricted Funds £	Total Period 21 October 2019 to 31 March 2021 £
<u>Income from:</u>				
Donations and legacies	6	11,413	-	11,413
Charitable activities				
Grants and contracts	7	-	7,050	7,050
Other trading activities	8	578	-	578
Total income		11,991	7,050	19,041
<u>Expenditure on:</u>				
Charitable activities				
Operation of the charity	9	6,348	4,300	10,648
Total expenditure		7,076	4,300	11,376
Net income/(expenditure) and net movement of funds		4,915	2,750	7,665
<u>Reconciliation of funds</u>				
Total funds brought forward		-	-	-
Total funds carried forward		4,915	2,750	7,665

The Statement of Financial Activities includes all gains and losses recognised in the year. All income and expenditure derive from continuing activities

The notes on pages 45 to 51 form an integral part of these accounts.

BALANCE SHEET

As at 31 March 2021

	Notes	£	Total Period 21 October 2019 to 31 March 2021 £
Current assets			
Debtors	17	119	
Cash at bank and in hand	18	8,014	
		<u>8,133</u>	
Total current assets			
Creditors: amounts falling due within one year	19	(468)	
		<u>7,665</u>	
Net current assets			
Total net assets or liabilities			<u><u>7,665</u></u>
Funds of the charity			
Unrestricted income funds			4,915
Restricted income funds			2,750
			<u>7,665</u>
Total funds			<u><u>7,665</u></u>

The notes on pages 45 to 51 form an integral part of these accounts.

These financial statements were approved by the Board on:

14 June 2021

and are signed on its behalf by:

Drew Dalton
Chair of Trustees



REPORTOUT

NOTES TO THE FINANCIAL STATEMENTS

For the accounting period 21 October 2019 to 31 March 2021

1 Accounting Policies

The principal accounting policies adopted, judgements and key sources of estimation uncertainty in the preparation of the financial statements are as follows:

2 Basis of accounting

2.1 Basis of preparation

These accounts have been prepared under the historical cost convention with items recognised at cost or transaction value unless otherwise stated in the relevant note(s) to these accounts.

The accounts have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015) – Charities SORP (FRS 102), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Charities Act 2011.

Reportout meets the definition of a public benefit entity under FRS 102.

2.2 Preparation of the accounts on a going concern basis

The charity reported total unrestricted funds at the year end of £4,915.

The trustees are of the view that the immediate future of the charity for the next 12 to 18 months is secure and that on this basis the charity is a going concern.

The financial statements have been prepared on a going concern basis. The Trustees have reviewed and considered relevant information, including the annual budget and future cash flows in making their assessment. In particular, in response to the COVID-19 pandemic, the Trustees have revised their forecasts to take into account the impact on the business of possible scenarios brought on by the impact of COVID-19, alongside the measures that they can take to mitigate the impact. Based on these assessments, given the measures that could be undertaken to mitigate the current adverse conditions, and the current resources available, the Trustees have concluded that they can continue to adopt the going concern basis in preparing the annual report and accounts.

Due to the COVID-19 pandemic, it has put many strains on all businesses. It should be noted that the charity is still able to meet its obligations to fulfilling its contracts with funders, who have been flexible about the timescale for delivery.

3 Income

3.1 Recognition of income

Income is recognised when the charity has entitlement to the resources, any performance conditions attached to the item(s) of income have been met, it is more likely than not that the resources will be received and the monetary value can be measured with sufficient reliability.

3.2 Offsetting

There has been no offsetting of assets and liabilities, or income and expenses, unless required or permitted by FRS102 SORP or FRS102.

3.3 Grants and donations

Income from government and other grants, whether 'capital' grants or 'revenue' grants, is recognised when the charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably and is not deferred.

Income received in advance of the provision of a specified service is deferred until the criteria of income recognition are met.

