



Annual report

Trustees report for financial year
1 January 2022 to 31 March 2023



**TRANS SUPPORT
AND COMMUNITY**
www.be-north.org.uk

FY 2023

Be: Trans Support and Community
Charity Number 1186132

Be: Trans Support and Community

Introduction

The Trustees are pleased to present the annual report for the 1st of April 2022 to 31st of March 2023.

Be: Trans Support and Community (or Be North) is registered as a CIO, charity number 1186132. Be North was formed from a community interest group in the North East of England originally established in March 2010. We have developed over the years to have an impact both locally and nationally, contributing to causes that benefit Transgender people and those that they come into contact with.

The object of the CIO is:

To promote equality and diversity and to eliminate discrimination in relation to transgender people in the North East of England for the benefit of the public by:

- a) providing advice and support services for transgender people.
- b) promoting education and training and raising awareness in relation to all aspects of transgender health and social care needs and related equality and diversity issues with the aim of eliminating discrimination.
- c) cultivating a sentiment in favour of equality in particular by the provision of information and advice.



Report from the Chair

I am incredibly proud of the group of volunteers who run and contribute to Be. We are and will always be community-led, and our mission of delivering personal empowerment to members of the community via the many avenues which we engage with has had a positive impact on many lives. This year we concluded our third full year operating as a charity, we are proud to examine our performance and pleased to say that we have continued to grow and reach further into the trans community - and continue to positively influence all we come into contact with, including the wider public and other organisations where we have improved services for trans people for the public benefit.

Our support services,

This year we have continued to improve our core services by increasing the numbers of volunteers within our team - allowing us to help more individuals in our one to one support sessions and our group open drop in sessions that we conduct weekly. The numbers accessing our services have grown to an average of 30 individuals every week, with a peak of 48. We have been creating sessions with other organisations and services to help provide access and advice to professional medical and local authority provisions that trans people find difficult to navigate in their daily lives.

As we continue to see the impact of social isolation and the continued reduction in access to quality healthcare we have seen the demand for quality community space increase, this year we have invested in training and expanding our skills with help from partner organisations so that we can adjust to the demands and meet the needs of the community.

Our project work,

We entered the year as a partner in the Transforming Futures partnership, funded and supported by the National Lottery Community Fund, which aims to create lasting change for trans communities in the healthcare and criminal justice systems. However, at the end of this financial year we have taken the decision as a board of trustees to wind up our participation in the project as we believe that we can no longer impact it positively and our focus must shift to our core purpose which is not currently the function of the project.

We are a partner in the Trans Lives North East project, which aims to bring awareness and education to those organisations and professionals who work with people who may identify as transgender. This year after losing many of the partners involved with the project Be self-funded and provided the annual

conference to the interested parties in March 2023.

Our Healthcare project is in its final year of the current strategy, as we held more sessions with various areas of the NHS and our partner organisations. A key area we were able to impact was in our work with Northern Cancer Alliance and Healthworks Newcastle – where we helped to develop materials and inform inclusive policies and working practices around trans people in cancer care. We helped distribute this information amongst the community and public. We also helped to deliver a webinar with Healthworks and provided cancer awareness sessions to community members. Our focus on sexual health has also continued, with Mesmac and Shine (local sexual health charities) providing sexual health advice and access to STI testing and PrEP to the community.

Our wellbeing work has continued with the ongoing operation of regular yoga groups, these are open to all members of our community and are hosted by us at our space in ReCoCo in partnership with LGBT+ Northern Social Group.

We also partnered with Newcastle Ravens rugby club to support trans inclusion in their annual Hadrian's Cup event. We sponsored an award, open to entries from rugby clubs throughout the country, which would recognise the efforts made to open rugby up to greater participation from trans people. We judged the submissions and were pleased to present the award at the pre-tournament launch party.

Events,

We have led the community organisation of 2022's Trans Day of Remembrance event. The event supports those who wish to remember those lost to transphobic violence over the preceding year and bring the community and allies together to stand in solidarity over action we can take in our part of the world to reduce discrimination against Transgender individuals.

We have participated in several Pride events, this both promotes the work of the charity and gives us a platform to talk about issues that affect trans people in society. With local Pride events having returned to in-person events we were able to reach a large number of people at our stands and through our presence in various marches. This also gave us an opportunity to network with similar organisations in attendance.

To conclude,

This year was a successful one for the Charity, as most services returned fully from reduced operations related to the pandemic, we were able to execute on our strategy more fully. Attendance at our core group sessions continues to increase

and peripheral services are launching in the coming years, in the context of a new strategy this is anticipated to include new art therapy sessions, sporting events and more social outings for isolated individuals.

At the AGM, it was agreed that I would resign from the position of Chair in the coming year. The financial officer is also indicated they would like to find a suitable replacement. We will look to appoint a new chair and I will work closely with them to ensure a smooth handover of responsibilities with minimal impact on our operations. I have decided that I will resign both my commitments to the board of trustees and to the daily running of the Charity.

