

PARAPRIDE

England & Wales · Charity number 1186485

Details

Status Registered

Legal form CIO

Registered 2019-11-20

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

Contact

Address ParaPride
5 Brayford Square
London
E1 0SG

Phone 07729 616 975

Email daniele.lul@parapride.org

Website www.parapride.org

Activities

Objects: 3.1 THE OBJECTS OF THE CIO ARE THE PROMOTION OF EQUALITY AND DIVERSITY FOR THE PUBLIC BENEFIT BY:(A) MINIMISING THE DIFFERENCES IN EXPERIENCES FOR LGBTQ PEOPLE WITH DISABILITIES WITHIN THE WIDER LGBTQ COMMUNITY; (B) ADVANCING EDUCATION AND AWARENESS OF THE CHALLENGES OF THE EXPERIENCES OF LGBTQ PEOPLE WITH DISABILITIES; (C) PROMOTING ACTIVITIES AND EVENTS TO FOSTER UNDERSTANDING OF THE EXPERIENCE OF BEING LGBTQ AND DISABLED; (D) COMMISSIONING OR CONDUCTING RESEARCH TO JUSTIFY THE PRIORITISATION OF ISSUES SURROUNDING LGBTQ PEOPLE WITH DISABILITIES; AND(E) HIGHLIGHTING AND PROFILING SPACES THAT ARE INCLUSIVE TO DIFFERENT DISABILITIES.

Activities: ParaPride is working with social venues, public spaces and online platforms to create inclusive events and social opportunities that cater to the needs of all LGBTQ people living with disabilities, mental health and chronic health conditions and impairments. We also provide training and workshops to help venues and public spaces become more aware of the challenges faced by those we represent.

Classification

- **How:** Provides Advocacy/advice/information, Sponsors Or Undertakes Research
- **What:** General Charitable Purposes, Economic/community Development/employment, Human Rights/religious Or Racial Harmony/equality Or Diversity
- **Who:** People With Disabilities, Other Defined Groups

Geography

- Northern Ireland
- Scotland
- Throughout England

Finances

Period end	Income	Expenditure	Assets	Employees
2025-05-20	£16,222	£13,011	-	-
2024-05-20	£27,674	£9,675	-	-
2023-05-20	£10,029	£12,137	-	-
2022-05-20	£6,924	£2,694	-	-
2021-05-20	£9,061	£11,534	-	-

Trustees

Name	Role	Appointed
Andrew McDowell		2024-09-10
Dr Andrew James Cooper		2019-11-01
Katherine Anne Hudson		2021-12-01
Peter Gordon Hannam		2025-08-19

PARAPRIDE

England & Wales - Charity number 1186485

Accounts

ParaPride

Pride in Everybody

Trustees' Annual Report for the period 21 May 2024
to 20 May 2025

Charity name: ParaPride

Charity registration number: 1186485

We would like to sincerely thank all of our volunteers, partners and supporters for helping us to serve LGBTQ+ and disabled communities over the past year.

Table of Contents

ParaPride	1
Pride in Everybody	1
Trustees' Annual Report for the period 21 May 2024 to 20 May 2025	1
Objectives and Activities	4
Summary of the purposes of the charity as set out in its governing document	4
Summary of the main activities in relation to those purposes for the public benefit, in particular, the activities, projects or services identified in the accounts.	4
Policy on grant-making	5
Policy on social investment including program related investment	5
Contribution made by volunteers	5
Achievements and Performance	6
Summary of the main achievements of the charity, identifying the difference the charity's work has made to the circumstances of its beneficiaries and any wider benefits to society as a whole.	6
Additional Information	7
Achievements against objectives set	7
Performance of fundraising activities against objectives set	14
Financial Review	16
Accounts 21 st May 2024 to 20 th May 2025	16
Statement explaining the policy for holding reserves stating why they are held	19
Amount of reserves held	19
Reasons for holding zero reserves	19
Details of fund materially in deficit	19
Explanation of any uncertainties about the charity continuing as a going concern	19
Independent Examiner's report	20
Additional Information	21
The charity's principal sources of funds (including any fundraising)	21
Investment policy and objectives including any social investment policy adopted	21
A description of the principal risks facing the charity	21
Structure, Governance, and Management	23
Type of governing document	23
How is the charity constituted?	23

Trustee selection methods including details of any constitutional provisions e.g. election to post or name of any person or body entitled to appoint one or more trustees	23
Policies and procedures adopted for the induction and training of trustees	24
1. Information for New Trustees	24
The Trustees will make available to each new Trustee, on or before his or her first appointment:	24
a. a copy of the current version of this constitution; and	24
b. a copy of the charity's latest Trustees' Annual Report and statement of accounts.	24
The charity's organisational structure and any wider network with which the charity works	24
Relationship with any related parties	25
Reference and Administrative Details	26
Charity name	26
Other name the charity uses	26
Registered charity number	26
Charity's principal address	26
Names of the Trustees who manage the charity	26
Funds held as custodian Trustees on behalf of others	26
Names and addresses of advisers	27
Exemptions from disclosure	27
Declarations	28

Objectives and Activities

Summary of the purposes of the charity as set out in its governing document

ParaPride is an empowerment charity advocating visibility, education, and awareness of the voices and experiences of LGBTQ+ disabled people.

Summary of the main activities in relation to those purposes for the public benefit, in particular, the activities, projects or services identified in the accounts.

Our first aim is to host and support activities for our beneficiaries and partners that increase visibility and enable storytelling. Our second aim is to create education and raise awareness amongst our allies and non-allies that improves inclusion and normalisation, as well as reducing discrimination and exclusion against our beneficiary communities.

Our charitable objectives are as follows:

- (a) Creating education and awareness around the need for greater visibility of the communities we serve within the wider LGBTQ+ and disabled communities;
- (b) Creating and promoting online and offline activities and events to foster understanding of the experience of being LGBTQ+ and disabled people and to bring the communities we serve together;
- (c) Working with other organisations to further educate and expose the wider public to the challenges faced by the communities we serve and opportunities that are presented when including them; and,
- (d) Commissioning or conducting research to substantiate the prioritisation of issues impacting the communities we serve.

ParaPride looks for a wide range of opportunities to achieve these objectives, including producing inclusive events (both virtual and in-person). We promote information, resources, and awareness training for better consideration of the obstacles faced by these intersectional communities.

We are continuing to evolve as an organisation in how we further our charitable objects and serve LGBTQ+ and disabled communities in the most effective way. This includes an ongoing focus on our organisational infrastructure, governance, processes, and policies. ParaPride is a volunteer led and run organisation, with strong links to the communities we represent.

Reporting period:
21 May 2024 to 20 May 2025



In setting our programme each year, we have regard to the guidance issued by the Charity Commission on public benefit – in this case particularly for the benefit of LGBTQ+ and disabled communities. The Board of Trustees ensures that the programme of work that we undertake is in line with our charitable objects and aims.

Policy on grant-making

We are not currently a grant-making organisation with respect to granting external organisations with funding for various projects, but it is possible that we may commission research to support our objectives and aims in the future.

Policy on social investment including program related investment

We invest in planning and running activities that align with our strategic objectives. This will include events, training, speaking, marketing and communications, advocacy, storytelling, corporate education, volunteer coordination and in future, research.

Contribution made by volunteers

Volunteers may support any aspect of our activities, although historically this has been focused on supporting us at events and through fundraising activities. This year, we have also been supported by volunteers who helped us with Board governance, financial management and digital communications, strategic and succession planning, building our organisational structure and tone of voice work to help us communicate with our various stakeholders.

We currently have six volunteers who help with the main outward activities of the charity, including events. Our Board of Trustees had between four and six members during this period.

Achievements and Performance

Summary of the main achievements of the charity, identifying the difference the charity's work has made to the circumstances of its beneficiaries and any wider benefits to society as a whole.

This year, we continued to focus primarily on our first two objectives:

- (a) Creating education and awareness around the need for greater visibility of the communities we serve within the wider LGBTQ+ and disabled communities;
- (b) Creating and promoting online and offline activities and events to foster understanding of the experience of being LGBTQ+ and disabled person and to bring the communities we serve together;
- (c) Working with other organisations to further educate and expose the wider public to the challenges faced by the communities we serve and opportunities that are presented when including them; and,

We have also been planning to deliver our last objective which the Board has determined will require further work to deliver:

- (d) Commissioning or conducting research to substantiate the prioritisation of issues impacting the communities we serve.

During this financial year, we continued to work in partnership with other organisations, recognising that collaboration is one of our key values. ParaPride's reputation continued to grow and the quality of our work was recognised. As a result, we engaged in many different partnerships, projects, and other opportunities.

All these activities contribute to our charitable objectives, particularly to educate and raise awareness about the lives of people within the LGBTQ+ communities, as well to improve the lives of those within the communities we represent.

Internally, we continued to develop our management and governance structures. With a strong and consistent Board of Trustees, we held Board meetings every six weeks and Trustees volunteered to lead on various aspects of our work. We continued to apply for external funding opportunities, recognising the challenging external environment during this time for community organisations.

Our external work is proudly undertaken in partnership with a wide range of stakeholders, to whom we would like to express our sincere thanks for their collaboration and support of

Reporting period:
21 May 2024 to 20 May 2025



ParaPride. Below is a more detailed report on the key activities that ParaPride undertook in this financial year.

Additional Information

Achievements against objectives set

Details of activities undertaken in this period

ParaPride continued to work hard to meet the needs of the LGBTQ+ and disabled communities through a variety of complementary activities. We continued to shine a spotlight on the lives of these intersectional communities, as well as providing opportunities to raise awareness and promote broader consideration of the challenges that they face in their lives.

Internal activities delivered in this period included:

Throughout the year, ParaPride focused on strengthening its internal operations to support sustainable growth and effective delivery of its charitable activities. Key areas of development included ongoing improvements to organisational policies and governance documentation to meet funder requirements, support grant applications and ensure compliance with best practice. This work was particularly important in securing funding for major projects, which we plan to do, going forward.

The organisation also invested in building internal capacity and coordination, holding regular team and ambassador meetings to align on strategy, events planning, partnerships and community outreach. Operational processes were strengthened around event planning, accessibility planning, communications scheduling and financial management, helping to ensure smooth delivery of activities across the year. Alongside this, ParaPride continued to develop internal tools and resources, including website infrastructure, partnership frameworks and impact planning, positioning the charity for future growth and increased reach.

Strategic planning against objectives

Trustees met in August 2024 and discussed how to better meet strategic objectives, including how to address objective C, and from that activity came the idea to initiate Intersectionality Awareness Week, which was then delivered in May 2025. The Board and operational team also organised their activities in Monday.com for the first time, helping identify and categorise issues such as strategic leadership and operational benchstrength building, fundraising planning and pursuit, strategic marketing, event planning and participation throughout the year, partnerships, and more.

Marketing programme

Throughout the year, ParaPride continued to strengthen its marketing and communications activity to increase visibility of LGBTQ+ disabled communities, promote inclusion, and grow engagement across digital platforms.

This year, our marketing focus was heavily on extending our social media efforts across platforms and thematic campaigns, as well as further developing our websites – both for ParaPride itself, as well as our Intersectionality Awareness Week campaign.

We worked to ensure both websites were designed to better reflect the organisation's mission, showcase community stories, highlight events and partnerships, and provide a central hub for information and resources. Work continued to enhance content and functionality, with plans for a formal relaunch and further updates in the coming year.

ParaPride maintained regular communication with its growing supporter base through its **quarterly newsletter**, sharing achievements, upcoming events, awareness campaigns and partnership activity. Editions were published across the year, with strong engagement from over 900 subscribers, helping to keep the community informed and connected.

Social media played a central role in outreach and awareness raising. ParaPride delivered a number of **targeted digital campaigns**, including a collaborative Intersectionality Awareness campaign with Black Thrive Lambeth aligning Black History Month and Disability Awareness Month, which highlighted influential Black disabled LGBTQ+ activists and lived experiences.

The organisation also increased its use of **digital content and multimedia**, including recorded international roundtables, interviews and educational discussions shared via YouTube and social platforms. These digital events extended ParaPride's reach beyond in-person audiences and supported international engagement on intersectionality and disability inclusion.

Alongside campaign activity, ParaPride regularly promoted community events, Pride participation, partnerships and educational opportunities across social channels, strengthening brand visibility and encouraging community participation throughout the year.

ParaPride continues to be a well-established organisation with strong financial management and governance frameworks. We have worked hard to demonstrate this externally, as well as continuously gathering feedback from a variety of stakeholders about areas in which we can strengthen the charity.

Key activities for the period 21 May 2024 to 20 May 2025 have included:

Community Events & Safe Spaces

- In **August 2024**, ParaPride delivered its first large-scale **community social event – a Paralympics Viewing Party** at The Refinery, Bankside, creating an accessible and relaxed space for connection and celebration.

- In **February 2025**, ParaPride successfully hosted its flagship **LGBTQ+ History Month Annual Event** at Hoxton Hall, welcoming 136 attendees for a full day of performances, panel discussions and community networking with 12 partner organisations present.
- In **May 2025**, ParaPride launched a new **community social partnership with Action on Disability (Fulham)**, creating a regular LGBTQ+ disabled peer-support space that will continue going forward.
- In **July 2024** and again in **July 2025**, ParaPride participated in the **Parallel Windsor Games**, promoting disability pride, visibility and fundraising for community activity programmes.

Education, Workshops & Speaking Engagements

- In **June 2024**, ParaPride delivered an online **intersectionality and disability inclusion workshop for Lambeth Council's Equity & Inclusion Teams**, engaging over 90 staff in a highly interactive session.
- Also in **June 2024**, ParaPride hosted a Pride-month **in-person talk and networking event at Slaughter and May**, strengthening corporate partnerships and opening future pro bono opportunities.
- Throughout **late 2024 and early 2025**, ParaPride delivered multiple **paid workshops, panels and speaking engagements** across community, corporate and charity sectors, generating over £750 in earned income while raising awareness of LGBTQ+ disabled experiences.
- In **July 2025 (planned and contracted in May–June 2025)**, ParaPride hosted specialist **digital inclusion training for LGBTQIA+ Switchboard**, focusing on understanding and reflecting LGBTQ+ disabled people's experiences.

Digital & International Engagement

- In **December 2024**, ParaPride delivered an **international online roundtable discussion** in collaboration with Rainbow Disability Nepal and I AM Intersectionalities & More, marking International Day of Persons with Disabilities and Disability History Month UK.
- In **April 2025**, ParaPride recorded a second **International Digital Roundtable**, interviewing Paralympic athlete and trans activist Valentina Petrillo, with content prepared for YouTube and social platforms.
- In **January 2025**, ParaPride took part in a **RNIB Connect Radio interview**, raising national awareness of the charity's mission, activities and community impact.

Partnerships & Sector Influence

- In **May 2025**, ParaPride attended **Stonewall's Workplace Conference** with a networking stall, engaging inclusion professionals and promoting its training programmes and awareness campaigns.
- Across **December 2024 and early 2025**, ParaPride worked closely with **Pride in London's Accessibility Team**, providing expert feedback and recommendations to improve accessibility and disability inclusion at Pride events.
- From **July 2024 onwards**, ParaPride developed new partnerships with organisations including **Hidden Disabilities Sunflower**, **Black Thrive Lambeth**, and local peer-support groups to expand intersectional reach.
- In **November–December 2024**, ParaPride collaborated with **Black Thrive Lambeth** on a joint **Intersectionality Awareness social media campaign**, highlighting Black disabled LGBTQ+ activists and lived experiences.

Awareness & Advocacy

- In **May 2025** (with planning throughout early 2025), ParaPride laid the groundwork for **Intersectionality Awareness Week (IAW)**, bringing together committee members, partner organisations and universities to build a national awareness campaign focused on multiple marginalisation.
- Throughout **2024–2025**, ParaPride used newsletters, social media campaigns, digital events and partnerships to promote disability inclusion, intersectionality and LGBTQ+ disabled visibility.

Accessibility & Community Infrastructure

- In **July 2024** and continuing through **late 2024**, ParaPride actively supported the **London LGBTQ+ Centre's accessible toilet redevelopment**, participating in community consultations to ensure inclusive design and lived-experience input.
- Across **2024–2025**, ParaPride advocated for improved accessibility in Pride events, community venues and cultural institutions, positioning the charity as a trusted disability inclusion advisor.

Funding, Income & Sustainability

- In **late 2024**, ParaPride secured **£2,000 from Hackney Pride 365** and **£630 from Doughty Street Chambers** to support accessible infrastructure and delivery of the 2025 annual community event.
- Throughout **2024–2025**, ParaPride diversified income through **earned fees from workshops, talks and panels**, reducing reliance on grants alone.
- In **summer 2024**, ParaPride developed multiple **corporate Pride partnerships** linked to fundraising campaigns and product donations, projected to raise several thousand pounds in unrestricted income.

Communications & Community Engagement

- In **June–July 2024**, **December 2024**, and **spring 2025**, ParaPride published its **quarterly newsletters**, sharing milestones, campaigns, events and future plans with over 900 subscribers.

- Throughout **2024–2025**, ParaPride expanded its digital presence through recorded roundtables, interviews, educational content and social media engagement.

Future-Focused Development

- From **early 2025**, ParaPride developed plans for representative content development a **Community Photoshoot Project** to authentically represent LGBTQ+ disabled people across its new website and digital platforms.
- Between **August 2024 and spring 2025**, ParaPride opened discussions with **Southbank Centre** about hosting a major cultural summer event showcasing disabled LGBTQ+ talent.
- During **2025 planning sessions**, ParaPride explored new themed community events (including a “Nerdy Social”) to broaden engagement and reach new audiences.

Detailed plans already set out for the next period

Over the coming year, ParaPride will continue to build on its strong foundations of community engagement, education and advocacy, while scaling its reach and impact through new partnerships, digital initiatives and planned programme growth supported by the National Lottery funding application.

Our activities will continue to align closely with our charitable objectives, ensuring sustained visibility, inclusion and empowerment of LGBTQ+ disabled communities.

Creating Education and Awareness (Objective a)

- In **March 2026**, ParaPride will deliver its flagship **Annual Community Event**, showcasing disabled LGBTQ+ performers, speakers and activists alongside an intersectional panel discussion to increase visibility and challenge stigma within both LGBTQ+ and wider society.
- In **May 2026**, ParaPride will lead **Intersectionality Awareness Week (IAW)**, expanding the campaign nationally through digital content, organisational partnerships, webinars and educational resources focused on multiple marginalisation and lived experience.
- Throughout **2025–2026**, ParaPride will continue delivering **inclusion workshops, talks and panel discussions** for community groups, charities, corporate organisations and

public sector bodies, promoting understanding of LGBTQ+ disabled experiences and best practice in inclusion.

- ParaPride will further develop its **digital education content**, including recorded roundtables, interviews and short-form awareness videos to broaden reach beyond in-person audiences.