REPORTOUT

NOTES TO THE FINANCIAL STATEMENTS

For the accounting period 21 October 2019 to 31 March 2021

3.4 Fund accounting

Unrestricted funds are available to spend on activities that further any of the purposes of the charity. Designated funds are unrestricted funds of the charity which the trustees have decided at their discretion to set aside to use for a specific purpose. Restricted funds are donations which the donor has specified are to be solely used for particular areas of the charity's work or for specific projects being undertaken by the charity.

4 Expenditure and liabilities

4.1 Liability recognition

Liabilities are recognised when it is more likely than not that there is a legal or constructive obligation committing the charity to pay out resources and the amount of the obligation can be measured with reasonable certainty.

4.2 Charitable activities

Expenditure on charitable activities includes the costs of represent disabled people in the North East of England and works to bring about significant and lasting social change and other activities undertaken to further the purposes of the charity and their associated support costs.

4.3 Governance and support costs

Support costs have been allocated between governance cost and other support. Governance costs comprise all costs involving public accountability of the charity and its compliance with regulation and good practice.

Support costs are those functions that assist the work of the charity but do not directly undertake charitable activities. Support costs include central functions and have been allocated to activity cost categories on a basis consistent with the use of resources.

4.4 Irrecoverable VAT

Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

4.5 Creditors

The charity has creditors which are measured at settlement amounts less any trade discounts.

4.6 Provision for liabilities

A liability is measured on recognition at its historical cost and then subsequently measured at the best estimate of the amount required to settle the obligation at the reporting date.

5 Assets

5.1 Tangible fixed assets for use by the charity

Individual fixed assets costing £250 or more are capitalised at cost and are depreciated over their estimated useful economic lives on a straight line basis, the charity does not currently have any tangible fixed assets:

Office and computer equipment	25%	Straight line
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REPORTOUT

NOTES TO THE FINANCIAL STATEMENTS

For the accounting period 21 October 2019 to 31 March 2021

Analysis of income

	Unrestricted Funds £	Restricted Funds £	Period 21 October 2019 to 31 March 2021 £
6 Donations and legacies			
<u>Donations</u>			
Regular donations	2,215	-	2,215
Donations	5,158	-	5,158
Gift aid	594	-	594
<u>Fundraising</u>			
Uganda fundraising	1,935	-	1,935
The Conqueror Challenge fundraising	1,511	-	1,511
	<u>11,413</u>	<u>-</u>	<u>11,413</u>
7 Charitable activities			
<u>Income from grants</u>			
Gateshead Discretionary Fund	-	5,000	5,000
Crowdfunder Ltd	-	2,050	2,050
	<u>-</u>	<u>7,050</u>	<u>7,050</u>
8 Other trading activities			
Events and merchandise	328	-	328
Public talks	250	-	250
	<u>578</u>	<u>-</u>	<u>578</u>

Income was £19,041 of which £11,991 was unrestricted or designated and £7,050 was restricted.

REPORTOUT

NOTES TO THE FINANCIAL STATEMENTS

For the accounting period 21 October 2019 to 31 March 2021

Analysis of expenditure on charitable activities

	Unrestricted Funds £	Restricted Funds £	Period 21 October 2019 to 31 March 2021 £
8 Raising funds			
Fundraising	728	-	728
	<u>728</u>	<u>-</u>	<u>728</u>
9 Charitable activities			
<u>Direct costs</u>			
Asylum Seeker Podcast	-	1,000	1,000
Travel costs	60	-	60
Volunteer costs	723	-	723
Events and awards	202	-	202
Research	55	-	55
<u>Support costs</u>			
Rent	2,220	3,300	5,520
IT costs	635	-	635
Printing, postage and stationary	14	-	14
Insurance	285	-	285
Office costs	795	-	795
Telephone	296	-	296
Membership and subscriptions	332	-	332
Bank fees	121	-	121
Sundries	143	-	143
<u>Governance costs</u>			
Independent examiner's fees for reporting on the accounts	468	-	468
	<u>6,348</u>	<u>4,300</u>	<u>10,648</u>

Expenditure on charitable activities was £11,376 of which £7,076 was unrestricted or designated and £4,300 was restricted.

