

HIDAYAH LGBTQI+

England & Wales · Charity number 1188802

Details

Status Registered

Legal form CIO

Registered 2020-03-30

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

Contact

Address Hidayah LGBTQI+
3rd Floor
86-90 Paul Street
London
EC2A 4NE

Phone 07871333889

Email info@hidayahlgbt.co.uk

Website <https://www.hidayahlgbt.co.uk/>

Activities

Objects: TO PROMOTE EQUALITY AND DIVERSITY FOR THE PUBLIC BENEFIT AND IN PARTICULAR THE ELIMINATION OF DISCRIMINATION ON THE GROUNDS OF SEXUAL ORIENTATION OR GENDER IDENTITY, INCLUDING IN PARTICULAR BUT NOT EXCLUSIVELY BY: A) WORKING FOR THE ELIMINATION OF DISCRIMINATION ON THE GROUNDS OF RACE, GENDER, DISABILITY, SEXUAL ORIENTATION OR RELIGION; B) ADVANCING EDUCATION AND RAISING AWARENESS IN EQUALITY AND DIVERSITY.

Activities: Hidayah is a secular organisation, however, its projects and activities are developed specifically for the needs of LGBTQI Muslims. Our vision is to ensure that voices of LGBTQI Muslims are heard and understood and to provide support and welfare for LGBTQI Muslims and promote social justice and education about the Muslim LGBTQI community to counter discrimination, prejudice and injustice.

Classification

- **How:** Provides Services, Provides Advocacy/advice/information
- **What:** Education/training, Human Rights/religious Or Racial Harmony/equality Or Diversity
- **Who:** Other Defined Groups, The General Public/mankind

Geography

- Throughout England And Wales

Finances

Period end	Income	Expenditure	Assets	Employees
2025-07-31	£8,252	£30,336	-	-
2024-07-31	£6,405	£31,547	-	-
2023-07-31	£42,347	£22,342	-	-
2022-07-31	£9,371	£8,547	-	-
2021-07-31	£47,853	£17,394	-	-

Trustees

Name	Role	Appointed
Amber Sale		2023-10-02
Amy Rebecca Khan		2025-05-05
Rabia Mirza		2025-05-05
Selina Miller		2023-10-02

HIDAYAH LGBTQI+

England & Wales - Charity number 1188802

Accounts



Trustees' Annual Report for the period

From Period start date: 01/08/2024 **To Period end date:** 31/07/2025

Charity name: Hidayah LGBTQI+

Charity registration number: 1188802

Objectives and Activities

	SORP reference	
Summary of the purposes of the charity as set out in its governing document	Para 1.17	Hidayah LGBTQI+ was set up in 2017 by four queer Muslims. Hidayah is a secular organisation and seeks to bring together queer people of all faiths and none, with a mission of providing support and welfare to LGBTQI+ Muslims. Above all, our mission is to ensure the voices of LGBTQI+ Muslims are heard and understood. We also promote social justice and encourage education about the queer Muslim community, aiming to counter discrimination, prejudice and injustice.
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.	Para 1.17 and 1.19	The purpose of Hidayah is enshrined in its aims, objectives and mission statement, which the trustees regularly ensure is carried through the charities' activities.
Statement confirming whether the trustees have had regard to the guidance issued by the Charity Commission on public benefit	Para 1.18	Hidayah's board of trustees can confirm compliance with the duty as specified in Section 17 of the Charities Act 2011 and have adhered to the Charity Commission's guidance on public benefit.

Additional information (optional)

You may choose to include further statements where relevant about:

	SORP reference	
Policy on grant making	Para 1.38	

Policy on social investment including program related investment	Para 1.38	
Contribution made by volunteers	Para 1.38	
Other		<p>Challenging common views of faith, gender and sexuality through education and a wealth of resources is indicative of Hidayah's sizable public benefit as a charity.</p> <p>In doing so, we have honoured our mission of prioritising and supporting the welfare of queer Muslims, many of whom may not be openly queer around their family and this would have lacked a safe space were it not for Hidayah.</p>

Achievements and Performance

	SORP reference	
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.	Para 1.20	<p>Over the past year, the charity has strengthened both its internal foundations and its community impact. We introduced new branding to better reflect our mission and increase visibility, alongside a full review and update of all organisational policies, the Volunteer Handbook and induction processes. These improvements have enhanced governance, safeguarding and volunteer support.</p> <p>We also formally separated from the US branch of Hidayah, which established its own independent organisation. This has allowed us to focus more clearly on the needs of queer Muslims in the UK. During this period, leadership transitioned smoothly to a new Chair, ensuring continuity and renewed strategic direction. Our community work has continued to grow. Our Pride Social in Manchester 2024 was a major success in bringing together queer Muslims from Manchester and beyond. We delivered our Sharing Stories circles and wellbeing events to reduce isolation and support mental health.</p>