Bringing Communities Together Through Events & Activities (Objective b)

- ParaPride will continue its programme of **accessible community social events**, including peer-support socials in partnership with Action on Disability and themed community gatherings designed to reach diverse audiences.
- In **summer 2026**, ParaPride will again participate in the **Pride in London Parade and Trans Stage**, ensuring visible representation of LGBTQ+ disabled people within one of the UK's largest Pride celebrations while advocating for improved accessibility.
- The organisation will continue participating in **key Pride and disability events** such as the Parallel Windsor Games and regional Pride festivals to maintain community presence, connection and celebration.
- Subject to partnership development, ParaPride aims to host a **major cultural showcase event** in collaboration with a large public venue, highlighting disabled LGBTQ+ talent and stories on a prominent platform.

Strengthening Partnerships & Sector Influence (Objective c)

- ParaPride will expand collaboration with **charities, community organisations, Pride bodies and corporate partners** to co-deliver events, awareness campaigns and educational programmes.
- The organisation will continue its advisory role supporting **accessibility improvements** across Pride events and community venues, sharing lived-experience expertise to influence best practice.
- Building on successful international collaborations, ParaPride plans to deliver further **global digital roundtables**, bringing together disabled LGBTQ+ voices from different countries to explore shared challenges and learning.
- ParaPride will actively grow its **corporate engagement programme**, offering workshops and partnership opportunities that generate income while advancing disability inclusion within workplaces.

Research, Evidence & Impact Development (Objective d)



- Over the coming year, ParaPride aims to begin **commissioning and conducting research projects** exploring key issues affecting LGBTQ+ disabled communities, including barriers to safe spaces, inclusion within Pride events, and intersectional discrimination.
- Insights gathered through community consultations, surveys and research will be used to:
 - Strengthen advocacy and awareness campaigns
 - Inform partners and policymakers
 - Shape future ParaPride programmes and priorities
- Subject to funding, ParaPride will develop a **formal impact and evidence framework**, enabling clearer measurement of outcomes and long-term community benefit.

Growing Impact Through National Lottery Funding

- The National Lottery funding application is designed to support ParaPride's transition from primarily event-based delivery to a **sustainable, year-round programme of education, community engagement, research and digital outreach**.
- If successful, this funding will enable:
 - Expansion of community events and peer-support spaces
 - Increased delivery of educational workshops nationally
 - Development of research and evidence-led advocacy
 - Investment in digital platforms to reach wider audiences
- This growth will significantly strengthen ParaPride's ability to meet its charitable objectives while supporting more LGBTQ+ disabled people across the UK.

Performance of fundraising activities against objectives set

In the period covered by this report, from May 2024 to May 2025, we raised a total of **£16,222.45** from the following supporters:

Unrestricted Funds

Reporting period:
21 May 2024 to 20 May 2025



Donations (Member & Partner)	£7,775.42
Donations (Benevity)	£251.12
Donations (LGBT Foundation)	£937.50
Donations (EventBrite)	£438.41
Donations (Charities Trust)	£100.00
Corporate Donors – Lucy and Yak	£2,000.00
Corporate Donors – Doughty Street Chambers	£630.00
Corporate Donors – G-Spot Beverages Limited	£500.00
Speaking Fees	£1,390.00
Total Unrestricted Funds	£14,022.45
Restricted Funds	
Donations (London Borough Hackney)	£2,200.00
Total Restricted Funds	£2,200.00
Total All	£16,222.45

This fundraising was sufficient to cover our expenses in relation to our events and other activities targeted as the primary focus on this period.

Reporting period:
21 May 2024 to 20 May 2025



Financial Review

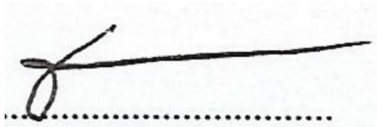
Accounts 21st May 2024 to 20th May 2025

Interim Treasurer: Katherine Hudson

The Board has collectively examined the financial records of ParaPride and prepared these accounts from the information and explanations supplied by them. In the Board's opinion, ParaPride has maintained proper accounting records and these accounts are in accord with those records.

These accounts were approved by the Board on 22nd February 2026.

Signed by two officers/committee members:

	<i>Signatory 1</i>	<i>Signatory 2</i>
<i>Name</i>	Katie Hudson	Andrew Cooper
<i>Date</i>	22/02/2026	22/02/2026
<i>Signature</i>		

Reporting period:
21 May 2024 to 20 May 2025



ParaPride

Receipts and Payments Account from 21st May 2024 to 20th May 2025

Receipts

Donations	£14,832.45
Speaking	£1,390.00
Total Receipts	£16,222.45

Payments

Event venue hire & catering	£1,800.00
Event facilitators/performers	£5,089.90
Access services (BSL, induction loops, portaloos, captioning)	£980.00
Tech support/AV (onsite)	£350.02
Event consumables (badges, banners, t-shirts, decorations, raffle)	£719.96
Volunteer expenses, training, supervision	£1,207.50
Tech/digital resources (SMS, website, Zoom, social)	£2,087.26
Operational (legal, insurance, transaction fees)	£776.01
Total Payments	£13,010.65

Net receipts (payments) for the period	£3,211.80
Balance of funds at 21st May 2024	£22,456.97
Balance of funds at 20th May 2025	£25,668.77

Reporting period:
21 May 2024 to 20 May 2025



Assets and Liabilities at 20th May 2025

Assets

Metro bank account	£25,668.77
Total Assets	£25,668.77

Liabilities

Liabilities from this period	£0.00
Total Liabilities	£0.00

Breakdown of funds

Donations (Member & Partner)	£7,775.42
Donations (Benevity)	£251.12
Donations (LGBT Foundation)	£937.50
Donations (EventBrite)	£438.41
Donations (Charities Trust)	£100.00
Donations (Lucy and Yak)	£2,000.00
Donations (Doughty Street Chambers)	£630.00
Donations (G-Spot Beverages Limited)	£500.00
Donations (London Borough of Hackney)	£2,200.00
Speaking Fees	£1,390.00
Total funds collected by ParaPride in this period	£16,222.45

Statement explaining the policy for holding reserves stating why they are held

The charity had reserves of £3,500.00 at the end of this period.

Our reserves policy is to hold 3 months' unrestricted fund expenditure on charitable activities. In calculating our reserves, we exclude funds tied up in buildings, vehicles, and equipment, as the charity does not currently hold any of these assets.

Amount of reserves held

In reviewing its reserve requirement, the trustees have decided that the charity needs to hold a small amount of reserves (£250) to cover emergency or unforeseen situations such as issues that may come up at our events. However, the main reason for holding reserves is to ensure that the charity has enough resources to fund programmes it is supporting. For planned programmes the charity may take around 3 months (between Board meetings) to make funding decisions and it is policy never to commit funds that it does not have. Therefore, to prevent disruption to programmes, it is felt that around 3 months reserves of unrestricted expenditure (£3,250) needs to be held, going forward.

Reasons for holding zero reserves

The amount of reserves held (£3,500.00) was therefore in line with our earlier objective of holding approximately £3,500 (three months expenses + £200 emergency funds), in line with the Trustees' view of required reserves.

Restricted funds are not included in the trustees' view of reserve needs because these restricted funds are held by the charity for as long as is necessary to organise the relevant programmes. Normally these funds are spent within 6 or 12 months of receipt (depending on the grant maker's requirements).

Details of fund materially in deficit

At the end of this period, the Board has agreed that we have no funds owed to any parties.

Explanation of any uncertainties about the charity continuing as a going concern

The main focus for the charity continuing as a going concern is related to sourcing sustainable funding. We have sourced a wide range of donations in this period, but this required significant work and input from members of the leadership team throughout the year with respect to each individual amount given. Going forward, we will be looking to continue building funding strategies that secure larger amounts up front so that we can move forward with our strategies with confidence and spend less overall time on fundraising.

Reporting period:
21 May 2024 to 20 May 2025



The Trustees have agreed sourcing larger pots of alternative funding will become a key focus of our strategic objectives in the next financial period to ensure that the charity's finances become more stable and predictable.

Independent Examiner's report

As our income is now above the threshold that requires independent examination, we have also had our accounts examined by an independent examiner. Please find her report below.

		Independent examiner's report on the accounts	
Section A Independent Examiner's Report			
Report to the trustees/ members of	PARAPRIDE		
On accounts for the year ended	20 th May 2025	Charity no (if any)	1186485
Set out on pages			
	I report to the trustees on my examination of the accounts of the above charity ("the Trust") for the year ended		
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 2011 Act and in carrying out my examination, I have followed the 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 (other than that disclosed below *) in connection with the examination which gives me cause to believe that in, any material respect: • accounting records were not kept in accordance with section 130 of the Act or • the accounts do not accord with the accounting records		
	I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in order to enable a proper understanding of the accounts to be reached. * Please delete the words in the brackets if they do not apply.		
Signed:		Date:	21/02/2026
Name:	AMANDA TYLER		
Relevant professional qualification(s) or body (if any):	CHARTERED TAX ADVISOR (retired)		
Address:	1 CLIFTON STREET BRIGHTON BN1 3PH		

IER

1

October 2018

Additional Information

The charity's principal sources of funds (including any fundraising)

Donations	£14,832.45
Speaking Income	£1,390.00

Investment policy and objectives including any social investment policy adopted

The charity had no fixed asset investments during this period.

The charity had no realised or unrealised gains or losses on investments during this period.

In future, if the charity does make investments, programme related investments are made in furtherance of the charity's objectives and any investment return is secondary to the charitable purposes supported by the investment. Such investments are included at their cost. Any loss or impairment from such investments will be charted as part of charitable activities within the statement of financial activities.

A description of the principal risks facing the charity

All significant activities undertaken are subject to a risk review as part of the initial activity assessment and implementation. Major risks are identified and ranked in terms of their potential impact and likelihood.

Major risks, for this purpose, are those that may have a significant effect on:

- Operational performance, including risks to our personnel, volunteers, and participants;
- Financial sustainability, including stability and security of income;
- Achievement of our aims and objectives; or
- Meeting the expectations of our beneficiaries or supporters.

The Trustees review these risks on an ongoing basis and satisfy themselves that adequate systems and procedures are in place to manage the risks identified. Where appropriate, risks are covered by insurance. The following framework is central to ensuring adequate risk assurance:

- Regular monitoring of major risk and development of action plans;
- Embedding risk identification and assessment within operating procedures;
- A clear structure of delegated authority and control;

Reporting period:
21 May 2024 to 20 May 2025



- Review of key systems and procedures through internal audit arrangements;
- Income and profit targets for our trading and fundraising activities;
- Maintaining reserves in line with set policies; and
- Regular summary reports on risk management to the Trustee Board.

We have paid particular attention during this year to establishing the above mentioned governance framework, through the appointment of a Trustee Board with experience on the non-executive leadership team of other charities and community organisations.

Structure, Governance, and Management

Type of governing document

Constitution

How is the charity constituted?

CIO (Charitable Incorporated Organisation)

Trustee selection methods including details of any constitutional provisions e.g. election to post or name of any person or body entitled to appoint one or more trustees

1. Eligibility for trusteeship

- a. Every Trustee must be a natural person.
- b. No individual may be appointed as a Trustee:
 - a. if he or she is under the age of 16 years; or
 - b. if he or she would automatically cease to hold office under the provisions of sub-Clause 12(1)(e).
- c. No one is entitled to act as a Trustee whether on appointment or on any re-appointment until he or she has expressly acknowledged, in whatever way the Trustees decide, his or her acceptance of the office of Trustee.

2. Number of Trustees

- a. There must at all times be at least three Trustees. If the number falls below this minimum, the remaining trustee or trustees may act only to call a meeting of the Board of Trustees, or appoint a new Trustee.
- b. The maximum number of Trustees is 8, and the Trustees may not appoint any Trustee if as a result the number of Trustees would exceed this number.

3. Appointment of Trustees

- a. Apart from the first Trustees, every Trustee must be appointed for a term of at least one year by a resolution passed at a properly convened meeting of the Trustees.

In selecting individuals for appointment as Trustees, the Trustees must have regard to the skills, knowledge and experience needed for the effective administration of the charity.

Policies and procedures adopted for the induction and training of trustees

1. Information for New Trustees

The Trustees will make available to each new Trustee, on or before his or her first appointment:

- a. a copy of the current version of this constitution; and
- b. a copy of the charity's latest Trustees' Annual Report and statement of accounts.

Additionally, policies created that all Trustees must receive a copy of and agree to before appointment as a Trustee is confirmed include:

- Board Trustees Code of Conduct
- Trustees Declaration of Interests
- Trustee and Volunteer Expenses Policy
- Anti-Harassment and Bullying Policy
- Health and Safety Policy
- Volunteer Grievance Procedures
- Safeguarding Adults at Risk Policy and Procedure with COVID 19 Addendum
- Equality & Diversity Policy
- Data Protection Policy

The charity's organisational structure and any wider network with which the charity works

In the period of this report, the charity continued to have one long-standing member of the Board of Trustees throughout this period and since its incorporation as a CIO in November 2019:

- Dr Andrew Cooper - appointed for 2 years

At the end of this reporting period, only Dr Andrew Cooper remained from the original Board members.

The following Trustees were appointed on 6 April 2021 and some resigned in this period:

- Katherine Hudson – appointed for 3 years (continues to serve on the Board as Acting Chair and Treasurer)
- Esi Hardy – appointed for 3 years (resigned 21 May 2024)
- Charlie Cooper Henniker – appointed for 3 years (resigned 21 May 2024)

The additional Trustees were appointed:

- Tristan James Bush – appointed for 3 years on 06 February 2024 (resigned for personal reasons on 26 August 2025)
- Andrew McDowell – appointed for 3 years on 10 September 2024

Reporting period:
21 May 2024 to 20 May 2025



- Jake Hobson – appointed for 3 years on 02 October 2024, resigned for personal reasons in 18 November 2025 (after the period of this report)

Relationship with any related parties

During this period, the charity received pro bono support from Holman Fenwick Willan LLP to support the governance activities ensuring that Board meetings were run and recorded appropriately. We had already set up many of the core policy documents, but we had pro bono support from this law firm in this reporting period to review those and to review and confirm some new policies.

To have our accounts examined independently, we also worked with Amanda Tyler, Tyler Accounting Services Limited, 1 Clifton Street, Brighton, England, BN1 3PH.

Reporting period:
21 May 2024 to 20 May 2025



Reference and Administrative Details

Charity name

ParaPride

Other name the charity uses

N/A

Registered charity number

1186485

Charity's principal address

ParaPride
5 Brayford Square
LONDON
E1 0SG

Names of the Trustees who manage the charity

Trustee name	Office (if any)	Dates acted if not for whole year
Dr Andrew Cooper	Trustee	21/11/2019 – Present
Katherine Hudson	Co-Chair	06/04/2021 – Present
Tristan James Bush	Co-Chair	06/02/2024 – 26/08/2025
Andrew McDowell	Trustee	10/09/2024 - Present
Jake Hobson	Trustee	02/10/2024 – 18/11/2025
Peter Hannam	Secretary	19/08/2025 - Present

We are currently recruiting for additional Board members and can constitutionally have up to eight.

Funds held as custodian Trustees on behalf of others

Description of the assets held in this capacity

N/A

Name and objects of the charity on whose behalf the assets are held and how this falls within the custodian charity's objects

N/A

Reporting period:
21 May 2024 to 20 May 2025



Details of arrangements for safe custody and segregation of such assets from the charity's own assets

N/A

Names and addresses of advisers

Type of adviser	Name	Address
N/A	N/A	N/A

Exemptions from disclosure

Reason for non-disclosure of key personnel details

N/A

Reporting period:
21 May 2024 to 20 May 2025



Declarations

The Trustees declare that they have approved this annual report and accounts.

Signed on behalf of the charity's Trustees:

Signature(s)

A handwritten signature in black ink, consisting of a stylized 'K' followed by a horizontal line, is written over a dotted line on a light blue background.

Full name(s)

Katherine Hudson

Position (e.g. Secretary, Chair, etc)

Acting Chair and Treasurer

Date

22nd February 2026

PARAPRIDE

England & Wales - Charity number 1186485

Accounts

ParaPride

Pride in Everybody

Trustees' Annual Report for the period 21 May 2023
to 20 May 2024

Charity name: ParaPride

Charity registration number: 1186485

We would like to sincerely thank all of our volunteers, partners and supporters for helping us to serve LGBTQ+ and disabled communities over the past year.

Table of Contents

ParaPride	1
Trustees' Annual Report for the period 21 May 2023 to 20 May 2024	1
Objectives and Activities	4
Summary of the purposes of the charity as set out in its governing document	4
Summary of the main activities in relation to those purposes for the public benefit	4
Policy on grant-making	5
Policy on social investment including program related investment	5
Contribution made by volunteers	5
Achievements and Performance	6
Summary	6
Additional Information	7
Achievements against objectives set	7
Performance of fundraising activities against objectives set	12
Financial Review	13
Accounts 21 st May 2023 to 20 th May 2024	13
Statement explaining the policy for holding reserves stating why they are held	16
Amount of reserves held	16
Reasons for holding zero reserves	16
Details of fund materially in deficit	16
Explanation of any uncertainties about the charity continuing as a going concern	16
Additional Information	18
The charity's principal sources of funds	18
Investment policy and objectives	18
Principal risks facing the charity	19
Structure, Governance, and Management	20
Type of governing document	20
How is the charity constituted?	20
Trustee selection methods	20
Policies and procedures adopted for the induction and training of trustees	21
Information for New Trustees	21
The charity's organisational structure and any wider network with which the charity works	21

Reporting period:
21 May 2023 to 20 May 2024



Relationship with any related parties	22
Reference and Administrative Details	23
Charity name	23
Other name the charity uses	23
Registered charity number	23
Charity's principal address	23
Names of the Trustees who manage the charity	23
Funds held as custodian Trustees on behalf of others	23
Names and addresses of advisers	24
Exemptions from disclosure	24
Declarations	25

Objectives and Activities

Summary of the purposes of the charity as set out in its governing document

ParaPride is an empowerment charity advocating visibility, education, and awareness of the voices and experiences of LGBTQ+ disabled people.

Summary of the main activities in relation to those purposes for the public benefit, in particular, the activities, projects or services identified in the accounts.

Our first aim is to host and support activities for our beneficiaries and partners that increase visibility and enable storytelling. Our second aim is to create education and raise awareness amongst our allies and non-allies that improves inclusion and normalisation, as well as reducing discrimination and exclusion against our beneficiary communities.

Our charitable objectives are as follows:

- (a) Creating education and awareness around the need for greater visibility of the communities we serve within the wider LGBTQ+ and disabled communities;
- (b) Creating and promoting online and offline activities and events to foster understanding of the experience of being LGBTQ+ and disabled people and to bring the communities we serve together;
- (c) Working with other organisations to further educate and expose the wider public to the challenges faced by the communities we serve and opportunities that are presented when including them; and,
- (d) Commissioning or conducting research to substantiate the prioritisation of issues impacting the communities we serve.

ParaPride looks for a wide range of opportunities to achieve these objectives, including producing inclusive events (both virtual and in-person). We promote information, resources, and awareness training for better consideration of the obstacles faced by these intersectional communities.

We are continuing to evolve as an organisation in how we further our charitable objects and serve LGBTQ+ and disabled communities in the most effective way. This includes an ongoing focus on our organisational infrastructure, governance, processes, and policies. ParaPride is a volunteer led and run organisation, with strong links to the communities we represent.