10 Fees for examination of the accounts

	Period 21 October 2019 to 31 March 2021 £
Independent examiner's fees for reporting on the accounts	468
	<u>468</u>

There were no other fees paid to the examiner.

REPORTOUT

NOTES TO THE FINANCIAL STATEMENTS

For the accounting period 21 October 2019 to 31 March 2021

11 Analysis of staff costs and the cost of key management personnel

The charity currently does not employ staff.

No employee received remuneration above £60,000.

The key management personnel of the charity, comprise the trustees and the charity development consultant. The total employee benefits of the key management personnel of the charity were £nil.

13 Transactions with trustees

None of the trustees have been paid any remuneration or received any other benefits from an employment with their charity or a related entity.

Trustees' expenses

No trustee expenses have been incurred in the year.

Transaction(s) with related parties

There have been no related party transactions in the reporting period.

15 Corporation Taxation

The charity is exempt from tax on income and gains falling within section 505 of the Taxes Act 1988 or section 252 of the Taxation of Chargeable Gains Act 1992 to the extent that these are applied to its charitable

17 Debtors and prepayments (receivable within 1 year)

	Period 21 October 2019 to 31 March 2021 £
Prepayments	<u>119</u>
	<u>119</u>

18 Cash at bank and in hand

	Period 21 October 2019 to 31 March 2021 £
Cash at bank and in hand	<u>8,014</u>
	<u>8,014</u>

REPORTOUT

NOTES TO THE FINANCIAL STATEMENTS

For the accounting period 21 October 2019 to 31 March 2021

19 Creditors and accruals (payable within 1 year)

	Period 21 October 2019 to 31 March 2021 £
Accruals	
Independent examination of accounts	468
	<u>468</u>

20 Events after the end of the reporting period

No events (not requiring adjustment to the accounts) have occurred after the end of the reporting period but before the accounts are authorised which relate to conditions that arose after the end of the reporting period.

21 Analysis of charitable funds

Analysis of movements in unrestricted funds

For the accounting period 21 October 2019 to 31 March 2021

	Fund balances brought forward £	Incoming resources £	Resources expended £	Transfers £	Fund balances carried forward £
Unrestricted funds					
General unrestricted fund	-	11,991	(7,076)	-	4,915
Totals	<u>-</u>	<u>11,991</u>	<u>(7,076)</u>	<u>-</u>	<u>4,915</u>

Purpose of unrestricted funds

General unrestricted fund The 'free reserves' of the charity

Analysis of movement in restricted funds

For the accounting period 21 October 2019 to 31 March 2021

	Fund balances brought forward £	Incoming resources £	Resources expended £	Transfers £	Fund balances carried forward £
Restricted funds					
Crowdfunder Ltd	-	2,050	(1,000)	-	1,050
Gateshead Discretionary Fund	-	5,000	(3,300)	-	1,700
Totals	<u>-</u>	<u>7,050</u>	<u>(4,300)</u>	<u>-</u>	<u>2,750</u>

Purpose of restricted funds

Restricted funds represent income resources used for a specific purpose within the charity as identified by the donor.

Crowdfunder Ltd Matched funding for podcast project

Gateshead Discretionary Fund Rent

REPORTOUT

NOTES TO THE FINANCIAL STATEMENTS

For the accounting period 21 October 2019 to 31 March 2021

22 Capital commitments

As at 31 March 2021, the charity had no capital commitments (-£nil)

23 Guarantee

There have been no guarantees given by the charity at 31 March 2021.

24 Debt

There is no debt outstanding which is owed by the charity and which is secured by an excess charge on any of the assets of the charity at 31 March 2021.

25 Governing document

The organisation is a Charitable Incorporated Organisation - Foundation registered on 21 October 2019 as a body corporate under part 11 of the Charities Act 2011.

26 Analysis of net assets between funds

	Unrestricted Funds £	Restricted Funds £	Total Period 21 October 2019 to 31 March 2021 £
Cash at bank and in hand	5,264	2,750	8,014
Other net current assets/(liabilities)	(468)	-	(468)
	<u>4,796</u>	<u>2,750</u>	<u>7,546</u>