		<p>Additionally, we hosted inclusive Ramadan and Eid celebrations in Manchester, London and Glasgow, providing safe, affirming spaces where service users could celebrate together. In total, over 160 queer Muslims and allies celebrated at our iftars and Eid party, demonstrating a strong, sustained appetite for our in-person events offer.</p> <p>Overall, our work has strengthened community connection, improved wellbeing and increased visibility/inclusion for queer Muslims.</p>
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Additional information (optional)

You may choose to include further statements where relevant about:

Achievements against objectives set	Para 1.41	
Performance of fundraising activities against objectives set	Para 1.41	
Investment performance against objectives	Para 1.41	
Other		

Financial Review

Review of the charity's financial position at the end of the period	Para 1.21	The charity generated an income of £8,252 during the year and incurred expenditures of £30,336, leaving a deficit of £22,084. The funds carried over were £4,062.
Statement explaining the policy for holding reserves stating why they are held	Para 1.22	Our reserve policy stipulates that we must maintain a reserve of £3k of unrestricted funds at any given time.
Amount of reserves held	Para 1.22	£80
Reasons for holding zero reserves	Para 1.22	N/A
Details of fund materially in deficit	Para 1.24	<p>In the past 12 months, we have invested in upskilling our volunteers in order to enhance and supplement the services we provide, including our Outreach and Mentoring programmes. Our investment has resulted in a refreshed and robust infrastructure for our training offer through paying our Freelance Outreach Lead (a brief role that has now come to an end). Our oversubscribed Mentoring programme is similarly being refreshed, ready for a relaunch in the coming months, following the Lead for this programme undergoing training in coaching.</p> <p>Although our reserves no longer low (as of May 2026), demand for our services remains high. Largely, our overheads are manageable, low risk and projected to be substantially lower for the next twelve months, particularly as we do not foresee any further training costs. Speaker fees are divided equally between speakers and the organisation, and we are currently planning to substantially expand our outreach offer for external organisations. We are also in the process of putting in more funding applications to supplement core and project costs.</p>
Explanation of any uncertainties about the charity continuing as a going concern	Para 1.23	As a Board, we have proven to be responsive upon recognising the reduction in unrestricted reserves, significantly cutting back on expenses from June 2025. As a result, at the time of writing this report (May 2026), our unrestricted reserves are healthy and above the £3k stipulated in our policy. We continue to apply for grants, receive generous donations, have high uptake in our paid ticketed events and undertake speaker fees in order to sustain our activities with lower overheads. Given this, we believe any uncertainties regarding Hidayah's financial health have already

		been mitigated, and we are hopeful for the future of our charity.
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Additional information (optional)

You may choose to include further statements where relevant about:

The charity's principal sources of funds (including any fundraising)	Para 1.47	
Investment policy and objectives including any social investment policy adopted	Para 1.46	
A description of the principal risks facing the charity	Para 1.46	
Other		

Structure, Governance and Management

Description of charity's trusts:		
Type of governing document (trust deed, royal charter)	Para 1.25	Constitution
How is the charity constituted? (e.g unincorporated association, CIO)	Para 1.25	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	Para 1.25	Appointed by the Chair, Deputy Chair, Secretary or Treasurer

Additional information (optional)

You may choose to include further statements where relevant about:

Policies and procedures adopted for the induction and training of trustees	Para 1.51	<p>The charity has no paid staff members and solely consists of volunteers. The charity is structured with two tiers – trustees in one tier and volunteers in another.</p> <p>Trustees have monthly meetings and minutes are taken for each of these. The board of trustees takes votes on any changes in policy.</p> <p>Trustees are appointed through the following process:</p> <ol style="list-style-type: none"> 1. Recruitment – The post is advertised on various platforms, including Indeed, CharityJobs, LinkedIn on social media and via the Hidayah website. 2. First Stage Interview – The first interview is usually done with the deputy chair, where the interview is asked questions concerning the culture of the charity and getting some background on the prospective trustees background. 3. Second Stage Interview – The second interview usually takes place with the chair along with the secretary or treasurer. The prospective trustee is asked about their knowledge of safeguarding and
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		<p>wellbeing as well as questions on leadership and the nature of the role.</p> <ol style="list-style-type: none"> 4. Formal Offer – Following a board meeting resolution, the prospective trustee is given a formal offer for the trustee position, subject to references. 5. Acceptance and references – Provided this offer is accepted, the charity requests references from the new trustee. 6. Joining the board – Conditional to satisfactory references, the trustee can then join the board and will be added to the charity register. The trustee will serve a six-month probationary period. <p>Trustees have no limit on how long they can serve on the board, but they must be voted in again every three years. Hidayah’s trustees all have day-to-day hands-on duties and are involved in overseeing the charity’s operations and strategies, while coordinating with our volunteers.</p>
The charity’s organisational structure and any wider network with which the charity works	Para 1.51	
Relationship with any related parties	Para 1.51	
Other		

Reference and Administrative details

Charity name	Hidayah LGBTQI+
Other name the charity uses	Hidayah LGBTQ+, Hidayah UK
Registered charity number	1188802