Reporting period:
21 May 2023 to 20 May 2024



In setting our programme each year, we have regard to the guidance issued by the Charity Commission on public benefit – in this case particularly for the benefit of LGBTQ+ and disabled communities. The Board of Trustees ensures that the programme of work that we undertake is in line with our charitable objects and aims.

Policy on grant-making

We are not currently a grant-making organisation with respect to granting external organisations with funding for various projects, but it is possible that we may commission research to support our objectives and aims in the future.

Policy on social investment including program related investment

We invest in planning and running activities that align with our strategic objectives. This will include events, training, speaking, marketing and communications, advocacy, storytelling, corporate education, volunteer coordination and in future, research.

Contribution made by volunteers

Volunteers may support any aspect of our activities, although historically this has been focused on supporting us at events and through fundraising activities. This year, we have also been supported by volunteers who helped us with Board governance, financial management and digital communications, strategic and succession planning, building our organisational structure and tone of voice work to help us communicate with our various stakeholders.

We currently have six volunteers who help with the main outward activities of the charity, including events. Our Board of Trustees had between four and six members during this period.

Achievements and Performance

Summary of the main achievements of the charity, identifying the difference the charity's work has made to the circumstances of its beneficiaries and any wider benefits to society as a whole.

This year, we continued to focus primarily on our first two objectives:

- (a) Creating education and awareness around the need for greater visibility of the communities we serve within the wider LGBTQ+ and disabled communities;
- (b) Creating and promoting online and offline activities and events to foster understanding of the experience of being LGBTQ+ and disabled person and to bring the communities we serve together;

We have also been planning to deliver our second two objectives which the Board has determined will require further work to deliver:

- (c) Working with other organisations to further educate and expose the wider public to the challenges faced by the communities we serve and opportunities that are presented when including them; and,
- (d) Commissioning or conducting research to substantiate the prioritisation of issues impacting the communities we serve.

During this financial year, we continued to work in partnership with other organisations, recognising that collaboration is one of our key values. This was a particularly busy year for ParaPride as our reputation grew and the quality of our work was recognised. As a result, we engaged in many different partnerships, projects, and other opportunities.

All these activities contribute to our charitable objectives, particularly to educate and raise awareness about the lives of people within the LGBTQ+ communities, as well to improve the lives of those within the communities we represent.

Internally, we continued to develop our management and governance structures. With a strong and consistent Board of Trustees, we held Board meetings every six weeks and Trustees volunteered to lead on various aspects of our work. We continued to apply for external funding opportunities, recognising the challenging external environment during this time for community organisations.

Our external work is proudly undertaken in partnership with a wide range of stakeholders, to whom we would like to express our sincere thanks for their collaboration and support of

ParaPride. Below is a more detailed report on the key activities that ParaPride undertook in this financial year.

Additional Information

Achievements against objectives set

Internal activities delivered in this period included:

Key activities for the period 21 May 2023 to 20 May 2024 have included:

- Continued to engage with LGBTQ+ disabled communities, to improve the lives of individuals and raise awareness of the challenges and opportunities that they face
- Developed our volunteer pool, particularly for social media activities, to raise awareness of our work and develop new projects
- Created new content and visuals for ParaPride
- Launched our new website with an in-person event at London Metropolitan University
- Developed our corporate engagement work by speaking on panels for employees organised by a diverse range of companies
- Developed and deliver training sessions about the lives of LGBTQ+ and disabled people, in partnership with multiple partners
- Held our annual in-person event during LGBTQ+ History Month, with an accessible and safe space for our communities, including community networking and performances from a wide range of artists
- Explored the possibility of having an annual Intersectionality awareness partnership with other charities
- Further explored ParaPride's initiative to identify venues that meet the needs of the diverse communities we represent
- Recruited new Trustees with a revised role description and clear expectations for participation and contribution, based on a skills matrix analysis
- Formalised various policies to further enhance our ways of working and the management of the charity
- Secured various corporate partners, which we can provide lived experience support to in exchange for funding for the charity – this may be in the form of consulting, training, advisory services, tool development, speaking, and other activities and is aimed at achieving our objectives, but also raising money to create a sustainable source of income for the charity (via support for more employers, going forward)
- Held strategy and planning sessions to consider both short and long term goals
- Fundraising and donations
 - We had very strong donations and income from speaking engagements with corporate customers; we still require an enhanced sustainable funding plan for the future – this was worked on to some degree this year, but still requires future focus from the Board

Reporting period:
21 May 2023 to 20 May 2024



External activities delivered in this period included:

- ❖ Community Programme
 - Set clear value proposition for organisations helping us reach more beneficiaries
- ❖ Amplification and Support
 - Co-creation of content
 - Inclusive and accessible events
 - Representation in our content
- ❖ Event Programme
 - Planning and hosting ParaPride 2024
 - Planning and fundraising for ParaPride 2025
 - Collaborative activities were undertaken to explore the expansion of inclusive events for our community as well as a future programme focused on collaborating with venues and local government to make spaces more accessible

Detailed plans already set out for the next period

10/06/23. Volunteers Day Out at Tate Britain. The ParaPride team treated the volunteers to an afternoon-out to an exhibition and an opportunity to socialise.

22/06/23. Google Pride event hosted by ParaPride at Google's London offices in Tottenham Court Rd. Panel discussion with special guest speakers and a performance by the Wheel Elvis.

28/06/23. ParaPride attended the Mayor of London's Pride Reception.

01/07/2023. ParaPride was invited to Pride in London's Trans Stage in Soho Square, (curated by Mzz Kimberly, ParaPride Ambassador), and given the opportunity to appear on stage to give a brief speech about its work and to present one of the performances (Ebony Rose Dark).

02/07/23. Parallel Windsor Games 2023, ParaPride at the Windsor Great Park. Team ParaPride: Daniele Lul, Grace Rawlinson, Nacho Sanchez, Jeanne Capouillez, Esi Hardy. This was a great opportunity for people to sponsor the team to raise funds for ParaPride.

06/07/23. ParaPride Website Launch Event. Presenting the new website with web developers Lisa Constantinou and Jaiden Hunder to an audience from London Met University at The Rainbow Room.

14/07/2023. Participation in an International collaborative interview. Daniele Lul, ParaPride co-founder / Director was interviewed by Jonathan Mastellari, founder of I AM Intersectionalities and More, Bologna, Italy. The interview / discussion happened digitally, conducted in Italian. It was recorded and it can be found on the I Am Intersectionalities and More YouTube channel. Corporate Engagements (internal events exclusive to company employees).

Reporting period:
21 May 2023 to 20 May 2024



20/07/23. AVIVA virtual panel event. Daniele Lul was a guest speaker.

25/07/23. Pladis in-person panel event. The speakers were Daniele Lul with Asifa La Hore.

17/10/2023. ENEL virtual event. Katie Hudson was the speaker

07/11/2023. National Housing Federation virtual event with Daniele Lul as the speaker.

05/12/23. Evoke Group virtual event with Daniele Lul as the speaker.

11/12/23 - Zurich Insurance virtual event, Katie Hudson as speaker.

06/12/23 - EDF Energy virtual event, Katie Hudson as speaker.

9/12/23. ParaPride's Digital Production / Film Project. Creating content for social media and Youtube. Video interviews of ParaPride Ambassadors, Mark Henderson, Mzz Kimberley, and Chay Brown, Director of Operations and Healthcare at TransActual. Filming location: Doughty Street Chambers, London.

13/12/23. Inclusion London workshop. ParaPride hosted a 3 hour in-person training workshop for Inclusion London. LGBTQ+ Awareness, Allyship, Action! Gender Diverse Identities. Venue: Trust For London. ParaPride Trainer: David Hull Watters.

01/02/2024. Launch of ParaPride's quarterly Newsletter, (issue 1), containing information about the charity, to include the current and upcoming projects, activities, and a summary of ParaPride's top achievements and milestones reached in 2023.

24th February 2024. ParaPride's annual LGBTQ+ History Month event at Hoxton Hall. A celebration of our powerful LGBTQ+ Disabled community. Hosted by Son of a Tutu with top acts to include Drag Syndrome, Crip Ladywood, Rick Dove, Eileen Eiffel. Speech by special guest Honourable Mayor of Hackney, Caroline Woodley. Panel discussion with guest-speakers Roxy Murray, Alex Vasquez, Asifa Lahore: the impacts of our Intersectional identities. Community Networking area with partner organisations Black Thrive, LGBT Consortium, Switchboard LGBTQIA+, Positive East, Stonewall Housing, Schools Out / LGBT+ History Month, 17-24-30 National HCAW.

22 March 2024. The Stonewall London Workplace Conference, ParaPride attended as stall holder in the exhibitions area engaging with up 300 conference attendees.

25 April 2024. St Francis Xavier Catholic 6th Form College
<https://www.sfx.ac.uk/> In-person event in March 2023. Discussion topic based panel with guest speakers as part of LGBT+ History Month UK).

Reporting period:
21 May 2023 to 20 May 2024



April 2024. G-A-Y Marathon Fundraiser. Jeremy Joseph, G-A-Y owner, runs the London Marathon to fundraise for a few selected LGBTQ+ charities. ParaPride received a generous £10,000 donation. Their overall goal was £77,000, which this took them through 'One million' raised for charities over 14 London Marathons.

May 2024. Beginning of the Website Content translation BSL project. Working with Deaf Community Inclusion Consultant and Project Manager. The project included: Going through the website, making suggestions as to where BSL clips would work best and for which bits of information; searching for qualified Deaf BSL translators to translate the videos; suggest ways for getting such video clips done with quality; and developing the ParaPride sign.

Marketing Programme

This year, our marketing focus was heavily on further redeveloping our new website, including adding even more accessibility features through partnerships with some technology vendors (ensuring, for example, that BSL translation is available throughout our website), as well as adding more information about our partners and adding donation features on the website. Our new website was officially launched in July 2023.

We also worked together with Gillian Anderson's drinks brand G-Spot in the lead up to London Pride, to collaborate on a fundraising campaign.

ParaPride continues to be a well-established organisation with strong financial management and governance frameworks. We have worked hard to demonstrate this externally, as well as continuously gathering feedback from a variety of stakeholders about areas in which we can strengthen the charity.

Details of activities undertaken in this period

ParaPride continued to work hard to meet the needs of the LGBTQ+ and disabled communities through a variety of complementary activities. We continued to shine a spotlight on the lives of these intersectional communities, as well as providing opportunities to raise awareness and promote broader consideration of the challenges that they face in their lives.

Reporting period:
21 May 2023 to 20 May 2024



Performance of fundraising activities against objectives set

In the period covered by this report, from May 2023 to May 2024, we raised a total of **£27,674.46** from the following supporters:

Unrestricted Funds	
Donations (Member & Partner)	£8,602.71
Donations (Benevity)	£1,287.50
Donations (The Elephant Room)	£200.00
Donations (LGBT Foundation)	£937.50
Donations (G-A-Y Foundation)	£10,000.00
Donations (EventBrite)	£261.75
Corporate Donors – Lucy and Yak	£1,000.00
Speaking Fees	£2,885.00
Total Unrestricted Funds	£25,174.46
Restricted Funds	
Donations (London Borough Hackney)	£2,500.00
Total Restricted Funds	£2,500.00
Total All	£27,674.46

We also wrote off £1,577.84 of previous expenses related to a previous Board member who did not file their expenses compliantly.

This fundraising was sufficient to cover our expenses in relation to our events and other activities targeted as the primary focus on this period.

Reporting period:
21 May 2023 to 20 May 2024



Financial Review

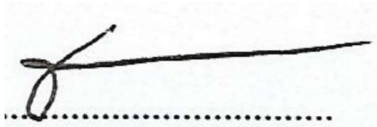
Accounts 21st May 2023 to 20th May 2024

Interim Treasurer: Katie Hudson

The Board has collectively examined the financial records of ParaPride and prepared these accounts from the information and explanations supplied by them. In the Board's opinion, ParaPride has maintained proper accounting records and these accounts are in accord with those records.

These accounts were approved by the Board on 17th March 2025.

Signed by two officers/committee members:

	<i>Signatory 1</i>	<i>Signatory 2</i>
<i>Name</i>	Katie Hudson	Tristan Bush
<i>Date</i>	17/03/2025	17/03/2025
<i>Signature</i>		

Reporting period:
21 May 2023 to 20 May 2024



ParaPride

Receipts and Payments Account from 21st May 2023 to 20th May 2024

Receipts

Donations	£24,789.46
Speaking	£2,885.00
Total Receipts	£27,674.46

Payments

Event venue hire & catering	£900.00
Event facilitators/performers	£3,817.59
Event services (Eventbrite, Zettle)	£0.00
Access services (BSL, induction loops, portaloos, captioning)	£657.20
Event consumables (badges, banners, t-shirts, decorations, raffle)	£219.07
Volunteer expenses, training, supervision	£1,580.58
Tech/digital resources (SMS, website, Zoom, social)	£335.57
Promotions (advertising, videos)	£0.00
One off expenses	£178.16
Sessional workers	£800.00
Operational (legal, insurance, transaction fees)	£1,186.88
Total Payments	£9,675.05

Net receipts (payments) for the period	£17,999.41
Balance of funds at 21st May 2023	£2,879.72
Balance of funds at 20th May 2024	£20,879.13

Reporting period:
21 May 2023 to 20 May 2024



Assets and Liabilities at 20th May 2024

Assets

Metro bank account	£22,456.97
Total Assets	£22,456.97

Liabilities

Liabilities from this period	£0.00
Total Liabilities	£0.00

Breakdown of funds

Donations (Member & Partner)	£8,602.71
Donations (Benevity)	£1,287.50
Donations (The Elephant Room)	£200.00
Donations (LGBT Foundation)	£937.50
Donations (G-A-Y Foundation)	£10,000.00
Donations (EventBrite)	£261.75
Donations (London Borough of Hackney)	£2,500.00
Speaking Fees	£2,885.00
Total funds collected by ParaPride in this period	£27,674.46

Statement explaining the policy for holding reserves stating why they are held

The charity had reserves of £18,513.85 at the end of this period.

Our reserves policy is to hold 3 months' unrestricted fund expenditure on charitable activities by the financial year ending 20 May 2024. In calculating our reserves, we exclude funds tied up in buildings, vehicles, and equipment, as the charity does not currently hold any of these assets.

Amount of reserves held

In reviewing its reserve requirement, the trustees have decided that the charity needs to hold a small amount of reserves (£200) to cover emergency or unforeseen situations such as issues that may come up at our events. However, the main reason for holding reserves is to ensure that the charity has enough resources to fund programmes it is supporting. For planned programmes the charity may take around 3 months (between Board meetings) to make funding decisions and it is policy never to commit funds that it does not have. Therefore, to prevent disruption to programmes, it is felt that around 3 months reserves of unrestricted expenditure (£3,000) needs to be held, going forward.

Reasons for holding zero reserves

The amount of reserves held (£18,513.85) was therefore in line with our earlier objective of holding approximately £3,200 (three months expenses + £200 emergency funds), in line with the Trustees' view of required reserves.

Restricted funds are not included in the trustees' view of reserve needs because these restricted funds are held by the charity for as long as is necessary to organise the relevant programmes. Normally these funds are spent within 6 or 12 months of receipt (depending on the grant maker's requirements).

Details of fund materially in deficit

At the end of this period, the Board has agreed that we have no funds owed to any parties.

Explanation of any uncertainties about the charity continuing as a going concern

The main focus for the charity continuing as a going concern is related to sourcing sustainable funding. We have sourced a wide range of donations in this period, but this required significant work and input from members of the leadership team throughout the year with respect to each individual amount given. Going forward, we will be looking to continue building funding strategies that secure larger amounts up front so that we can move forward with our strategies with confidence and spend less overall time on fundraising.

Reporting period:
21 May 2023 to 20 May 2024



The Trustees have agreed sourcing larger pots of alternative funding will become a key focus of our strategic objectives in the next financial period to ensure that the charity's finances become more stable and predictable.

Independent Examiner's report

As our income is now above the threshold that requires independent examination, we have also had our accounts examined by an independent examiner. Please find her report below.

CHARITY COMMISSION FOR ENGLAND AND WALES		Independent examiner's report on the accounts	
Section A Independent Examiner's Report			
Report to the trustees/ members of	Charity Name PARAPRIDE		
On accounts for the year ended	20 th MAY 2024	Charity no (if any)	1186485
Set out on pages	(remember to include the page numbers of additional sheets)		
	I report to the trustees on my examination of the accounts of the above charity ("the Trust") for the year ended 20/05/2024		
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 2011 Act and in carrying out my examination, I have followed the 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 (other than that disclosed below *) in connection with the examination which gives me cause to believe that in, any material respect: • accounting records were not kept in accordance with section 130 of the Act or • the accounts do not accord with the accounting records		
	I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in order to enable a proper understanding of the accounts to be reached. * Please delete the words in the brackets if they do not apply.		

Reporting period:
21 May 2023 to 20 May 2024



Signed:		Date:	24/2/2024
Name:	AMANDA TUGGE CTA (retired)		
Relevant professional qualification(s) or body (if any):	CHARTERED TAX ADVISOR retired		
Address:	1 CLIFTON ST BELCHTON BN1 3PA		

IER 1 October 2018

Additional Information

The charity's principal sources of funds (including any fundraising)

Donations	£24,789.46
Speaking Income	£2,885.00

Investment policy and objectives including any social investment policy adopted

The charity had no fixed asset investments during this period.

The charity had no realised or unrealised gains or losses on investments during this period.

In future, if the charity does make investments, programme related investments are made in furtherance of the charity's objectives and any investment return is secondary to the charitable purposes supported by the investment. Such investments are included at their cost. Any loss or impairment from such investments will be charted as part of charitable activities within the statement of financial activities.

A description of the principal risks facing the charity

All significant activities undertaken are subject to a risk review as part of the initial activity assessment and implementation. Major risks are identified and ranked in terms of their potential impact and likelihood.

Major risks, for this purpose, are those that may have a significant effect on:

- Operational performance, including risks to our personnel, volunteers, and participants;
- Financial sustainability, including stability and security of income;
- Achievement of our aims and objectives; or
- Meeting the expectations of our beneficiaries or supporters.

The Trustees review these risks on an ongoing basis and satisfy themselves that adequate systems and procedures are in place to manage the risks identified. Where appropriate, risks are covered by insurance. The following framework is central to ensuring adequate risk assurance:

- Regular monitoring of major risk and development of action plans;
- Embedding risk identification and assessment within operating procedures;
- A clear structure of delegated authority and control;
- Review of key systems and procedures through internal audit arrangements;
- Income and profit targets for our trading and fundraising activities;
- Maintaining reserves in line with set policies; and
- Regular summary reports on risk management to the Trustee Board.

We have paid particular attention during this year to establishing the above mentioned governance framework, through the appointment of a Trustee Board with experience on the non-executive leadership team of other charities and community organisations.

Structure, Governance, and Management

Type of governing document

Constitution

How is the charity constituted?

