

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.

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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.

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

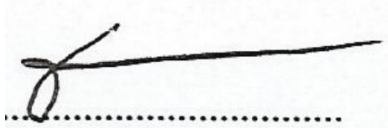
Accounts 21st May 2021 to 20th May 2022

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
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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

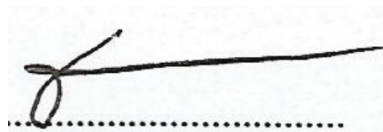
N/A

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