

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

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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+ 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



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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.

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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.

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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

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- 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>



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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.

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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.



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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



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- 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)



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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.

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Financial Review

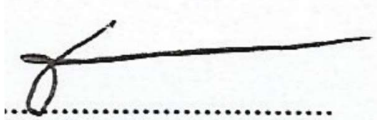
Accounts 21st May 2022 to 20th May 2023

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

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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



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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

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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.

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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
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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;

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- 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.

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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.

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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



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- 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.

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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



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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

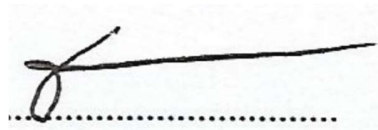
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Declarations

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