CIO (Charitable Incorporated Organisation)

Trustee selection methods including details of any constitutional provisions e.g. election to post or name of any person or body entitled to appoint one or more trustees

1. Eligibility for trusteeship

- a. Every Trustee must be a natural person.
- b. No individual may be appointed as a Trustee:
 - a. if he or she is under the age of 16 years; or
 - b. if he or she would automatically cease to hold office under the provisions of sub-Clause 12(1)(e).
- c. No one is entitled to act as a Trustee whether on appointment or on any re-appointment until he or she has expressly acknowledged, in whatever way the Trustees decide, his or her acceptance of the office of Trustee.

2. Number of Trustees

- a. There must at all times be at least three Trustees. If the number falls below this minimum, the remaining trustee or trustees may act only to call a meeting of the Board of Trustees, or appoint a new Trustee.
- b. The maximum number of Trustees is 8, and the Trustees may not appoint any Trustee if as a result the number of Trustees would exceed this number.

3. Appointment of Trustees

- a. Apart from the first Trustees, every Trustee must be appointed for a term of at least one year by a resolution passed at a properly convened meeting of the Trustees.

In selecting individuals for appointment as Trustees, the Trustees must have regard to the skills, knowledge and experience needed for the effective administration of the charity.

Policies and procedures adopted for the induction and training of trustees

1. Information for New Trustees

The Trustees will make available to each new Trustee, on or before his or her first appointment:

- a. a copy of the current version of this constitution; and
- b. a copy of the charity's latest Trustees' Annual Report and statement of accounts.

Additionally, policies created that all Trustees must receive a copy of and agree to before appointment as a Trustee is confirmed include:

- Board Trustees Code of Conduct
- Trustees Declaration of Interests
- Trustee and Volunteer Expenses Policy
- Anti-Harassment and Bullying Policy
- Health and Safety Policy
- Volunteer Grievance Procedures
- Safeguarding Adults at Risk Policy and Procedure with COVID 19 Addendum
- Equality & Diversity Policy
- Data Protection Policy

The charity's organisational structure and any wider network with which the charity works

In the period of this report, the charity continued to have one long-standing member of the Board of Trustees throughout this period and since its incorporation as a CIO in November 2019:

- Dr Andrew Cooper - appointed for 2 years

At the end of this reporting period, only Dr Andrew Cooper remained from the original Board members.

The following Trustees were appointed on 6 April 2021:

- Katherine Hudson – appointed for 3 years
- Esi Hardy – appointed for 3 years
- Charlie Cooper Henniker – appointed for 3 years
- Samuel Peterson - appointed for 3 years (resigned during this reporting period, August 2022)

In this period, the additional Trustees were appointed:

- Tristan James Bush – appointed for 3 years on 06 February 2024

Reporting period:
21 May 2023 to 20 May 2024



Relationship with any related parties

During this period, the charity ceased receiving pro bono support from King & Spalding International LLP to support the governance activities ensuring that Board meetings were run and recorded appropriately. We had already set up many of the core policy documents, but we will be looking for future pro bono support from another law firm and continue to make enquiries to that effect.

To have our accounts examined independently, we also worked with Amanda Tyler, Tyler Accounting Services Limited, 1 Clifton Street, Brighton, England, BN1 3PH.

Reporting period:
21 May 2023 to 20 May 2024



Reference and Administrative Details

Charity name

ParaPride

Other name the charity uses

N/A

Registered charity number

1186485

Charity's principal address

ParaPride
5 Brayford Square
LONDON
E1 0SG

Names of the Trustees who manage the charity

Trustee name	Office (if any)	Dates acted if not for whole year
Dr Andrew Cooper	Trustee	21/11/2019 – Present
Esi Hardy	Trustee	06/04/2021 – 09/04/2024
Charlie Cooper Henniker	Trustee	06/04/2021 – 09/04/2024
Katherine Hudson	Co-Chair	06/04/2021 – Present
Tristan James Bush	Co-Chair	06/02/2024 – Present
Kerrie Braithwaite	Trustee	16/03/2024 - 05/11/2024

We are currently recruiting for replacements and additional Board members – we anticipate adding at least two Board members in the near future and will continue to recruit additional Board members, also taking into account terms of office ending over time.

Funds held as custodian Trustees on behalf of others

Description of the assets held in this capacity

N/A

Name and objects of the charity on whose behalf the assets are held and how this falls within the custodian charity's objects

N/A

Reporting period:
21 May 2023 to 20 May 2024



Details of arrangements for safe custody and segregation of such assets from the charity's own assets

N/A

Names and addresses of advisers

Type of adviser	Name	Address
N/A	N/A	N/A

Exemptions from disclosure

Reason for non-disclosure of key personnel details

N/A

Reporting period:
21 May 2023 to 20 May 2024



Declarations

The Trustees declare that they have approved this annual report and accounts.

Signed on behalf of the charity's Trustees:

Signature(s)

A handwritten signature in black ink, consisting of a stylized 'K' followed by a horizontal line, written over a dotted line.

Full name(s)

Katherine Hudson

Position (e.g. Secretary, Chair, etc)

Co-Chair

Date

17/03/2025

A handwritten signature in black ink, consisting of a stylized 'T' followed by a horizontal line, written over a dotted line.

Signature(s)

Full name(s)

Tristan Bush

Position (e.g. Secretary, Chair, etc)

Co-Chair

Date

17/03/2025

PARAPRIDE

England & Wales - Charity number 1186485

Accounts

ParaPride

Pride. In. Everyone.

Trustees' Annual Report for the period 21 May 2022
to 20 May 2023

Charity name: ParaPride

Charity registration number: 1186485

We would like to sincerely thank all of our volunteers, partners and supporters for helping us to serve LGBTQ+ and disabled communities over the past year.

Reporting period:
21 May 2022 to 20 May 2023

Table of Contents

ParaPride	1
Trustees' Annual Report for the period 21 May 2022 to 20 May 2023	1
Objectives and Activities	4
Summary of the purposes of the charity as set out in its governing document	4
Summary of the main activities in relation to those purposes for the public benefit	4
Policy on grant-making	5
Policy on social investment including program related investment	5
Contribution made by volunteers	5
Achievements and Performance	6
Summary	6
Additional Information	7
Achievements against objectives set	7
Performance of fundraising activities against objectives set	13
Financial Review	14
Accounts 21 st May 2022 to 20 th May 2023	14
Statement explaining the policy for holding reserves stating why they are held	17
Amount of reserves held	17
Reasons for holding zero reserves	17
Details of fund materially in deficit	17
Explanation of any uncertainties about the charity continuing as a going concern	18
Additional Information	18
The charity's principal sources of funds	18
Investment policy and objectives	18
Principal risks facing the charity	18
Structure, Governance, and Management	20
Type of governing document	20
How is the charity constituted?	20
Trustee selection methods	20
Policies and procedures adopted for the induction and training of trustees	21



Pride. In. Everyone.

Reporting period:
21 May 2022 to 20 May 2023

Information for New Trustees	21
The charity's organisational structure and any wider network with which the charity works	21
Relationship with any related parties	22
Reference and Administrative Details	23
Charity name	23
Other name the charity uses	23
Registered charity number	23
Charity's principal address	23
Names of the Trustees who manage the charity	23
Funds held as custodian Trustees on behalf of others	23
Names and addresses of advisers	24
Exemptions from disclosure	24
Declarations	25

Reporting period:
21 May 2022 to 20 May 2023

Objectives and Activities

Summary of the purposes of the charity as set out in its governing document

ParaPride is an empowerment charity advocating visibility, education, and awareness of the voices and experiences of LGBTQ+ disabled people.

Summary of the main activities in relation to those purposes for the public benefit, in particular, the activities, projects or services identified in the accounts.

Our charitable objectives are as follows:

- (a) Creating education and awareness around the need for greater visibility of the communities we serve within the wider LGBTQ+ and disabled communities;
- (b) Creating and promoting online and offline activities and events to foster understanding of the experience of being LGBTQ+ and disabled people and to bring the communities we serve together;
- (c) Working with other organisations to further educate and expose the wider public to the challenges faced by the communities we serve and opportunities that are presented when including them; and,
- (d) Commissioning or conducting research to substantiate the prioritisation of issues impacting the communities we serve.

ParaPride looks for a wide range of opportunities to achieve these objects, including producing inclusive digital events and working with venues and other social spaces to produce events. We also promote information, resources, and awareness training for better consideration of the obstacles faced by these intersectional communities.

We are continuing to evolve as an organisation in how we further our charitable objects and serve LGBTQ+ and disabled communities in the most effective way. This includes an ongoing focus on our organisational infrastructure, governance, processes, and policies. ParaPride is a volunteer led and run organisation, with strong links to the communities we represent.

In setting our programme each year, we have regard to the guidance issued by the Charity Commission on public benefit – in this case particularly for the benefit of LGBTQ+ and disabled



Pride. In. Everyone.

Reporting period:
21 May 2022 to 20 May 2023

communities. The Board of Trustees ensures that the programme of work that we undertake is in line with our charitable objects and aims.

Our first aim is to host and support activities for our beneficiaries and partners that increase visibility and enable storytelling. Our second aim is to create education and raise awareness amongst our allies and non-allies that improves inclusion and normalisation, as well as reducing discrimination and exclusion against our beneficiary communities.

Policy on grant-making

We are not currently a grant-making organisation with respect to granting external organisations with funding for various projects, but it is possible that we may commission research to support our objectives and aims in the future.

Policy on social investment including program related investment

We invest in planning and running activities that align with our strategic objectives. This will include events, training, speaking, marketing and communications, advocacy, storytelling, corporate education, volunteer coordination and in future, research.

Contribution made by volunteers

Volunteers may support any aspect of our activities, although historically this has been focused on supporting us at live in person and online events. This year, we have also been supported by volunteers who helped us with Board governance, financial management, digital communications, strategic and succession planning, building our organisational structure and tone of voice work to help us communicate with our various stakeholders.

We currently have six volunteers who help with the main outward activities of the charity, including events. Our Board of Trustees had between four and six members during this period.

Reporting period:
21 May 2022 to 20 May 2023

Achievements and Performance

Summary of the main achievements of the charity, identifying the difference the charity's work has made to the circumstances of its beneficiaries and any wider benefits to society as a whole.

This year, we continued to focus primarily on our first two objectives:

- (a) Creating education and awareness around the need for greater visibility of the communities we serve within the wider LGBTQ+ and disabled communities;
- (b) Creating and promoting online and offline activities and events to foster understanding of the experience of being LGBTQ+ and disabled person and to bring the communities we serve together;

We have also been planning to deliver our second two objectives which the Board has determined will require further work to deliver:

- (c) Working with other organisations to further educate and expose the wider public to the challenges faced by the communities we serve and opportunities that are presented when including them – we have submitted a proposal to our first potential corporate client; and,
- (d) Commissioning or conducting research to substantiate the prioritisation of issues impacting the communities we serve.

During this financial year, we continued to work in partnership with other organisations, recognising that collaboration is one of our key values. This was a particularly busy year for ParaPride as our reputation grew and the quality of our work was recognised. As a result, we engaged in many different partnerships, projects, and other opportunities.

All these activities contribute to our charitable objectives, particularly to educate and raise awareness about the lives of people within the LGBTQ+ communities, as well to improve the lives of those within the communities we represent.

Internally, we continued to develop our management and governance structures. With a strong and consistent Board of Trustees, we held Board meetings every six weeks and Trustees volunteered to lead on various aspects of our work. We continued to apply for external funding opportunities, recognising the challenging external environment during this time for community organisations.

Reporting period:
21 May 2022 to 20 May 2023

Our external work is proudly undertaken in partnership with a wide range of stakeholders, to whom we would like to express our sincere thanks for their collaboration and support of ParaPride. Below is a more detailed report on the key activities that ParaPride undertook in this financial year.

Additional Information

Achievements against objectives set

Internal activities delivered in this period included:

- ❖ Reframed the requirements for Trustee roles and our leadership structure
- ❖ Drafted and discussed internal policies, including:
 - Recruitment of Trustees who are specifically appropriate to the needs of the organisation at this time
 - Equal opportunities, particularly in the domain of intersectionality
 - Safeguarding and working with vulnerable people
- ❖ Planned and delivered professional internal infrastructure and processes
 - CRM & Data Management - partial
 - Website updating
 - Inboxes and email
 - Budgets / Finance
 - Activity planning and execution - partial
 - Recruitment - partial
- ❖ Fundraising and donations
 - Some strong success this year, despite reduction in available funds and rejection by a key grant organisation we expected to receive support from; still require an enhanced sustainable funding plan for the future

External activities delivered in this period included:

- ❖ Community Programme
 - Set clear value proposition for organisations helping us reach more beneficiaries
- ❖ Amplification and Support
 - Co-creation of content

Reporting period:

21 May 2022 to 20 May 2023

- Inclusive and accessible events
- Representation in our content
- ❖ Event Programme
 - Planning and hosting ParaPride 2023 (our first in-person event since 2020, due to the pandemic)
 - Planning and fundraising for ParaPride 2024
 - Collaborative activities were undertaken as set out below.

2022

26 May: King's College London - an online recorded interview was conducted with ParaPride, contributing to a module for a new MA 'Communicating Global Cultures', with lecturer Clara Bradbury-Rance.

31 May: The Wrap podcast - ParaPride participated in an online interview with The Love Tank, by Phil Samba, Strategic Lead - PREP for Queer Men of Colour.

1 June: Hate Crime Preventative and/or Security Measures LGBTQ+. ParaPride participated in a roundtable meeting of statutory and local community partners to explore what more can be done to protect LGBTQ+ Londoners from hate crime. This meeting was held in partnership with the London Mayor's Office.

2 June: BBC News Channel - a zoom interview was held to talk about Pride, the disabled LGBTQ+ community and the difficulties it faces.

9 June: An interactive workshop by Stonewall called Celebrating Pride in the Workplace was held, with ParaPride Director Daniele Lul as a guest speaker.

13 June: London Metropolitan University facilitated an online panel discussion about highlighting historical and/or contemporary issues of marginalised and underrepresented LGBTQ+ identities. ParaPride Director Daniele Lul participated as a guest speaker.

16 June: DASL* (Disability Advice Service Lambeth), Smashing Records / Podcast, interviewed ParaPride Director Daniele Lul during Pride Month, with a focus on intersectionality.

19 June: BBC Wales - ParaPride was interviewed by Lola Mayor about the barriers faced by someone who is LGBTQ+ and disabled. ParaPride was quoted in the published article.
<https://www.bbc.co.uk/news/uk-wales-61720307>



Pride. In. Everyone.

Reporting period:
21 May 2022 to 20 May 2023

27 June: As a prominent LGBTQ+ community organisation, ParaPride received an official invitation to and attended the London Mayor Pride Reception at City Hall.

4 July: ParaPride participated in a quarterly equity representative Steering Group meeting with the LGBT Partnership / LGBT+ Consortium and other representatives from a wide range of community organisations.

19 July: Irwin Mitchell Pride event. ParaPride attended a networking event and book presentation in London. Speaking to author Mohsin Zaidi about his book 'A Dutiful Boy', followed by Q&A.

5 August: ParaPride was invited to attend a London LGBTQ+ Centre networking event as special guests, in Blackfriars.

6 August: Tonbridge Pride. LUSH Tunbridge Wells, Kent, chose ParaPride as their selected charity to donate the funds raised during their participation in Tonbridge Pride within the stall networking area. They raised funds for ParaPride getting people involved in fun activities.

17 August - Irwin Mitchell online event. IM LGBTQ+ network (IM Equal) with the IM disability network (IM Able) organised an online panel discussion, with ParaPride Director Daniele Lul as guest speaker. The event was attended by employees from across the different UK branches. IM made a generous donation to ParaPride.

3 October: ParaPride participated in a quarterly equity representative Steering Group meeting with the LGBT Partnership / LGBT+ Consortium and other representatives from a wide range of community organisations.

27 October: ParaPride was invited to participate in this Stonewall LGBT+ Community Focus group, to support Stonewall's process of developing the community work for 2023, and how they can better serve LGBTQ+ communities.

15 November: London Friend's 50th Anniversary Website Launch event. London Friend is the UK's oldest LGBTQ+ charity. They celebrated 50 years anniversary and invited ParaPride Director Daniele Lul to be part of their project, by publishing the work of ParaPride and featuring it in London Friend's website, marking a pivotal milestone in London Friend's history. Our feature was promoted during Disability Pride Month in 2022.

1 December: Stonewall / ParaPride delivered a collaborative digital workshop 'Understanding and Reflecting the Experiences of LGBTQ+ People with Disabilities'. This event was part of Stonewall's Empowerment programme. The workshop content was created, developed and delivered by ParaPride. It was presented in celebration of disability awareness month.

Reporting period:
21 May 2022 to 20 May 2023

8 December: London Borough of Waltham Forest in person special event at the Town Hall Council Chambers; 'The Differently Abled Forum and the LGBTIQ+ Network present: a conversation with Daniele Lul from ParaPride'. Organised by Joy Hume, Equality Diversity and Inclusion Lead. Hosted by representatives from Waltham Forest's LGBTQ+ network representative Harshil Shah and the Disability network representative Phoebe Savidge.

2023

9 January: ParaPride participated in a quarterly equity representative Steering Group meeting with the LGBT Partnership / LGBT+ Consortium and other representatives from a wide range of community organisations.

19 January - ParaPride attended the LGBTQ+ NEXUS networking meeting for LGBTQ+ corporate professionals at EY, More London.

3 February: A soft launch of ParaPride's updated website took place as we published it online. The work was conducted in collaboration with London Metropolitan University and its Charities and Social Enterprise Clinic.

19 February: ParaPride's held a long-awaited large in-person event in celebration of LGBTQ+ History Month, at Hackney Town Hall. ParaPride marked LGBTQ+ history by hosting the largest showcase of disabled LGBTQ+ talent. Also included an interactive panel discussion with special guest speakers, and for the first time there was a Community Networking area.

17 March: The Stonewall London Workplace Conference - ParaPride attended as stall holder in the exhibitions area, engaging with up 300 conference attendees.

12 April: Just Like Us - ParaPride developed and hosted a digital workshop about Disability LGBTQ+ Inclusion for the young Ambassadors from Just Like Us, LGBTQ+ organisation for young people.

Marketing Programme

This year, our marketing focus was heavily on redeveloping and relaunching our new website, together with London Metropolitan University students, who volunteered to support that project as part of their Digital Marketing degree programme. It was officially launched in July 2023, but the students were working diligently with us throughout the period of this report to prepare the new website. They helped us to completely revamp the structure and content of the website, to ensure that it is accessibly designed, to enable us to communicate about all the activities that we have been involved in and/or running to represent and include our communities, as well as share information about our incredible partner organisations.

Reporting period:
21 May 2022 to 20 May 2023

ParaPride is now a well-established organisation with strong financial management and governance frameworks. We have worked hard to demonstrate this externally, as well as continuously gathering feedback from a variety of stakeholders about areas in which we can strengthen the charity.

Details of activities undertaken in this period

ParaPride continued to work hard to meet the needs of the LGBTQ+ and disabled communities through a variety of complementary activities. We continued to shine a spotlight on the lives of these intersectional communities, as well as providing opportunities to raise awareness and promote broader consideration of the challenges that they face in their lives.