In order to grow the organisation and maintain good governance in addition to appointing a new chair of trustees we decided to appoint a charity manager who will oversee the day to day running of the Charity, they will lead the Charity in delivering the objectives set out by the board of trustees and chair all non-trustee meetings. This effectively will split my current role in the charity and allow trustees and members to focus on their responsibilities.

Finally I would like to thank everyone who I have worked with and has helped me to grow this incredible charity, reflecting on how far we have come and the impact we have made on peoples lives has been humbling and emotional. Thank you.

Chair – Katie Marshall

The Charity

Be: Trans Support and Community is constituted as a CIO by association, the most recent updated version of governing document was adopted on the 3rd of November 2019 and the Charity was Governed this year by the following Trustees,

Katie Marshall (o)
Gemma Dellbridge
Amy Tysoe (o)
Liam Irwin
James Anderson
Alice Appleby (Active until November 2022)
Jordan Blackwood (Active from November 2022)
Rose Blackwood (Active from November 2022) (o)

The charity board was managed during this period by:

Katie Marshall – Chair
Gemma Dellbridge - Operations Director
Amy Tysoe – Finance Director
Rose Blackwood – Secretary

Alice Skye – Communications Manager
James Anderson – Project Manager
Liam Irwin – Diversity and accessibility manager
Jordan Blackwood – Sport inclusion
Steph Bloomfield – board member

Our we had an EGM in November 2022 to discuss the changing of trustees and the late AGM. It was decided that a normal AGM would be conducted in December 2022 with the new trustees in attendance. The previous years report was approved, and all governance commitments were concluded in the meeting. We conducted 6 trustee meetings through this year and held regular board meetings both virtually and in person.

Governance

All Charity trustees have been supplied with a copy of the governing document, guidance around being a charity trustee and the Charity Commission's guidance on public benefit.

All documents relating to the management of the Charity and materials regarding safeguarding have been made available to all members and trustees who carry out activities on behalf of the Charity. Training has been provided for all trustees and elected members for safeguarding both Adults and children.

The trustees have met regularly throughout the period and both the governing document and the guidance on public benefit are supplied as supporting documents.

The objects as set out in the governing document are as follows:

To promote equality and diversity and to eliminate discrimination in relation to transgender people in the North East of England for the benefit of the public by:

- a) providing advice and support services for transgender people.
- b) promoting education and training and raising awareness in relation to all aspects of transgender health and social care needs and related equality and diversity issues with the aim of eliminating discrimination.
- c) cultivating a sentiment in favour of equality in particular by the provision of information and advice.

The main activities in relation to the purposes for public benefit are as follows:

Provision of facilitated spaces for trans people to receive support and socialise.
Provision of materials both digitally and physically that provide advice and awareness around aspects of health and social care needs for transgender individuals.

Local project work that has a direct benefit to both Transgender people and those around them such as assisting with access to healthcare and services

National project work in partnership with other organisations to deliver larger projects that fulfil the aims of the charity and benefits large populations of transgender people.

The organisation of local events that directly bring awareness and education around issues of equality and diversity.

Providing advice and consulting with organisations and services to directly benefit transgender people and their families.

Achievements and performance

In planning our activities for the year, we kept in mind the Charity Commission's guidance on public benefit at our trustee meetings.

The main activities of the Charity are as follows:

Meet the needs of the community

- Newcroft Centre Sexual Health drop-ins held
- Fingerprick HIV and AIDS testing from SHINE.
- HealthWorks drop in to speak about cancer in accessible formats for trans and non binary people.
- Anxiety Management and Drug/Alcohol support sessions over a 3 week period.
- Continuing to provide physical safe spaces working with partner organisations.
- Community development at our core, outreach work in the community.
- Outreach at Northumbria Students Union
- Involvement at Newcastle Mela, advertising Be's services to global majority communities across the North East.
- TRANSForming Futures Research findings made public.

Provide safe and accessible physical spaces for the community

- Tuesday open drop in sessions continue to run at ReCoCo.
- Designated Safeguarding Lead remains in place, and staff with relevant training accessible at all times for advice, support, and address concerns appropriately.
- Christmas Party 2022 held at Bobbys, in which provided a safe and accessible place for a celebration of visibility.
- Trans Day of Remembrance held in a safe and accessible space, ensuring that trans people have a safe space to grieve.
- Yoga sessions once a month

Provide facilitated support

- Growing our 1:1 listening and advice service, including bringing new peer support workers to the role, and being able to support long term while people are on waiting lists.

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- Addressing growing need for accessibility, including a specialised Diversity and Inclusion role created within the board.
 - Board has remained trans-led throughout 2022-2023, providing lived experience to aspects of support.

