

ParaPride

Pride in Everybody

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

Charity name: ParaPride

Charity registration number: 1186485

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

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

Our charitable objectives are as follows:

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

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

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

Reporting period:
21 May 2024 to 20 May 2025



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

Policy on grant-making

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

Policy on social investment including program related investment

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

Contribution made by volunteers

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

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

Achievements and Performance

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

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

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

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

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

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

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

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

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

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

Additional Information

Achievements against objectives set

Details of activities undertaken in this period

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

Internal activities delivered in this period included:

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

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

Strategic planning against objectives

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

Marketing programme

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

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

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

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

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

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

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

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

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

Community Events & Safe Spaces

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

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

Education, Workshops & Speaking Engagements

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

Digital & International Engagement

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

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Partnerships & Sector Influence

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

Awareness & Advocacy

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

Accessibility & Community Infrastructure

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

Funding, Income & Sustainability

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

Communications & Community Engagement

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

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

Future-Focused Development

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

Detailed plans already set out for the next period

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

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

Creating Education and Awareness (Objective a)

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

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

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

Bringing Communities Together Through Events & Activities (Objective b)

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

Strengthening Partnerships & Sector Influence (Objective c)

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

Research, Evidence & Impact Development (Objective d)



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

Growing Impact Through National Lottery Funding

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

Performance of fundraising activities against objectives set

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

Unrestricted Funds

Reporting period:
21 May 2024 to 20 May 2025



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

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

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Financial Review

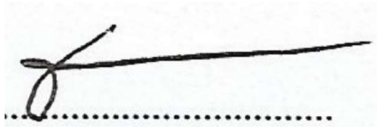
Accounts 21st May 2024 to 20th May 2025

Interim Treasurer: Katherine Hudson

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

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

Signed by two officers/committee members:

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

Reporting period:
21 May 2024 to 20 May 2025



ParaPride

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

Receipts

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

Payments

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

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

Reporting period:
21 May 2024 to 20 May 2025



Assets and Liabilities at 20th May 2025

Assets

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

Liabilities

Liabilities from this period	£0.00
Total Liabilities	£0.00

Breakdown of funds

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

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

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

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

Amount of reserves held

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

Reasons for holding zero reserves

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

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

Details of fund materially in deficit

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

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

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

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

Independent Examiner's report

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

 CHARITY COMMISSION FOR ENGLAND AND WALES		Independent examiner's report on the accounts	
Section A Independent Examiner's Report			
Report to the trustees/ members of	PARAPRIDE		
On accounts for the year ended	20 th May 2025	Charity no (if any)	1186485
Set out on pages			
	I report to the trustees on my examination of the accounts of the above charity ("the Trust") for the year ended		
Responsibilities and basis of report	As the charity trustees of the Trust, you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ("the Act").		
	I report in respect of my examination of the Trust's accounts carried out under section 145 of the 2011 Act and in carrying out my examination, I have followed the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.		
Independent examiner's statement	I have completed my examination. I confirm that no material matters have come to my attention (other than that disclosed below *) in connection with the examination which gives me cause to believe that in, any material respect: • accounting records were not kept in accordance with section 130 of the Act or • the accounts do not accord with the accounting records		
	I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in order to enable a proper understanding of the accounts to be reached. * Please delete the words in the brackets if they do not apply.		
Signed:		Date:	21/02/2026
Name:	AMANDA TYLER		
Relevant professional qualification(s) or body (if any):	CHARTERED TAX ADVISOR (retired)		
Address:	1 CLIFTON STREET BRIGHTON BN1 3PH		

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October 2018

Additional Information

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

Donations	£14,832.45
Speaking Income	£1,390.00

Investment policy and objectives including any social investment policy adopted

The charity had no fixed asset investments during this period.

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

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

A description of the principal risks facing the charity

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

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

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

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

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

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

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

Structure, Governance, and Management

Type of governing document

Constitution

How is the charity constituted?

CIO (Charitable Incorporated Organisation)

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

1. Eligibility for trusteeship

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

2. Number of Trustees

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

3. Appointment of Trustees

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

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

Policies and procedures adopted for the induction and training of trustees

1. Information for New Trustees

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

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

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

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

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

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

- Dr Andrew Cooper - appointed for 2 years

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

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

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

The additional Trustees were appointed:

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

Reporting period:
21 May 2024 to 20 May 2025



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

Relationship with any related parties

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

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

Reporting period:
21 May 2024 to 20 May 2025



Reference and Administrative Details

Charity name

ParaPride

Other name the charity uses

N/A

Registered charity number

1186485

Charity's principal address

ParaPride
5 Brayford Square
LONDON
E1 0SG

Names of the Trustees who manage the charity

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

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

Funds held as custodian Trustees on behalf of others

Description of the assets held in this capacity

N/A

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

N/A

Reporting period:
21 May 2024 to 20 May 2025



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

N/A

Names and addresses of advisers

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

Exemptions from disclosure

Reason for non-disclosure of key personnel details

N/A

Reporting period:
21 May 2024 to 20 May 2025



Declarations

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

Signed on behalf of the charity's Trustees:

Signature(s)

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

Full name(s)

Katherine Hudson

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

Acting Chair and Treasurer

Date

22nd February 2026