- Hosting our first in-person ParaPride annual event since before the pandemic (2020) – we partnered with London Borough of Hackney and hosted this at Hackney Town Hall in February 2023
- Revamping of our website with the support of a digital marketing expert volunteer who will be building out more sections of content, functionality, and incorporating our new designs and Tone of Voice.
- Continuing to build and deliver our social media strategy to promote and encourage participation and inclusion in our activities, as well as to raise awareness of our cause.

Objectives we'll take forward into the next period

- ❖ Community Programme: engaging with beneficiaries and partners to serve our target beneficiaries
- ❖ Venue Benchmarking Programme: we are working with London authorities and are in discussion about a programme to help venues understand the needs of our community and to be more inclusive

Detailed plans already set out for the next period

Key activities planned for the period 21 May 2023 to 20 May 2024 include:

- Continue to engage with LGBTQ+ disabled communities, to improve the lives of individuals and raise awareness of the challenges and opportunities that they face
- Develop our volunteer pool, particularly for social media activities, to raise awareness of our work and develop new projects
- Create new content and visuals for ParaPride
- Launch our new website with an in-person event at London Metropolitan University
- Develop our corporate engagement work, for example by speaking on panels for employees organised by a diverse range of companies



Pride. In. Everyone.

Reporting period:
21 May 2022 to 20 May 2023

- Develop and deliver training sessions about the lives of LGBTQ+ and disabled people, in partnership with multiple partners
- Hold our annual in-person event during LGBTQ+ History Month, with an accessible and safe space for our communities, including community networking and performances from a wide range of artists
- Explore the possibility of having an annual Intersectionality Day
- Further explore and develop ParaPride's initiative to identify venues that meet the needs of the diverse communities we represent
- Recruiting new Trustees with a revised role description and clear expectations for participation and contribution, based on a skills matrix analysis
- Formalise various policies to further enhance our ways of working and the management of the charity
- Securing our first corporate partner, which we can provide lived experience support to in exchange for funding for the charity – this may be in the form of consulting, training, advisory services, tool development, speaking, and other activities and is aimed at achieving our objectives, but also raising money to create a sustainable source of income for the charity (via support for more employers, going forward)



Pride. In. Everyone.

Reporting period:
21 May 2022 to 20 May 2023

Performance of fundraising activities against objectives set

In the period covered by this report, from May 2022 to May 2023, we raised a total of **£10,028.68** from the following supporters:

Unrestricted Funds	
Donations (Member & Partner)	£2,456.18
Donations (Stonewall)	£635.00
Donations (Health Equality)	£500.00
Donations (LGBT Foundation)	£937.50
Donations (AI UK)	£2,500.00
Total Unrestricted Funds	£7,028.68
Restricted Funds	
Donations (London Borough Hackney)	£3,000.00
Total Restricted Funds	£3,000.00
Total All	£10,028.68

This fundraising was sufficient to cover our expenses in relation to our events and other activities targeted as the primary focus on this period.

Reporting period:
21 May 2022 to 20 May 2023

Financial Review

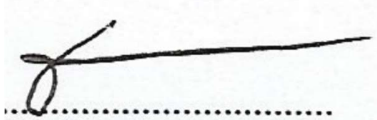
Accounts 21st May 2022 to 20th May 2023

Interim Treasurer: Katie Hudson

The Board has collectively examined the financial records of ParaPride and prepared these accounts from the information and explanations supplied by them. In the Board's opinion, ParaPride has maintained proper accounting records and these accounts are in accord with those records.

These accounts were approved by the Board on 16th March 2024.

Signed by two officers/committee members:

	<i>Signatory 1</i>	<i>Signatory 2</i>
<i>Name</i>	Katie Hudson	Esi Hardy
<i>Date</i>	16/03/2024	16/03/2024
<i>Signature</i>		ECH

Reporting period:
21 May 2022 to 20 May 2023

ParaPride

Receipts and Payments Account from 21st May 2022 to 20th May 2023

Receipts

Donations	£10,028.68
Total Receipts	£10,028.68

Payments

Event venue hire & catering	£4,331.20
Event facilitators/performers	£2,332.85
Event services (Eventbrite, Zettle)	£0.00
Access services (BSL, induction loops, portaloos, captioning)	£446.00
Tech support/AV (onsite)	£962.00
Photography, videography	£225.50
Event consumables (badges, banners, t-shirts, decorations, raffle)	£0.00
Office consumables	£25.00
Volunteer expenses, training, supervision	£640.43
Tech/digital resources (SMS, website, Zoom, social)	£543.13
Promotions (advertising, videos)	£0.00
Sessional workers	£2,460.00
Operational (legal, insurance, transaction fees)	£170.69
Total Payments	£12,136.80

Net receipts (payments) for the period	-£2,108.12
Balance of funds at 21st May 2022	£4,227.84
Balance of funds at 20th May 20223	£2,119.72



Pride. In. Everyone.

Reporting period:
21 May 2022 to 20 May 2023

Assets and Liabilities at 20th May 2023

Assets

Metro bank account	£4,457.56
Total Assets	£4,457.56

Liabilities

Liabilities from this period	£0.00
Total Liabilities	£0.00

Breakdown of funds

Donations (Member & Partner)	£2,456.18
Donations (Stonewall)	£635.00
Donations (Health Equality)	£500.00
Donations (LGBT Foundation)	£937.50
Donations (AI UK)	£2,500.00
Donations (London Borough of Hackney)	£3,000.00
Total funds collected by ParaPride in this period	£10,028.68

Reporting period:
21 May 2022 to 20 May 2023

Statement explaining the policy for holding reserves stating why they are held

The charity had reserves of £2,119.72 at the end of this period.

Our reserves policy at the beginning of this period was to hold at least 2 months unrestricted fund expenditure on charitable activities, with an aim of increasing that to 3 months unrestricted fund expenditure on charitable activities by the financial year ending 20 May 2023. Our funding sources have been less consistent in this period as funding for charitable activities was still slower than expected after recovery from COVID-19, so we had not yet reached our objective of achieving 3 months of reserves by the end of this period, but we have since improved our financial position. In calculating our reserves, we exclude funds tied up in buildings, vehicles, and equipment, as the charity does not currently hold any of these assets.

Amount of reserves held

In reviewing its reserve requirement, the trustees have decided that the charity needs to hold a small amount of reserves (£200) to cover emergency or unforeseen situations such as issues that may come up at our events. However, the main reason for holding reserves is to ensure that the charity has enough resources to fund programmes it is supporting. For planned programmes the charity may take around 3 months (between Board meetings) to make funding decisions and it is policy never to commit funds that it does not have. Therefore, to prevent disruption to programmes, it is felt that around 3 months reserves of unrestricted expenditure (£3,000) needs to be held, going forward.

Reasons for holding zero reserves

The amount of reserves held (£2,119.72) was therefore in line with our earlier objective of holding approximately £2,200 (two months expenses + £200 emergency funds) and has since the end of this reporting period has come into line with the trustees view of reserves needs (£3,200).

Restricted funds are not included in the trustees' view of reserve needs because these restricted funds are held by the charity for as long as is necessary to organise the relevant programmes. Normally these funds are spent within 6 or 12 months of receipt (depending on the grant maker's requirements).

Details of fund materially in deficit

At the end of this period, the Board have agreed that we have no funds owed to any parties.

Reporting period:
21 May 2022 to 20 May 2023

Explanation of any uncertainties about the charity continuing as a going concern

The main focus for the charity continuing as a going concern is related to sourcing sustainable funding. We have sourced a wide range of donations in this period, but this required significant work and input from members of the leadership team throughout the year with respect to each individual amount given. Going forward, we will be looking to continue building funding strategies that secure larger amounts up front so that we can move forward with our strategies with confidence and spend less overall time on fundraising.

The Trustees have agreed sourcing larger pots of alternative funding will become a key focus of our strategic objectives in the next financial period to ensure that the charity's finances become more stable and predictable.

Additional Information

The charity's principal sources of funds (including any fundraising)

Donations	£10,028.68
-----------	------------

Investment policy and objectives including any social investment policy adopted

The charity had no fixed asset investments during this period.

The charity had no realised or unrealised gains or losses on investments during this period.

In future, if the charity does make investments, programme related investments are made in furtherance of the charity's objectives and any investment return is secondary to the charitable purposes supported by the investment. Such investments are included at their cost. Any loss or impairment from such investments will be charted as part of charitable activities within the statement of financial activities.

A description of the principal risks facing the charity

All significant activities undertaken are subject to a risk review as part of the initial activity assessment and implementation. Major risks are identified and ranked in terms of their potential impact and likelihood.

Major risks, for this purpose, are those that may have a significant effect on:

- Operational performance, including risks to our personnel, volunteers, and participants;

Reporting period:
21 May 2022 to 20 May 2023

- Financial sustainability, including stability and security of income;
- Achievement of our aims and objectives; or
- Meeting the expectations of our beneficiaries or supporters.

The Trustees review these risks on an ongoing basis and satisfy themselves that adequate systems and procedures are in place to manage the risks identified. Where appropriate, risks are covered by insurance. The following framework is central to ensuring adequate risk assurance:

- Regular monitoring of major risk and development of action plans;
- Embedding risk identification and assessment within operating procedures;
- A clear structure of delegated authority and control;
- Review of key systems and procedures through internal audit arrangements;
- Income and profit targets for our trading and fundraising activities;
- Maintaining reserves in line with set policies; and
- Regular summary reports on risk management to the Trustee Board.

We have paid particular attention during this year to establishing the above mentioned governance framework, through the appointment of a Trustee Board with experience on the non-executive leadership team of other charities and community organisations.

Reporting period:
21 May 2022 to 20 May 2023

Structure, Governance, and Management

Type of governing document

Constitution

How is the charity constituted?

CIO (Charitable Incorporated Organisation)

Trustee selection methods including details of any constitutional provisions e.g. election to post or name of any person or body entitled to appoint one or more trustees

1. Eligibility for trusteeship

- a. Every Trustee must be a natural person.
- b. No individual may be appointed as a Trustee:
 - a. if he or she is under the age of 16 years; or
 - b. if he or she would automatically cease to hold office under the provisions of sub-Clause 12(1)(e).
- c. No one is entitled to act as a Trustee whether on appointment or on any re-appointment until he or she has expressly acknowledged, in whatever way the Trustees decide, his or her acceptance of the office of Trustee.

2. Number of Trustees

- a. There must at all times be at least three Trustees. If the number falls below this minimum, the remaining trustee or trustees may act only to call a meeting of the Board of Trustees, or appoint a new Trustee.
- b. The maximum number of Trustees is 8, and the Trustees may not appoint any Trustee if as a result the number of Trustees would exceed this number.

3. Appointment of Trustees

- a. Apart from the first Trustees, every Trustee must be appointed for a term of at least one year by a resolution passed at a properly convened meeting of the Trustees.

In selecting individuals for appointment as Trustees, the Trustees must have regard to the skills, knowledge and experience needed for the effective administration of the charity.

Reporting period:
21 May 2022 to 20 May 2023

Policies and procedures adopted for the induction and training of trustees

1. Information for New Trustees

The Trustees will make available to each new Trustee, on or before his or her first appointment:

- a. a copy of the current version of this constitution; and
- b. a copy of the charity's latest Trustees' Annual Report and statement of accounts.

Additionally, policies created that all Trustees must receive a copy of and agree to before appointment as a Trustee is confirmed include:

- Board Trustees Code of Conduct
- Trustees Declaration of Interests
- Trustee and Volunteer Expenses Policy
- Anti-Harassment and Bullying Policy
- Health and Safety Policy
- Volunteer Grievance Procedures
- Safeguarding Adults at Risk Policy and Procedure with COVID 19 Addendum
- Equality & Diversity Policy
- Data Protection Policy

The charity's organisational structure and any wider network with which the charity works

In the period of this report, the charity continued to have one long-standing member of the Board of Trustees throughout this period and since its incorporation as a CIO in November 2019:

- Dr Andrew Cooper - appointed for 2 years

One of the original Trustees from its incorporation in November 2019 resigned during this period

- Aurelia (Ori) Chandler – resigned in January 2023

At the end of this reporting period, only Dr Andrew Cooper remained from the original Board members.

The following new Trustees were appointed on 6 April 2021:

- Katherine Hudson – appointed for 3 years
- Esi Hardy – appointed for 3 years
- Charlie Cooper Henniker – appointed for 3 years



Pride. In. Everyone.

Reporting period:
21 May 2022 to 20 May 2023

- Samuel Peterson - appointed for 3 years (resigned during this reporting period, August 2022)

Relationship with any related parties

During this period, the charity ceased receiving pro bono support from King & Spalding International LLP to support the governance activities ensuring that Board meetings were run and recorded appropriately. We had already set up many of the core policy documents, but we will be looking for future pro bono support from another law firm and continue to make enquiries to that effect.

Reporting period:
21 May 2022 to 20 May 2023

Reference and Administrative Details

Charity name

ParaPride

Other name the charity uses

N/A

Registered charity number

1186485

Charity's principal address

ParaPride
5 Brayford Square
LONDON
E1 0SG

Names of the Trustees who manage the charity

Trustee name	Office (if any)	Dates acted if not for whole year
Aurelia (Ori) Chandler	Trustee	21/11/2019 – 29/01/2023
Dr Andrew Cooper	Trustee	21/11/2019 – Present
Esi Hardy	Trustee	06/04/2021 – Present
Charlie Cooper Henniker	Trustee	06/04/2021 – Present
Katherine Hudson	Trustee	06/04/2021 – Present
Samuel Peterson	Trustee	06/04/2021 – 27/08/2022

We are currently recruiting for replacements and additional Board members – we anticipate adding at least two Board members in the near future and will continue to recruit additional Board members, also taking into account terms of office ending over time.

Funds held as custodian Trustees on behalf of others

Description of the assets held in this capacity

N/A



Pride. In. Everyone.

Reporting period:
21 May 2022 to 20 May 2023

Name and objects of the charity on whose behalf the assets are held and how this falls within the custodian charity's objects

N/A

Details of arrangements for safe custody and segregation of such assets from the charity's own assets

N/A

Names and addresses of advisers

Type of adviser	Name	Address
N/A	N/A	N/A

Exemptions from disclosure

Reason for non-disclosure of key personnel details

N/A

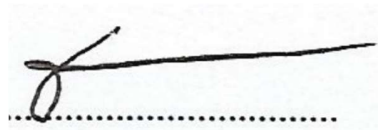
Reporting period:
21 May 2022 to 20 May 2023

Declarations

The Trustees declare that they have approved this annual report and accounts.

Signed on behalf of the charity's Trustees:

Signature(s)



Full name(s)

Katherine Hudson

Position (e.g. Secretary, Chair, etc)

Co-Chair

Date

16/03/2024

Signature(s)



Full name(s)

Esi Hardy

Position (e.g. Secretary, Chair, etc)

Co-Chair

Date

16/03/2024

PARAPRIDE

England & Wales - Charity number 1186485

Accounts

ParaPride

Pride. In. Everyone.

Trustees' Annual Report for the period 21 May 2021
to 20 May 2022

Charity name: ParaPride

Charity registration number: 1186485

We would like to sincerely thank all our volunteers, partners and supporters for helping us to serve LGBTQ+ and disabled communities over the past year.

Table of Contents

ParaPride	1
Pride. In. Everyone.	1
Trustees' Annual Report for the period 21 May 2021 to 20 May 2022	1
Objectives and Activities	4
Summary of the purposes of the charity as set out in its governing document	4
Summary of the main activities in relation to those purposes for the public benefit, in particular, the activities, projects or services identified in the accounts.	4
Statement confirming whether the trustees have had regard to the guidance issued by the Charity Commission on public benefit	5
Policy on grant making	5
Policy on social investment including program related investment	5
Contribution made by volunteers	5
Achievements and Performance	6
Summary of the main achievements of the charity, identifying the difference the charity's work has made to the circumstances of its beneficiaries and any wider benefits to society as a whole.	6
Additional Information	7
Achievements against objectives set	7
External activities delivered in this period included:	7
Internal activities delivered in this period included:	8
Details of activities undertaken in this period	8
Objectives we'll take forward into the next period	10
Detailed plans already set out for the next period	10
Performance of fundraising activities against objectives set	11
Financial Review	12
Accounts 21 st May 2021 to 20 th May 2022	12
Interim Treasurer: Katie Hudson	12
Statement explaining the policy for holding reserves stating why they are held	15
Amount of reserves held	15
Reasons for holding zero reserves	15
Details of fund materially in deficit	15
Explanation of any uncertainties about the charity continuing as a going concern	16
Additional Information	16

The charity's principal sources of funds (including any fundraising)	16
Investment policy and objectives including any social investment policy adopted	16
A description of the principal risks facing the charity	16
Structure, Governance, and Management	18
Type of governing document	18
How is the charity constituted?	18
Trustee selection methods including details of any constitutional provisions e.g. election to post or name of any person or body entitled to appoint one or more trustees	18
Policies and procedures adopted for the induction and training of trustees	19
1. Information for New Trustees	19
The Trustees will make available to each new Trustee, on or before his or her first appointment:	19
a. a copy of the current version of this constitution; and	19
b. a copy of the charity's latest Trustees' Annual Report and statement of accounts.	19
The charity's organisational structure and any wider network with which the charity works	19
Relationship with any related parties	20
Reference and Administrative Details	20
Charity name	20
Other name the charity uses	20
Registered charity number	20
Charity's principal address	20
Names of the Trustees who manage the charity	20
Funds held as custodian Trustees on behalf of others	21
Description of the assets held in this capacity	21
Name and objects of the charity on whose behalf the assets are held and how this falls within the custodian charity's objects	21
Details of arrangements for safe custody and segregation of such assets from the charity's own assets	21
Names and addresses of advisers	21
Exemptions from disclosure	21
Reason for non-disclosure of key personnel details	21
Declarations	22

Objectives and Activities

Summary of the purposes of the charity as set out in its governing document

ParaPride is an empowerment charity advocating visibility, education, and awareness of the voices and experiences of LGBTQ+ people living with (disabilities, impairments, and health conditions).

Summary of the main activities in relation to those purposes for the public benefit, in particular, the activities, projects or services identified in the accounts.

Our charitable objectives are as follows:

- (a) Creating education and awareness around the need for greater visibility of the communities we serve within the wider LGBTQ+ and disabled communities;
- (b) Creating and promoting online and offline activities and events to foster understanding of the experience of being LGBTQ+ and disabled people and to bring the communities we serve together;
- (c) Working with other organisations to further educate and expose the wider public to the challenges faced by the communities we serve and opportunities that are presented when including them; and,
- (d) Commissioning or conducting research to substantiate the prioritisation of issues impacting the communities we serve.

ParaPride looks for a wide range of opportunities to achieve these objects, including producing inclusive digital and in-person events. The COVID-19 global pandemic led to an increasing focus on digital activities, events and collaborations during part of this reporting period.

We also promote information, resources and awareness training for better consideration of the obstacles faced by these intersectional communities.