Enable Trans people to achieve active lifestyles / Provide resources for healthcare

- Newcastle Ravens collaboration this year has provided access to sports and active lifestyle.
- Advocating for trans peoples' space within sports and fitness, including sponsoring an award at the Hadrian Cup.
- Specialised Sports Inclusion role within the board made.
- Stall at The Hadrian Cup, in which LGBT+ Athletes and sports players attend.
- North East Ambulance Service information and advice drop in.
- Creating links with local venues who offer regular fundraising opportunities.
- Regular advertising from external supporters.

Improve service provision within our region

- "Trans Visibility within Health and Social Care" event, running with great success and 50+ healthcare professionals in attendance from various sectors.
- Allowing local sexual health centre, Newcroft, to receive community advice regarding access to their services.
- Work with local Cancer Champions to ensure trans and non-binary individuals can access their services.
- Engaging with North East Fire Service.
- Speaking with ITV news to spread information regarding cancer screenings further, and about the importance of avoiding near misses within health and social care settings.

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- Webinar sent out to primary and secondary care practitioners about trans engagement and speaking with a trans patient.

Celebrate community pride

- Working with Pride Radio to send out messages to the community for Transgender day of visibility 2022.
- Northern Pride 2022, Be held a stall to be able to outreach to members of the community.
- Celebrated International Non-Binary People's Day with speeches and community engagement from Be members.
- March together 2022 at Northern Pride.

Planning for FY24

The year ahead will be guided by a new strategy and new financial planning. Whilst this is being developed, we expect to conduct most of the work from the previous year but to also include:

- New media team and media manager to consolidate the communications, social media and managing media relationships.
- New Health and wellbeing strategy which will require up to a year of research to establish requirements and new partnerships, while continuing some previous established activities.
- New leadership plans and policy changes in line with a new strategy and management
- Sports inclusion, Be has plans to expand this area and grow partnerships
- Peer support, Be has plans to grow our peer support outside of our weekly sessions and expand our training and development opportunities.

We expect that we will need to fundraise an additional £3000 to support the new activities over the next 18 months and keep our current activities achievable. The finance team will include details of our financial planning alongside our strategy as we are investigating possible new funding streams. Currently we have funding for another 18 months in our accounts without any new activities and continue to hold a reserve as part of our governance - which we expect to increase in FY24.

Our financial report ending March 31st 2023 follows.



Financial reports

Profit and Loss

Be: Trans Support and Community

Date Range: Apr 01, 2022 to Mar 31, 2023



ACCOUNTS

Apr 01, 2022
to Mar 31, 2023

Income

Direct Public Support - Recurring Individual Contributions	£280.00
Direct Public Support - Corporate Contributions	£100.00
Direct Public Support - Individual Contributions	£915.41
Indirect Public Support	£1,804.39
Total Income	£3,099.80

Total Cost of Goods Sold	£0.00
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Gross Profit	£3,099.80
As a percentage of Total Income	100.00%

Operating Expenses

Contract Services	£28.90
Depreciation Expense	£19.80
Equipment Lease or Rental	£1,068.00
Events	£975.93
IT Services	£173.88
Office Supplies	£246.67
Postage & Delivery	£43.82
Printing and Reproduction	£378.68
Transaction Fees	£30.26

Operating Expenses

Total Operating Expenses	£2,965.94
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Net Profit	£133.86
As a percentage of Total Income	4.32%

Profit and Loss - Be: Trans Support and Community
Date Range: Apr 01, 2022 to Mar 31, 2023

Created on Jan 02, 2024
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Balance Sheet

Be: Trans Support and Community

As of Mar 31, 2023



ACCOUNTS	Mar 31, 2023
Assets	
Cash and Bank	
DONR	£0.05
Lloyds Be: Treasurer's Account	£5,769.36
Paypal	£1,372.17
Total Cash and Bank	£7,141.58
Other Current Assets	
Total Other Current Assets	£0.00
Long-term Assets	
Accessibility Equipment	£87.48
AV Equipment	£11.95
Event/Display Items	£650.78
POS Equipment	£20.00
Total Long-term Assets	£770.21
Total Assets	£7,911.79
Liabilities	
Current Liabilities	
Accounts Payable	£1,082.99
Reimbursements (K Marshall)	£368.13
Total Current Liabilities	£1,451.12
Long-term Liabilities	

Liabilities**Total Long-term Liabilities****£0.00****Total Liabilities****£1,451.12****Equity****Retained Earnings**

Profit for all prior years

£6,326.81

Profit between Apr 1, 2022 and Mar 31, 2023

£133.86**Total Retained Earnings****£6,460.67****Total Equity****£6,460.67**

Declaration

The above report has been approved by the trustees.

Signed on behalf of the charity's trustees,

A handwritten signature in brown ink, appearing to read 'Katie Marshall', is written over a faint, light blue grid background.

Name: Katie Marshall
Position: Chair of trustees
Date: January 26th, 2024