

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.

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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.

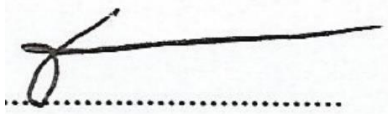
Accounts 21st November 2019 to 20th May 2020

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.

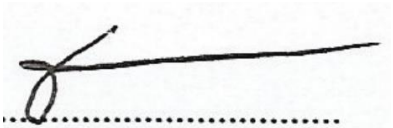
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	<i>Signatory 1</i>	<i>Signatory 2</i>
<i>Name</i>	Katie Hudson	Esi Hardy
<i>Date</i>	11/03/2022	11/03/2022
<i>Signature</i>		ECH

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
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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
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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

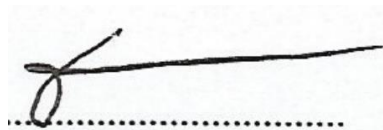
N/A

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.

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'.

Full name(s)

Esi Hardy

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

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

Date

11/03//2022