As a relatively new charity, we are continuing to develop our approach to further our charitable objects and to serve the LGBTQ+ and disabled communities in the most effective way. This development of our organisational infrastructure, governance, processes, and policies has already made strong headway this year, after a period of transition in which the previous Executive Director and several original members of the Board of Trustees left the organisation.

We have used the first year of the two year period we gave ourselves to set up the organisation sustainably to:

- Define roles, expectations, and governance of the Board
- Outline critical organisational support we require to manage our activities, our website, our finances, and other aspects of our operations
- Define and document clear policies and procedures
- Agreed to restart our in-person events programme when feasible after the pandemic, comprising some of the primary services we provide to our members.

Statement confirming whether the trustees have had regard to the guidance issued by the Charity Commission on public benefit

In setting our programme each year, we have regard to the guidance issued by the Charity Commission on public benefit – in this case particularly for the benefit of disabled and LGBTQ+ communities. The Board of Trustees ensures that the programme of work that we undertake is in line with our charitable objects and aims.

Our first aim is to host and support activities for our beneficiaries and partners that increase visibility and enable storytelling. Our second aim is to create education and raise awareness amongst our allies and non-allies that improves inclusion and normalisation, as well as reducing discrimination and exclusion against our beneficiary communities.

Policy on grant making

We are not currently a grant making organisation with respect to granting external organisations with funding for various projects, but it is possible that we may commission research to support our objectives and aims in the future.

Policy on social investment including program related investment

We invest in planning and running activities that align with our strategic objectives. This will include events, training, speaking, marketing and communications, advocacy, storytelling, corporate education, volunteer coordination and in future, research.

Contribution made by volunteers

Volunteers support all aspects of our work and for this we are incredibly grateful. This year, we have also been supported by volunteers who helped us with Board governance, financial management, digital communications, strategic and succession planning, building our organisational structure and tone of voice work to help us communicate with our various stakeholders.

We currently have four volunteers who help with the main outward activities of the charity, including events. Our Board of Trustees continued to have six members during this period, who

have been shaping the charity as it becomes a strategic organisation with a plan of activities, clear goals, and as it will be building a sustainable volunteer programme and organisational resources into the future.

Achievements and Performance

Summary of the main achievements of the charity, identifying the difference the charity's work has made to the circumstances of its beneficiaries and any wider benefits to society as a whole.

This year, we continued to focus primarily on our first two objectives:

- (a) Creating education and awareness around the need for greater visibility of the communities we serve within the wider LGBTQ+ and disabled communities;
- (b) Creating and promoting online and offline activities and events to foster understanding of the experience of being LGBTQ+ and disabled person and to bring the communities we serve together;

We have also been planning to deliver our second two objectives which the Board has determined will require further work to deliver:

- (c) Working with other organisations to further educate and expose the wider public to the challenges faced by the communities we serve and opportunities that are presented when including them – we have submitted a proposal to our first potential corporate client; and,
- (d) Commissioning or conducting research to substantiate the prioritisation of issues impacting the communities we serve.

We spent the period from June 2021 focused on further developing the charity to support all four objectives. Our future strategy for the forward period was discussed and we began executing it from then onwards, starting with a core operational and governance infrastructure required to sustainably deliver these objectives, going forward.

This included a strategic review of ParaPride's work, including adding to our Trustee Board and refining our approach to interacting and communicating with disabled and LGBTQ+ communities. We will continue to look for new opportunities to improve the lives of these intersectional communities.

Additional Information

Achievements against objectives set

External activities delivered in this period included:

- ❖ Community Programme
 - Set clear value proposition for organisations helping us reach more beneficiaries
- ❖ Amplification and Support
 - Co-creation of content
 - Inclusive and accessible events
 - Representation in our content
- ❖ Event Programme
 - One Community event per month (original objective versus one every 2-3 months achieved)
 - Planning and fundraising for ParaPride 2023 (in person for the first time since 2020)
 - Launch of a digital series of empowering video testimonials from people of the community ParaPride serves. The project launched in February for LGBT History Month 2022 and it will continue in March.
 - Collaborative events:
 - [Lancashire LGBT+ Mental Health Hour](#) online event via Zoom on 24 February 2022.
Panel discussion focused on the mental health of the LGBTQ+ community with disabilities.
 - [LamQ+ Project London Metropolitan University](#) Invited ParaPride to participate in a Roundtable / knowledge exchange event. The roundtable discussion will focus on issues of diversity within the LGBTQI+ community.
 - [Stonewall London Workplace Conference 2022](#) - UK's leading event on LGBTQ+ inclusion in the workplace.
 - New partnerships:
 - [LGBT+ HERO](#) runs a project called the Whole System Approach and is funded by Lambeth Council.
 - [The National LGBT+ Partnership](#) A partnership of 36 LGBTQ+ organisations across the UK, which is dedicated to tackling health inequalities for LGBTQ+ people.
 - New collaborators:
 - [Irwin Mitchell's LGBTQ Networking group](#) is interested in organising a panel event with ParaPride in dealing with the challenges faced by members of the LGBTQ community with disabilities.

- ❖ Marketing Programme
 - Our Stories – started with several of these events this year
 - Tone of Voice work – as one of the outcomes of our June 2021 planning and organisational strategy session with the Board, we agreed that we wanted to establish a clear Tone of Voice for all external communication to clearly explain who and what we are here to support, advocate, and/or raise awareness and understanding for.

Internal activities delivered in this period included:

- ❖ Recruited new Trustees
- ❖ Establish and agree internal policies:
 - Recruitment
 - Equal opportunities
 - Data
 - Dealing with vulnerable people
- ❖ Establish professional internal infrastructure and processes:
 - CRM & Data Management
 - Website updating
 - Inboxes and email
 - Budgets / Finance
 - Activity planning and execution - partial
 - Recruitment - partial
- ❖ Fundraising and donations:
 - Some strong success this year, despite a reduction in available funds. We continue to work on an enhanced sustainable funding plan for the future.

We had initially planned on a more intensive range of activities up to May 2022, as set out in our strategic plan. However, the pandemic continued to slow down our in-person activity. To substitute for this, we provided a variety of online events and other content, as above. We were successful in recruiting new Board members, although some have subsequently left and existing ones have stepped down, so we are now recruiting Board members again with clearer time commitments and requirements for attendance specified in the recruitment process. We have had to scale back some of our activities and carry some forward into the future as we readjust to a new leadership team, as well as trying to build solid foundations for the future.

Details of activities undertaken in this period

Since registering as a charity, ParaPride has endeavoured to meet the needs of the LGBTQ+ and disabled communities through a variety of complementary activities. The global pandemic led us to shift much of our work to have a digital focus. We continued to shine a spotlight on the lives of these intersectional communities, as well as providing opportunities to raise awareness and promote broader consideration of the challenges that they face in their lives.

2021

May 2021 - Bohemia Media sponsored ParaPride with a £500 donation.

3 June 2021 - QBW Pride and Workability networks present: Inclusivity and Accessibility Lunch and Learn online event by QBE corporate company. ParaPride was invited to give a presentation of the work we do to QBE employees during this lunch-time online event.

9 June 2021 - ParaPride presented an online 'Dis-section' (disability section) event part of an online series by ParaPride, an inclusive and safe digital space where we converse openly, honestly and respectfully about topics that are not talked about in the wider LGBTQ+ community. 'Disabling stereotypes: disability representation in the media and the LGBTQ+ community,' with guest panellists. We talked about the need for more positive representation of disabled people in the media and society. Empowerment & equality vs tokenism was discussed.

17 June 2021 – A Channel 4 Roundtable discussion with disability organisation talking about how to make Channel 4 programming more inclusive for disabled people. ParaPride was invited and took part in the conversation.

August - October 2021 - ParaPride created / rewrote a new Tone of Voice for the organisation.

8 September 2021 - Amnesty International UK (AIUK) and ParaPride had a meeting which led to a donation from AIUK to ParaPride of £2,500.

21 September - Interview with Enable Magazine (a disability lifestyle magazine) Editor Emma Storr, interviewed Director Daniele Lul about ParaPride for an article about Intersectional LGBTQ+ / disabled communities. The article was published in the Nov / Dec 2021 issue.

14 October - Channel 4 Roundtable discussion with disability organisation talking specifically about Channel 4 programming and coverage of the Tokyo Paralympics 2020. ParaPride was invited and took part in the conversation.

27 October - Opening Doors London invited ParaPride Director Daniele Lul to give a talk about ParaPride. This was an in-person lunch-time meeting during a day-away day for Opening Doors employees and volunteers.

24 November - ParaPride presented a new online 'Dis-section' (disability section) event, part of a series by ParaPride. A special episode to mark UK Disability History Month 2021: 'Disability & Sexuality: The Naked Truth - LGBTQ+ and Body Positive'. Sex and sexuality being favourite topics among the mainstream LGBTQ+ society but disability is frequently left out of these conversations. Is this because disability is considered incompatible to sex-related topics? A panel discussion with special guest speakers was held.

2 December - Stonewall digital workshop: 'Understanding and reflecting the Experiences of LGBTQ+ people with disabilities'. ParaPride was invited to participate, Director Daniele Lul attended as a guest speaker.

2022

12 January - Whole System Approach Advisory Board meetings. By LGBT HERO. ParaPride representatives are part of this advisory group giving representation to the LGBTQ / Disabled community.

February / March - ParaPride launches the new YouTube channel with the 'ParaPride Stories' digital project for LGBT+ History Month 2022. A series of video testimonials that feature co-members of the ParaPride community, in these interviews they talk about disability inclusion in the LGBTQ+ community. The videos were released across a 7 week period; and can be found on ParaPride's YouTube channel.

7 February - LGBTQ+ Covid-19 Mental Health Steering Group, by the LGBT Partnership / LGBT+ Consortium. ParaPride is part of this focus group representing the disabled community with other representatives from a wide network of community organisations.

22 February - LAMQ+ and London Metropolitan University with Lambeth Council panel discussion event at Brixton Library. LAMQ+ / London Met invited ParaPride Director Daniele Lul to participate as guest speaker. The discussion surrounded the work that takes place around LGBTQI+ issues, the aims of such work, what we are learning, how we can work together and the next steps.

24 February - 'Lancashire LGBT+ Mental Health Hour', an online event organised by Lancashire LGBT+. An interview / discussion with ParaPride Director Daniele Lul, focused on the mental health of the LGBTQ+ community with disabilities.

25 March - Stonewall London Workplace Conference. UK's leading event on LGBTQ+ inclusion in the workplace. ParaPride was invited by Stonewall to deliver a workshop: 'What Does It Take to Bring Our Whole Selves to Work?'. Additionally, we were offered a stall in the Networking Zone. PAID

29 April - Whole System Approach Advisory Board meetings.

Objectives we'll take forward into the next period

- ❖ Community Programme: engaging with beneficiaries and partners to serve our target beneficiaries.
- ❖ Event programme: holding one event per quarter to raise awareness and strengthen our communities.
- ❖ Communications – update our website and strengthen our social media channels in line with our updated strategic focus.

Detailed plans already set out for the next period

Key activities planned for the period 21 May 2022 to 20 May 2023 include:

- Hosting our first in-person ParaPride annual event since before the pandemic (2020) – we have partnered with London Borough of Hackney and will be hosting this at Hackney Town Hall in February 2023
- Revamping of website with the support of a digital marketing expert volunteer who will be building out more sections of content, functionality, and incorporating our new designs and Tone of Voice
- Continuing to build and deliver our social media strategy to promote and encourage participation and inclusion in our activities, as well as to raise awareness of our cause
- Recruiting new Trustees with a revised role description and clear expectations for participation and contribution
- Securing our first corporate partner, which we can provide lived experience support to in exchange for funding for the charity – this may be in the form of consulting, training, advisory services, tool development, speaking, and other activities and is aimed at achieving our objectives, but also raising money to create a sustainable source of income for the charity (via support for more employers, going forward)
- Stonewall Workplace conference ParaPride invited to attend as stall holders in the networking area on 17 March 2023
- ParaPride will deliver an online workshop for Just Like Us on 12 April 2023

Performance of fundraising activities against objectives set

In the period covered by this report, from May 2021 to May 2022, we raised a total of **£6,924.13** from the following supporters:

Donations (Member)	£2,937.13
Donations - Strat Art Trust	£1,243.00
Donations - Opening Doors London Informal Team Building Day INV 0010ODL 27/10/21	£100.00
Donations - Eventbrite Event Donations	£82.50
Donations - Kings College London	£100.00
Donations - LGBT Consortium	£100.00
Donations - Stonewall Workshop INV0011STW 02/12/21	£200.00
Donations - LGBT Consortium Lancashire	£100.00
Donations - LGBT Foundation	£1,562.50
Donations – Stonewall	£500.00

This fundraising was sufficient to cover our expenses in relation to our events and other activities targeted as the primary focus on this period, particularly given that we continued to host many of our activities online post-COVID.

Financial Review

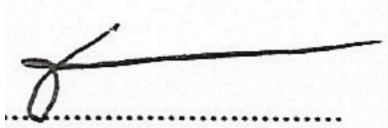
Accounts 21st May 2021 to 20th May 2022

Interim Treasurer: Katie Hudson

The Board has collectively examined the financial records of ParaPride and prepared these accounts from the information and explanations supplied by them. In the Board's opinion, ParaPride has maintained proper accounting records and these accounts are in accord with those records.

These accounts were approved by the Board on 15th March 2023.

Signed by two officers/committee members:

	<i>Signatory 1</i>	<i>Signatory 2</i>
<i>Name</i>	Katie Hudson	Esi Hardy
<i>Date</i>	15/03/2023	15/03/2023
<i>Signature</i>		ECH

ParaPride

Receipts and Payments Account from 21st November 2019 to 20th May 2020

Receipts

Donations	£6,924.13
Total Receipts	£6,924.13

Payments

Event venue hire & catering	£0.00
Event facilitators/performers	£192.20
Event services (EventBrite, Zettle)	£0.00
Access services (BSL, induction loops, portaloos, captioning)	£936.00
Tech support/AV (onsite)	£0.00
Photography, videography	£579.12
Event consumables (badges, banners, t-shirts, decorations, raffle)	£201.00
Volunteer expenses, training, supervision	£0.00
Tech/digital resources (SMS, website, Zoom, social)	£206.31
Promotions (advertising, videos)	£0.00
Operational (legal, insurance, transaction fees)	£580.00
Total Payments	£2,694.63

Net receipts (payments) for the period	£4,229.50
Balance of funds at 21st May 2021	-£1.66
Balance of funds at 20th May 2022	£4,227.84

Assets and Liabilities at 20th May 2022

Assets

Metro bank account	£6,565.68
Cash in hand	-£760.00
Total Assets	£5,805.68

Liabilities

Volunteer expenditure to be reimbursed from last period	£640.00
Volunteer expenditure to be reimbursed from last period	£120.00
Total Liabilities	£760.00

Breakdown of funds

Donations (Member)	£2,931.40
Donations - Strat Art Trust	£1,243.00
Donations - Opening Doors London Informal Team Building Day INV 0010ODL 27/10/21	£100.00
Donations - Eventbrite Event Donations	£82.50
Donations - Kings College London	£100.00
Donations - LGBT Consortium	£100.00
Donations - Stonewall Workshop INV0011STW 02/12/21	£200.00
Donations - LGBT Consortium Lancashire	£100.00
Donations - LGBT Foundation	£1,562.50
Total funds collected by ParaPride in this period	£6,419.40

Note: in our previous accounts, we showed -£2,077.84 owed to other parties, as we were in the midst of changing management of the organisation and had previously been reconciling some monies that had been used by the organisation at the expense of the previous Executive Director, who has since left the organisation.

A further £500 was paid towards that repayment of prior expenses in this year, but the Board decided that no further carrying forward or repayment of these amounts is due, as these were historical expenditures and no formal agreement had been in place. Therefore, the funds in question have been treated as a donation to ParaPride for which we are very grateful. Thus, in our accounts going forward, we are going to write off any debt related to this amount as the Board's decision is that no further repayment is due.

Statement explaining the policy for holding reserves stating why they are held

The charity had reserves of £4,227.84 at the end of this period. As a new charity, ParaPride had not yet finalised its fundraising strategies. Earlier on in its history, ParaPride was relying on some expenses paid by volunteers to be reimbursed in this initial period, leading to several periods of reimbursing Board members from one year to the next. However, the Board have agreed that this matter is now resolved, so we will no longer be carrying forward balances in relation to this expenditure.

Going forward, our reserves policy will be to hold at least 2 months unrestricted fund expenditure on charitable activities, with an aim of increasing that to 3 months unrestricted fund expenditure on charitable activities by the financial year ending 20 May 2023. In calculating our reserves, we exclude funds tied up in buildings, vehicles, and equipment, as the charity does not currently hold any of these assets.

Amount of reserves held

In reviewing its reserve requirement, the trustees have decided that the charity needs to hold a small amount of reserves (£200) to cover emergency or unforeseen situations such as issues that may come up at our events. However, the main reason for holding reserves is to ensure that the charity has enough resources to fund programmes it is supporting. For planned programmes the charity may take around 2 months (between Board meetings) to make funding decisions and it is policy never to commit funds that it does not have. Therefore, to prevent disruption to programmes, it is felt that around 2 months reserves of unrestricted expenditure (£2,000) needs to be held.

Reasons for holding zero reserves

The amount of reserves held (£4,227.84) is therefore in line with the trustees view of reserves needs (£2,200) at the end of this period.

Restricted funds are not included in the trustees' view of reserve needs because these restricted funds are held by the charity for as long as is necessary to organise the relevant programmes. Normally these funds are spent within 6 or 12 months of receipt (depending on the grant maker's requirements).

Details of fund materially in deficit

At the end of this period, the Board have agreed that we have paid all monies owed to prior volunteers. We still owed £760 to volunteers for expenses paid up front when the charity did not have grant or donation income sufficient to cover the costs of the operational activities. These amounts will be resolved in the next financial period.

Explanation of any uncertainties about the charity continuing as a going concern

The main concern about the charity continuing as a going concern is related to securing sustainable funding. We have sourced a wide range of donations in this period, but this required significant work and input from members of the leadership team throughout the year with respect to each individual amount given. Going forward, we will be looking to build funding strategies that secure larger amounts up front so that we can move forward with our strategies with confidence and spend less overall time on fundraising.

The trustees have agreed sourcing larger pots of alternative funding will become a key focus of our strategic objectives in the next financial period to ensure that the charity's finances become more stable and predictable.

Additional Information

The charity's principal sources of funds (including any fundraising)

Donations	£6,924.13
-----------	-----------

Investment policy and objectives including any social investment policy adopted

The charity had no fixed asset investments during this period.

The charity had no realised or unrealised gains or losses on investments during this period.

In future, if the charity does make investments, programme related investments are made in furtherance of the charity's objectives and any investment return is secondary to the charitable purposes supported by the investment. Such investments are included at their cost. Any loss or impairment from such investments will be charted as part of charitable activities within the statement of financial activities.

A description of the principal risks facing the charity

All significant activities undertaken are subject to a risk review as part of the initial activity assessment and implementation. Major risks are identified and ranked in terms of their potential impact and likelihood.

Major risks, for this purpose, are those that may have a significant effect on:

- Operational performance, including risks to our personnel, volunteers, and participants;
- Financial sustainability, including stability and security of income;
- Achievement of our aims and objectives; or
- Meeting the expectations of our beneficiaries or supporters.

The Trustees review these risks on an ongoing basis and satisfy themselves that adequate systems and procedures are in place to manage the risks identified. Where appropriate, risks are covered by insurance. The following framework is central to ensuring adequate risk assurance:

- Regular monitoring of major risk and development of action plans;
- Embedding risk identification and assessment within operating procedures;
- A clear structure of delegated authority and control;
- Review of key systems and procedures through internal audit arrangements;
- Income and profit targets for our trading and fundraising activities;
- Maintaining reserves in line with set policies; and
- Regular summary reports on risk management to the Trustee Board.

We have paid particular attention during this year to establishing the above mentioned governance framework, through the appointment of a Trustee Board with experience on the non-executive leadership team of other charities and community organisations.

Structure, Governance, and Management

Type of governing document

Constitution

How is the charity constituted?

CIO (Charitable Incorporated Organisation)

Trustee selection methods including details of any constitutional provisions e.g. election to post or name of any person or body entitled to appoint one or more trustees

1. Eligibility for trusteeship

- a. Every Trustee must be a natural person.
- b. No individual may be appointed as a Trustee:
 - a. if he or she is under the age of 16 years; or
 - b. if he or she would automatically cease to hold office under the provisions of sub-Clause 12(1)(e).
- c. No one is entitled to act as a Trustee whether on appointment or on any re-appointment until he or she has expressly acknowledged, in whatever way the Trustees decide, his or her acceptance of the office of Trustee.

2. Number of Trustees

- a. There must at all times be at least three Trustees. If the number falls below this minimum, the remaining trustee or trustees may act only to call a meeting of the Board of Trustees, or appoint a new Trustee.
- b. The maximum number of Trustees is 8, and the Trustees may not appoint any Trustee if as a result the number of Trustees would exceed this number.

3. Appointment of Trustees

- a. Apart from the first Trustees, every Trustee must be appointed for a term of at least one year by a resolution passed at a properly convened meeting of the Trustees.

In selecting individuals for appointment as Trustees, the Trustees must have regard to the skills, knowledge and experience needed for the effective administration of the charity.

Policies and procedures adopted for the induction and training of trustees

1. Information for New Trustees

The Trustees will make available to each new Trustee, on or before his or her first appointment:

- a. a copy of the current version of this constitution; and
- b. a copy of the charity's latest Trustees' Annual Report and statement of accounts.

Additionally, policies created that all Trustees must receive a copy of and agree to before appointment as a Trustee is confirmed include:

- Board Trustees Code of Conduct
- Trustees Declaration of Interests
- Trustee and Volunteer Expenses Policy
- Anti-Harassment and Bullying Policy
- Health and Safety Policy
- Volunteer Grievance Procedures
- Safeguarding Adults at Risk Policy and Procedure with COVID 19 Addendum
- Equality & Diversity Policy
- Data Protection Policy

The charity's organisational structure and any wider network with which the charity works

In the period of this report, the charity was transitioned from leadership by a volunteer executive director (Joseph Williams), who was one of the founders of the charity.

It also continued to have two long-standing members of the Board of Trustees throughout this period and since its incorporation as a CIO in November 2019:

- Aurelia (Ori) Chandler – appointed for 2 years
- Dr Andrew Cooper - appointed for 2 years

At the end of this reporting period, only Dr Andrew Cooper and Ori Chandler remained from the original Board members.

The following new Trustees were appointed on 6 April 2021:

- Katherine Hudson – appointed for 3 years
- Esi Hardy – appointed for 3 years
- Charlie Cooper Henniker – appointed for 3 years
- Samuel Peterson - appointed for 3 years

Relationship with any related parties

During this period, the charity received pro bono support from King & Spalding International LLP to support the governance activities ensuring that Board meetings were run and recorded appropriately.

Reference and Administrative Details

Charity name

ParaPride

Other name the charity uses

N/A

Registered charity number

1186485

Charity's principal address

ParaPride
5 Brayford Square
LONDON
E1 0SG

Names of the Trustees who manage the charity

Trustee name	Office (if any)	Dates acted if not for whole year
Aurelia (Ori) Chandler	Trustee	21/11/2019 - Present*
Dr Andrew Cooper	Trustee	21/11/2019 - Present
Esi Hardy	Trustee	06/04/2021 - Present
Charlie Cooper Henniker	Trustee	06/04/2021 - Present
Katherine Hudson	Trustee	06/04/2021 - Present
Samuel Peterson	Trustee	06/04/2021 – Present*

*Ori and Samuel were still Board members as of the period of this report, but she has stepped down as of January 2023 and November 2022, which will be reflected in our next annual report. We are currently recruiting for their replacements.

Funds held as custodian Trustees on behalf of others

Description of the assets held in this capacity

N/A

Name and objects of the charity on whose behalf the assets are held and how this falls within the custodian charity's objects

N/A

Details of arrangements for safe custody and segregation of such assets from the charity's own assets

N/A

Names and addresses of advisers

Type of adviser	Name	Address
Legal	King & Spalding International LLP	125 Old Broad St, London EC2N 1AR

Exemptions from disclosure

Reason for non-disclosure of key personnel details

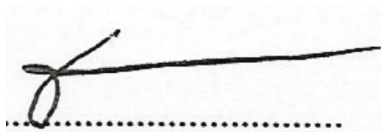
N/A

Declarations

The Trustees declare that they have approved this annual report and accounts.

Signed on behalf of the charity's Trustees:

Signature(s)

A handwritten signature in black ink, appearing to be 'Katherine Hudson', written over a dotted line.

Full name(s)

Katherine Hudson

Position (e.g. Secretary, Chair, etc)

Co-Chair

Date

15/03/2023

Signature(s)

A handwritten signature in black ink, consisting of the letters 'ECH'.

Full name(s)

Esi Hardy

Position (e.g. Secretary, Chair, etc)

Co-Chair

Date

15/03/2023

PARAPRIDE

England & Wales - Charity number 1186485

Accounts

Parapride

Pride. In. Everyone.

Trustees' Annual Report for the period 21 November 2019 to 20 May 2021

Charity name: Parapride

Charity registration number: 1186485

We would like to sincerely thank all our volunteers, partners and supporters for helping us to serve LGBTQ+ disabled communities since our inception as a charity.

Table of Contents

Parapride	1
Pride. In. Everyone.	1
Trustees' Annual Report for the period 21 November 2019 to 20 May 2021	1
Objectives and Activities	4
Summary of the purposes of the charity as set out in its governing document	4
Summary of the main activities in relation to those purposes for the public benefit, in particular, the activities, projects or services identified in the accounts.	4
Statement confirming whether the Trustees have had regard to the guidance issued by the Charity Commission on public benefit	5
Policy on grant making	5
Policy on social investment including program related investment	5
Contribution made by volunteers	5
Achievements and Performance	6
Summary of the main achievements of the charity, identifying the difference the charity's work has made to the circumstances of its beneficiaries and any wider benefits to society as a whole.	6
Additional Information	7
Achievements against objectives set	7
Internal activities delivered in this period included:	7
External activities delivered in this period included:	7
Details of activities undertaken in this period	8
Objectives we'll take forward into the next period	10
Detailed plans already set out for the next period	10
Performance of fundraising activities against objectives set	11
Financial Review	12
Accounts 21st November 2019 to 20th May 2020	12
Interim Treasurer: Katie Hudson	12
Accounts 21st May 2020 to 20th May 2021	15
Interim Treasurer: Katie Hudson	15
Statement explaining the policy for holding reserves stating why they are held	18
Amount of reserves held	18
Reasons for holding zero reserves	18
Details of fund materially in deficit	18

Explanation of any uncertainties about the charity continuing as a going concern	19
Additional Information	19
The charity's principal sources of funds (including any fundraising)	19
Investment policy and objectives including any social investment policy adopted	19
A description of the principal risks facing the charity	19
Structure, Governance, and Management	20
Type of governing document	20
How is the charity constituted?	20
Trustee selection methods including details of any constitutional provisions e.g. election to post or name of any person or body entitled to appoint one or more Trustees	20
Policies and procedures adopted for the induction and training of Trustees	21
Information for New Trustees	21
The Trustees will make available to each new Trustee, on or before his or her first appointment:	21
a. a copy of the current version of this constitution; and	21
b. a copy of the charity's latest Trustees' Annual Report and statement of accounts.	21
The charity's organisational structure and any wider network with which the charity works	21
Relationship with any related parties	22
Reference and Administrative Details	22
Charity name	22
Other name the charity uses	22
Registered charity number	22
Charity's principal address	22
Names of the Trustees who manage the charity	23
Funds held as custodian Trustees on behalf of others	23
Description of the assets held in this capacity	23
Name and objects of the charity on whose behalf the assets are held and how this falls within the custodian charity's objects	23
Details of arrangements for safe custody and segregation of such assets from the charity's own assets	23
Names and addresses of advisers	23
Exemptions from disclosure	23
Reason for non-disclosure of key personnel details	23
Declarations	24

Objectives and Activities

Summary of the purposes of the charity as set out in its governing document

Parapride is an empowerment charity advocating visibility, education, and awareness of the voices and experiences of LGBTQ+ people living with (disabilities, impairments, and health conditions).

Summary of the main activities in relation to those purposes for the public benefit, in particular, the activities, projects or services identified in the accounts.

When the charity was first registered in November 2019, Parapride worked with social venues, public spaces and online platforms to create inclusive events and social opportunities that cater specifically to the needs of all those living with disabilities, mental health and chronic health conditions and impairments.

At the time, our charitable objectives were as follows:

- (a) Minimising the differences in experiences for LGBTQ+ and disabled people within the wider LGBTQ+ community;
- (b) Advancing education and awareness of the challenges of the experiences of LGBTQ+ and disabled people;
- (c) Promoting activities and events to foster understanding of the experience of being LGBTQ+ and disabled;
- (d) Commissioning or conducting research to justify the prioritisation of issues surrounding LGBTQ+ and disabled people; and,
- (e) Highlighting and profiling spaces that are inclusive to different disabilities.

We reviewed our strategy at the start of 2021, and have refined our charitable objectives as follows:

- (a) Creating education and awareness around the need for greater visibility of the communities we serve within the wider LGBTQ+ and disabled communities;
- (b) Creating and promoting online and in person activities and events to foster understanding of the experience of being LGBTQ+ and disabled and to bring the communities we serve together;
- (c) Working with other organisations to further educate and expose the wider public to the challenges faced by the communities we serve and opportunities that are presented when including them; and,

- (d) Commissioning or conducting research to substantiate the prioritisation of issues impacting the communities we serve.

Parapride looks for a wide range of opportunities to achieve these objects, including producing inclusive digital events and working with venues and other social spaces to produce events. The COVID-19 global pandemic led to an increasing focus on digital activities, events and collaborations during part of this reporting period.

We also promote information, resources and awareness training for better consideration of the obstacles faced by these intersectional communities.

As a relatively new charity, we will be developing our approach over the next couple of years to further our charitable objects and to serve the LGBTQ+ and disabled communities in the most effective way.

Statement confirming whether the Trustees have had regard to the guidance issued by the Charity Commission on public benefit

In setting our programme each year, we have regard to the guidance issued by the Charity Commission on public benefit – in this case particularly for the benefit of disabled LGBTQ+ communities. The Board of Trustees ensures that the programme of work that we undertake is in line with our charitable objects and aims.

Our first aim is to host and support activities for our beneficiaries and partners that increase visibility and enable storytelling. Our second aim is to create education and raise awareness amongst our allies and non-allies that improves inclusion and normalisation, as well as reducing discrimination and exclusion against our beneficiary communities.

Policy on grant making

We are not currently a grant making organisation with respect to granting external organisations with funding for various projects, but it is possible that we may commission research to support our objectives and aims in the future.

Policy on social investment including program related investment

We invest in planning and running activities that align with our strategic objectives. This will include events, training, speaking, marketing and communications, advocacy, storytelling, corporate education, volunteer coordination and in future, research.

Contribution made by volunteers

Volunteers may support any aspect of our activities, although historically this has been focused on supporting us at live in person and online events. This year, we have also been supported by

volunteers who helped us with Board governance, financial management, digital communications, strategic and succession planning, building our organisational structure and tone of voice work to help us communicate with our various stakeholders.

We have six volunteers who help with the main outward activities of the charity, including events. We have also strengthened the Board of Trustees (which now has six members), who have been shaping the charity as it becomes a strategic organisation with a plan of activities, clear goals, and as it will be building a sustainable volunteer programme and organisational resources into the future.

Achievements and Performance

Summary of the main achievements of the charity, identifying the difference the charity's work has made to the circumstances of its beneficiaries and any wider benefits to society as a whole.

During the pandemic, we have focused primarily on our first two objectives:

- (a) Creating education and awareness around the need for greater visibility of the communities we serve within the wider LGBTQ+ and disabled communities;
- (b) Creating and promoting online and offline activities and events to foster understanding of the experience of being LGBTQ+ and disabled person and to bring the communities we serve together;

We have also been planning to deliver our second two objectives which the Board has determined will require further work to deliver:

- (c) Working with other organisations to further educate and expose the wider public to the challenges faced by the communities we serve and opportunities that are presented when including them; and,
- (d) Commissioning or conducting research to substantiate the prioritisation of issues impacting the communities we serve.

For this reason, we agreed that we would spend the period from June 2021 focused on further developing the organisation to support all four objectives. Our future strategy for the forward period was to be discussed and to begin from then onwards (after the period covered by this report).

Additional Information

Achievements against objectives set

Internal activities delivered in this period included:

- ❖ Recruited new Trustees
- ❖ Establish and agree internal policies
 - Recruitment
 - Equal Opportunities
 - Data
 - Dealing with vulnerable people
- ❖ Establish professional internal infrastructure and processes
 - CRM & Data Management
 - Inboxes and email
 - Budgets / Finance
 - Activity planning and execution - partial
 - Recruitment - partial
- ❖ Fundraising and Donations
 - Some strong success this year, despite the pandemic, with an enhanced plan needed for the future

External activities delivered in this period included:

- ❖ Community Programme
 - Set clear value proposition for organisations helping us reach more beneficiaries
- ❖ Amplification and Support
 - Co-creation of content
 - Inclusive and accessible events
 - Representation in our content
- ❖ Event Programme
 - Phase out Unique - nothing happening with it – rebrand to Parapride Community/ Our Stories
 - One Community event per month (original objective of one every 2-3 months achieved)
- ❖ Marketing Programme
 - Our Stories – started with several of these events this year

We had initially planned on a more intensive range of activities up to May 2021, as set out in our strategic plan. However, the pandemic significantly slowed down our activity, as well as the recruitment of new Board members. Therefore by the end of this period of reporting, we had to scale back some of our activities and carry them forward into the future.

Details of activities undertaken in this period

Since registering as a charity, Parapride has endeavoured to meet the needs of LGBTQ+ disabled communities through a variety of complementary activities. The global pandemic led us to shift much of our work to have a digital focus. We continued to shine a spotlight on the lives of these intersectional communities, as well as providing opportunities to raise awareness and promote broader consideration of the challenges that they face in their lives.

November 2019

Parapride was selected by The Young Foundation to participate in a three day Storytelling video making workshop (facilitated by the Young Foundation), along with four other London based charities who also have a focus on combating discrimination through their work.

Parapride participated in the General Election LGBT Hustings organised by Stonewall, LGBT Foundation and Consortium. We raised questions to the panel which had representation from the Labour party, Conservatives, Liberal Democrats, and the Green Party.

February 2020

OutPlay Squash partnered with Parapride and made a sponsored donation of £1,000 towards the event held at the Stratford Circus Arts Centre In February 2020.

The Stratford Circus Arts Centre Takeover event, on 21 February 2020, was Parapride's largest in-person event to date with the biggest line up of queer disabled talent ever seen, as part of LGBT History Month 2020. Funded by Consortium, and sponsorships by Outplay Squash and Queer@Kings (Kings College London).

LGBT Leaders' Summit by the Government Equalities Office (GEO) in collaboration with Consortium. Parapride was invited and participated in the first GEO event specifically for LGBT leaders. A two day event with many LGBT UK organisations.

March 2020

Parapride conducted a webinar about LGBT diversity and Disability Inclusion, in collaboration with LGBT Consortium. The workshop was facilitated by Esi Hardy.

April 2020

Stonewall London Workplace Conference (cancelled due to COVID but was held online instead). Parapride contributed by providing an Inclusion workshop facilitated by Esi Hardy.

May 2020

Parapride convened three online panel events (one per week for 3 weeks). This digital series was held on Zoom. The main topic was 'the disability and LGBTQ+ intersectional community', focusing one event on physical (visible and non-visible) disabilities, sensory diversities, and mental health. Each event presented by a different host with four panellists from across the LGBTQ+ community.

June 2020

Pride Inside - a digital Pride event Parapride participated in collaboration with Amnesty International, Stonewall, UK Black Pride, Gendered Intelligence. Parapride produced two full days of live streamed and pre-recorded performances and two panel discussions with high profile disabled LGBTQ+ figures such as Baroness Liz Barker, Michael Gunning, Lizzie Williams and Esi Hardy.

November 2020

Parapride participated in Hidayah's digital panel event, held on Zoom, for Disability History Month.

'Celebrating all Bodies' panel digital panel discussion organised by Moonlight Experiences and Zendesk - Parapride participated by providing a panellist.

December 2020

Parapride launched the Dis-section digital series of panel discussions. It stands for 'Disability - Section', it is an inclusive and safe digital space where we converse openly, honestly and respectfully with a group of panellists, about topics that are often not talked about in the wider LGBTQ+ community which focus mainly on Disability inclusion. This was the pilot event, the topic was: 'Post-lockdown in Queer Community'. The panellists were representing: TransActual, Hiddaya and Gaysians.

February 2021

Parapride was invited by Leigh Day Solicitors Firm to speak at an LGBT History Month Film Festival / private screening for the LGBT network of Leigh Day. The discussion happened after the screening of an LGBT movie about disability / coming of age story.

Parapride participated in the LGBT Changemakers online panel which was organised by Stonewall (Anna Campbell and Maria Munir).

Collaborative online panel discussion event produced by Queer @King's and Parapride. The discussion topic was: LGBT+ Disabled Historical Figures. The event was hosted by Sebastian Matzner, it had three panellists who were University Researchers, and was monitored by Katrin from Q@K's and Daniele Lul.

March 2021

A new Dis-section online event was convened. Discussion topic: Disability Inclusion in the LGBT community - Breaking Stigmas beyond the barriers. Hosted by Parapride, with Jenni Williams (Enhance the UK), Stephen Thomas Smith, Sarah Stevenson-Hunter (Simply Equality), Maria Munir (Stonewall).

Sport Futures Summit, Parapride was invited by Stonewall to participate in this online discussion to give representation to the community of disabled people in sport. The event was hosted by Marc Paterson from Stonewall.

April 2021

Parapride was invited to participate in the Channel 4 Disability Roundtable Discussion by Ali Castle, Disability Lead for Channel 4. The roundtable was about: supporting Channel 4 to commission the programming and its partners in the independent production sector who are making those programmes with all aspects of disability inclusion - on and off screen. It focused on setting priorities in line with wider conversations that disabled people are having in the UK today.

Parapride partnered with PwC (Ruth Punter) in a one-off Intersectionality Panel about Disability and LGBTQ+. The panel was formed by participants from Parapride and PwC; (SHINE is PwC's internal LGBTQ+ network, DAWN is PwC's internal disability network).

May 2021

Parapride participated in the Simply Equality podcast, invited to speak by Sarah Stephenson Hunter. The Podcast is available on Spotify (Podcast / panel discussion).

Parapride was actively part of the Consortium Intersections Fund Committee meeting, (organised by Louise Cooke, Consortium Grants Manager). Parapride was awarded £1,500 plus £100 for being part of the Fund Committee.

Objectives we'll take forward into the next period

- ❖ Community Programme: engaging with beneficiaries and partners to serve our target beneficiaries.
- ❖ Event programme: holding one event per quarter to raise awareness and strengthen our communities.
- ❖ Communications – update our website and strengthen our social media channels in line with our updated strategic focus.

Detailed plans already set out for the next period

The next financial year will include a strategic review of Parapride's work, including adding to our Trustee Board and refining our approach to interacting and communicating with disabled and LGBTQ+ communities. We will look for new opportunities to improve the lives of these intersectional communities.

Launch of a digital series of empowering video testimonials from people of the community Parapride serves. The project launched in February for LGBT History Month 2022 and will continue in March.

Collaborative events:

[Lancashire LGBTQ+ Mental Health Hour](#) online event via Zoom on 24 February 2022.
Panel discussion focused on the mental health of disabled LGBTQ+ communities.

[LamQ+ Project London Metropolitan University](#) Invited Parapride to participate in a Roundtable / knowledge exchange event. The roundtable discussion will focus on issues of diversity within the LGBTQI+ community.

[Stonewall London Workplace Conference 2022](#) - UK's leading event on LGBTQ+ inclusion in the workplace.

New partnerships:

[LGBT+ HERO](#) runs a project called the Whole System Approach and is funded by Lambeth Council.

[The National LGBT+ Partnership](#) A partnership of 36 LGBTQ+ organisations across the UK, which is dedicated to tackling health inequalities for LGBTQ+ people.

New collaborators:

[Irwin Mitchell's LGBTQ Networking group](#) is interested in organising a panel event with Parapride in dealing with the challenges faced by members of disabled LGBTQ communities.

Funding opportunity for an annual Parapride summer 2022 event:

[Consortium LGBT Futures Equity Grant](#)

Performance of fundraising activities against objectives set

In the period covered by this report, from November 2019 to May 2021, we raised a total of **£9,060.76** from the following supporters to whom we are very grateful:

Grant - LGBT Consortium	£5,145.00
Donations - Outplay Squash	£1,530.00
Cash contribution - Joseph Williams volunteer - (reimbursed in this period)	£100.00
Donations - Daniele Lul (volunteer)	£60.00
Donations - Parapride Events	£860.76
Donations - Consortium - LGBT+ Intersectionality Fund 0001CIF	£100.00
Donations - Aishatu Shaibu	£60.00
Donations - Leigh Day - LGBT History Month Panel	£250.00
Donations - COVID-19 survey promotion Stonewall	£80.00
Donations - NLCF Sport Futures Summit consult, 12 Feb Stonewall	£50.00
Donations - NLCF Summit speaker £200; graphic social £25 12 Mar Stonewall	£225.00
Donations - LGBT Consortium	£400.00
Donations - T11 Incomplete - Bohemia Media Upfront Donation INV 28/04/21	£200.00

This fundraising, as well as £2,077.84 of expenses contributed by volunteers in this period, was sufficient to cover our expenses in relation to our events and other activities targeted as the primary focus on this period.

Financial Review

Please note, we have separated out our financial review into two financial years that are included in this first reporting period for the charity, which started 21st November 2019 and ended 20th May 2021. In future, our financial reports will be for a twelve month period from 21st May to 20th May.

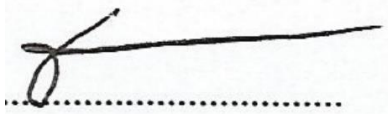
Accounts 21st November 2019 to 20th May 2020

Interim Treasurer: Katie Hudson

The Board has collectively examined the financial records of Parapride and prepared these accounts from the information and explanations supplied by them. In the Board's opinion, Parapride has maintained proper accounting records and these accounts are in accord with those records.

These accounts were approved by the Board on 11th March 2022.

Signed by two officers/committee members:

	<i>Signatory 1</i>	<i>Signatory 2</i>
<i>Name</i>	Katie Hudson	Esi Hardy
<i>Date</i>	11/03/2022	11/03/2022
<i>Signature</i>		ECH

Parapride

Receipts and Payments Account from 21st November 2019 to 20th May 2020

Receipts

Donations	£6,675.00
Total Receipts	£6,675.00

Payments

Event venue hire	£3,518.17
Event facilitators/performers	£2,354.84
Event services (Eventbrite, Zettle)	£108.75
Access services (BSL, induction loops, portaloos, captioning)	£300.00
Tech support/AV (onsite)	£47.98
Photography, videography	£750.00
Event consumables (badges, banners, t-shirts, decorations, raffle)	£712.45
Volunteer expenses, training, supervision	£721.83
Tech/digital resources (SMS, website, Zoom, social)	£14.39
Promotions (advertising, videos)	£202.00
Operational (legal, insurance, transaction fees)	£271.43
Total Payments	£9,001.84

Net receipts (payments) for the period	-£2,326.84
Balance of funds at 21st November 2019	£1,163.09
Balance of funds at 20th May 2020	-£1,163.75

Assets and Liabilities at 20th May 2020

Assets

Metro bank account	£2,035.76
Cash in hand	-£3,199.51
Total Assets	-£1,163.75

Liabilities

Volunteer expenditure to be reimbursed from this period	£1,332.49
Volunteer expenditure to be reimbursed from last period	£1,867.02
Total Liabilities	£3,199.51

Breakdown of funds

Grant - LGBT Consortium	£5,145.00
Donations - Outplay Squash	£1,530.00
Total funds used by Parapride in this period	£6,675.00

The breakdown of funds currently includes £1,332.49 this period contributed by volunteers.
Note, total £3,199.51 contributed by volunteers, including last year.

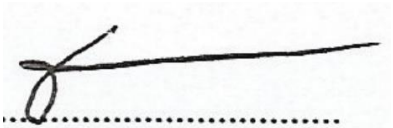
Accounts 21st May 2020 to 20th May 2021

Interim Treasurer: Katie Hudson

The Board has collectively examined the financial records of Parapride and prepared these accounts from the information and explanations supplied by them. In the Board's opinion, Parapride has maintained proper accounting records and these accounts are in accord with those records.

These accounts were approved by the Board on 11th March 2022.

Signed by two officers/committee members:

	<i>Signatory 1</i>	<i>Signatory 2</i>
<i>Name</i>	Katie Hudson	Esi Hardy
<i>Date</i>	11/03/2022	11/03/2022
<i>Signature</i>		ECH

Parapride

Receipts and Payments Account from 21st May 2020 to 20th May 2021

Receipts

Donations	£2,285.76
Volunteer cash contribution to be reimbursed	£100.00

Total Receipts	£2,385.76
-----------------------	------------------

Payments

Event facilitators/performers	£310.00
Access services (BSL, induction loops, portaloos, captioning)	£396.00
Event consumables (badges, banners, t-shirts, decorations, raffle)	£60.00
Volunteer expenses, training, supervision	£45.98
Tech/digital resources (SMS, website, Zoom, social)	£411.69
Operational (legal, insurance, transaction fees)	£1,308.62

Total Payments	£2,532.29
-----------------------	------------------

Net receipts (payments) for the period	-£146.53
Balance of funds at 21st May 2020	-£1,163.75
Balance of funds at 20th May 2021	-£1.66

Assets and Liabilities at 20th May 2021

Assets

Metro bank account	£2,216.18
Cash in hand	-£2,217.83
Total Assets	-£1.66

Liabilities

Volunteer expenditure to be reimbursed from this period	£186.95
Volunteer expenditure to be reimbursed from last period	£3,199.51
Volunteer expenditure reimbursed this period	£1,308.62
Total Liabilities	£2,077.84

Breakdown of funds

Cash Contribution - Joseph Williams (volunteer - reimbursed in this period)	£100.00
Donations - Daniele Lul (volunteer)	£60.00
Donations - Parapride Events	£860.76
Donations - Consortium - LGBT+ Intersectionality Fund 0001CIF	£100.00
Donations - Aishatu Shaibu	£60.00
Donations - Leigh Day - LGBT History Month Panel	£250.00
Donations - COVID-19 survey promotion Stonewall	£80.00
Donations - NLCF Sport Futures Summit consult, 12 Feb Stonewall	£50.00
Donations - NLCF Summit speaker £200; graphic social £25 12 Mar Stonewall	£225.00
Donations - LGBT Consortium	£400.00
Donations - T11 Incomplete - Bohemia Media Upfront Donation INV 28/04/21	£200.00
Total funds used by Parapride in this period	£2,385.76

The breakdown of funds currently includes £100.00 this period contributed by volunteers. Note, total £2,077.84 paid by volunteers, including last year, has not been reimbursed.

Statement explaining the policy for holding reserves stating why they are held

The charity had reserves of -£1.66 at the end of this period. As a new charity, Parapride had not yet finalised its fundraising and reserves strategies. It was still relying on some expenses paid by volunteers to be reimbursed in this initial period, hence it has not held any reserves. However, the charity did hold £2,216.18 in the bank in order to fund its operational activities until remaining expenses could be reimbursed to volunteers in the subsequent financial year.

Going forward, our reserves policy will be to hold at least 2 months unrestricted fund expenditure on charitable activities, with an aim of increasing that to 3 months unrestricted fund expenditure on charitable activities by the financial year ending 20 May 2023. In calculating our reserves, we exclude funds tied up in buildings, vehicles, and equipment, as the charity does not currently hold any of these assets.

Amount of reserves held

In reviewing its reserve requirement, the Trustees have decided that the charity needs to hold a small amount of reserves (£200) to cover emergency or unforeseen situations such as issues that may come up at our events. However, the main reason for holding reserves is to ensure that the charity has enough resources to fund programmes it is supporting. For planned programmes the charity may take around 2 months (between Board meetings) to make funding decisions and it is policy never to commit funds that it does not have. Therefore, to prevent disruption to programmes, it is felt that around 2 months reserves of unrestricted expenditure (£2,000) needs to be held.

Reasons for holding zero reserves

The amount of reserves held (-£1.66) is therefore not in line with the Trustees view of reserves needs (£2,200) at the end of this period, but it is covered by the funds held in the bank (not including the expense reimbursement owed in a later period to volunteers). Reserves are expected to increase to the planned level in the following period.

The restricted funds are not included in the Trustees' view of reserve needs because these restricted funds are held by the charity for as long as is necessary to organise the relevant programmes. Normally these funds are spent within 6 or 12 months of receipt (depending on the grant maker's requirements).

Details of fund materially in deficit

At the end of this period, £2,077.44 is still owed to volunteers for expenses paid up front when the charity did not have grant or donation income sufficient to cover the costs of the operational activities.

Explanation of any uncertainties about the charity continuing as a going concern

The main point about the charity continuing as a going concern is related to the monies owed to volunteers as expenses to be reimbursed. However, volunteers have agreed to wait for reimbursement until the charity is in a financial position where this is possible, so the deficit does not in fact pose a risk to the ongoing activity of the charity.

Other uncertainties include sourcing funding, in general, which the Trustees have agreed will become a key focus of our strategic objectives in the next financial period to ensure that the charity's finances become more stable and predictable.

Additional Information

The charity's principal sources of funds (including any fundraising)

Grants	£5,145.00
Donations	£3,915.76
Expenses from this period to be reimbursed to volunteers in a later period	£2,077.84

Investment policy and objectives including any social investment policy adopted

The charity had no fixed asset investments during this period.

The charity had no realised or unrealised gains or losses on investments during this period.

In future, if the charity does make investments, programme related investments are made in furtherance of the charity's objectives and any investment return is secondary to the charitable purposes supported by the investment. Such investments are included at their cost. Any loss or impairment from such investments will be charted as part of charitable activities within the statement of financial activities.

A description of the principal risks facing the charity

All significant activities undertaken are subject to a risk review as part of the initial activity assessment and implementation. Major risks are identified and ranked in terms of their potential impact and likelihood.

Major risks, for this purpose, are those that may have a significant effect on:

- Operational performance, including risks to our personnel, volunteers, and participants;
- Financial sustainability, including stability and security of income;
- Achievement of our aims and objectives; or
- Meeting the expectations of our beneficiaries or supporters.

The Trustees review these risks on an ongoing basis and satisfy themselves that adequate systems and procedures are in place to manage the risks identified. Where appropriate, risks are covered by insurance. The following framework is central to ensuring adequate risk assurance:

- Regular monitoring of major risk and development of action plans;
- Embedding risk identification and assessment within operating procedures;
- A clear structure of delegated authority and control;
- Review of key systems and procedures through internal audit arrangements;
- Income and profit targets for our trading and fundraising activities;
- Maintaining reserves in line with set policies; and
- Regular summary reports on risk management to the Trustee Board.

We have paid particular attention during this year to establishing the above mentioned governance framework, through the appointment of a Trustee Board with experience on the non-executive leadership team of other charities and community organisations.

Structure, Governance, and Management

Type of governing document

Constitution

How is the charity constituted?

CIO (Charitable Incorporated Organisation)

Trustee selection methods including details of any constitutional provisions e.g. election to post or name of any person or body entitled to appoint one or more Trustees

1. Eligibility for trusteeship

- a. Every Trustee must be a natural person.
- b. No individual may be appointed as a Trustee:
 - i. if he or she is under the age of 16 years; or
 - ii. if he or she would automatically cease to hold office under the provisions of sub-Clause 12(1)(e).
- c. No one is entitled to act as a Trustee whether on appointment or on any re-appointment until he or she has expressly acknowledged, in whatever way the Trustees decide, his or her acceptance of the office of Trustee.

2. Number of Trustees

- a. There must at all times be at least three Trustees. If the number falls below this minimum, the remaining trustee or Trustees may act only to call a meeting of the Board of Trustees, or appoint a new Trustee.
- b. The maximum number of Trustees is 8, and the Trustees may not appoint any Trustee if as a result the number of Trustees would exceed this number.

3. Appointment of Trustees

- a. Apart from the first Trustees, every Trustee must be appointed for a term of at least one year by a resolution passed at a properly convened meeting of the Trustees.

In selecting individuals for appointment as Trustees, the Trustees must have regard to the skills, knowledge and experience needed for the effective administration of the charity.

Policies and procedures adopted for the induction and training of Trustees

Information for New Trustees

The Trustees will make available to each new Trustee, on or before his or her first appointment:

- a. a copy of the current version of this constitution; and
- b. a copy of the charity's latest Trustees' Annual Report and statement of accounts.

Additionally, policies created that all Trustees must receive a copy of and agree to before appointment as a Trustee is confirmed include:

- Board Trustees Code of Conduct
- Trustees Declaration of Interests
- Trustee and Volunteer Expenses Policy
- Anti-Harassment and Bullying Policy
- Health and Safety Policy
- Volunteer Grievance Procedures
- Safeguarding Adults at Risk Policy and Procedure with COVID 19 Addendum
- Equality & Diversity Policy
- Data Protection Policy

The charity's organisational structure and any wider network with which the charity works

In the period of this report, the day to day operations of the charity were managed by a volunteer executive director (Joseph Williams), who was one of the founders of the charity, with volunteer support and strategic direction provided by the Board of Trustees.

It had several long-standing members of the Board of Trustees throughout this period and since its incorporation as a CIO in November 2019:

- Aurelia (Ori) Chandler – appointed for 2 years
- Dr Andrew Cooper - appointed for 2 years
- Claire Harvey - appointed for 1 year, resigned 7 March 2020
- Ann Rossiter - appointed for 1 year, resigned 21 January 2020
- Kirsty Wilkins – appointed for 1 year, resigned 30 November 2019

At the end of this reporting period, only Dr Andrew Cooper and Ori Chandler remained from the original Board members.

The following new Trustees were appointed on 6 April 2021:

- Katherine Hudson – appointed for 3 years
- Esi Hardy – appointed for 3 years
- Charlie Cooper Henniker – appointed for 3 years
- Samuel Peterson - appointed for 3 years

Relationship with any related parties

During this period, the charity received pro bono support from King & Spalding International LLP to support the governance activities ensuring that Board meetings were run and recorded appropriately.

Reference and Administrative Details

Charity name

Parapride

Other name the charity uses

N/A

Registered charity number

1186485

Charity's principal address

c/o KING & SPALDING INTERNATIONAL LLP
125 OLD BROAD STREET
LONDON
EC2N 1AR

Names of the Trustees who manage the charity

Trustee name	Office (if any)	Dates acted if not for whole year
Aurelia (Ori) Chandler	Trustee	21/11/2019 - Present
Dr Andrew Cooper	Trustee	21/11/2019 - Present
Esi Hardy	Trustee	06/04/2021 - Present
Claire Harvey	Trustee (resigned)	30/04/2019 - 07/03/2020
Charlie Cooper Henniker	Trustee	06/04/2021 - Present
Katherine Hudson	Trustee	06/04/2021 - Present
Samuel Peterson	Trustee	06/04/2021 - Present
Ann Rossiter	Trustee (resigned)	21/11/2019 - 21/01/2020
Kirsty Wilkins	Trustee (resigned)	21/11/2019 - 30/11/2019

Funds held as custodian Trustees on behalf of others

Description of the assets held in this capacity

N/A

Name and objects of the charity on whose behalf the assets are held and how this falls within the custodian charity's objects

N/A

Details of arrangements for safe custody and segregation of such assets from the charity's own assets

N/A

Names and addresses of advisers

Type of adviser	Name	Address
Legal	King & Spalding International LLP	125 Old Broad St, London EC2N 1AR

Exemptions from disclosure

Reason for non-disclosure of key personnel details

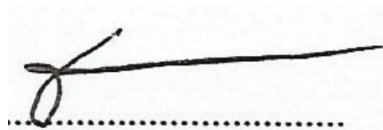
N/A

Declarations

The Trustees declare that they have approved this annual report and accounts.

Signed on behalf of the charity's Trustees:

Signature(s)

A handwritten signature in black ink, appearing to be 'Katherine Hudson', written over a dotted line on a light background.

Full name(s)

Katherine Hudson

Position (e.g. Secretary, Chair, etc)

Co-Chair (appointed after the period of this report)

Date

11/03/2022

Signature(s)

A handwritten signature in black ink, consisting of the letters 'ECH' in a stylized, blocky font.

Full name(s)

Esi Hardy

Position (e.g. Secretary, Chair, etc)

Co-Chair (appointed after the period of this report)

Date

11/03//2022