Charity's principal address	3 rd Floor 86-90 Paul Street London EC2A 4NE

Names of the charity trustees who manage the charity

	Trustee name	Office (if any)	Dates acted if not for whole year	Name of person (or body) entitled to appoint trustee (if any)
1	XX – Trustee with dispensation	Chair	Appointed 1 st May 2025	
2	Selina Miller	Treasurer	Appointed 2nd October 2023	
3	XX – Trustee with dispensation	Secretary	Appointed 10 th March 2021	
4	XX – Trustee with dispensation	Programme Officer	Appointed 3 rd July 2023	
5				
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13				
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15				
16				
17				
18				
19				
20				

Corporate trustees – names of the directors at the date the report was approved

Director name		

Name of trustees holding title to property belonging to the charity

Trustee name	Dates acted if not for whole year	

Funds held as custodian trustees on behalf of others

Description of the assets held in this capacity	
Name and objects of the charity on whose behalf the assets are held and how this falls within the custodian charity's objects	
Details of arrangements for safe custody and segregation of such assets from the charity's own assets	

Additional information (optional)

Names and addresses of advisers (Optional information)

Type of adviser	Name	Address
Name of chief executive or names of senior staff members (Optional information)		

Exemptions from disclosure

Reason for non-disclosure of key personnel details

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Other optional information

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Declarations

The trustees declare that they have approved the trustees' report above.

Signed on behalf of the charity's trustees

	Signature(s)	XX	
	Full name(s)	XX – Trustee with dispensation	
	Position (eg Secretary, Chair, etc)	Chair	
	Date	06/05/2026	



Receipts and payments accounts

CC16a

For the period from	01/08/2024	To	31/07/2025
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Section A Receipts and payments

	Unrestricted funds to the nearest £	Restricted funds to the nearest £	Endowment funds to the nearest £	Total funds to the nearest £	Last year to the nearest £
A1 Receipts					
Donation Restricted	-	-	-	-	1 300
Donation unrestricted	4 077	-	-	4 077	1 018
Speaker	1 350	-	-	1 350	1 850
Events	2 711	-	-	2 711	538
Retail	114	-	-	114	104
Interest	-	-	-	-	22
contra	-	-	-	-	1 573
	-	-	-	-	-
	-	-	-	-	-
Sub total (Gross income for AR)	8 252	-	-	8 252	6 405
A2 Asset and investment sales, (see table).					
	-	-	-	-	-
	-	-	-	-	-
Sub total	-	-	-	-	-
Total receipts	8 252	-	-	8 252	6 405
A3 Payments					
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
Mind	-	2 295	-	2 295	1 805
Equity Network	-	-	-	-	31
Consortium	-	-	-	-	24
Members Support	-	-	-	-	136
Tides	535	-	-	535	6 600
LGBT Consortium	-	-	-	-	1 038
Retail	201	-	-	201	87
Speaker Fee	980	-	-	980	992
Travel	1 669	-	-	1 669	1 193
Bank charges	-	-	-	-	264
Strategy Day	1 600	-	-	1 600	1 087
Marketing	875	-	-	875	17
Events expenses	1 045	-	-	1 045	-
Daily Expenses	-	-	-	-	1 128
Rent	1 906	120	-	2 026	60
Hotel and Accomodation	1 957	-	-	1 957	1 225
Clothing	-	-	-	-	632
General expenses	134	11	-	123	913
Entertainment	1 558	-	-	1 558	2 465
Refreshment	1 527	-	-	1 527	248
Recruitment	28	-	-	28	-
	-	-	-	-	-
	-	-	-	-	-
Training costs	9 313	-	-	9 313	-
Insurance	99	-	-	99	96
US Trip	-	-	-	-	6 804
Postage	19	-	-	19	53
Stationary	9	-	-	9	228
Accountacy Charges	-	-	-	-	720
Subscriptions	2 435	38	-	2 397	1 231
Therapy	2 080	-	-	2 080	2 470
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
Sub total	27 970	2 366	-	30 336	31 547

A4 Asset and investment purchases, (see table)					
	-	-	-	-	
	-	-	-	-	
Sub total	-	-	-	-	-
Total payments	27 970	2 366	-	30 336	31 547
Net of receipts/(payments)	- 19 718	- 2 366	-	- 22 084	- 25 142
A5 Transfers between funds	-	-	-	-	-
A6 Cash funds last year end	19 798	6 348	-	26 146	51 288
Cash funds this year end	80	3 982	-	4 062	26 146

Section B Statement of assets and liabilities at the end of the period

Categories	Details	Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
B1 Cash funds	Co-op	80	3 982	-
			-	-
			-	-
	Total cash funds	80	3 982	-
	(agree balances with receipts and payments account(s))	OK	OK	OK

Categories	Details	Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
B2 Other monetary assets		-	-	-
		-	-	-
		-	-	-
		-	-	-
		-	-	-
		-	-	-

Categories	Details	Fund to which asset belongs	Cost (optional)	Current value (optional)
B3 Investment assets			-	-
			-	-
			-	-
			-	-
			-	-

Categories	Details	Fund to which asset belongs	Cost (optional)	Current value (optional)
B4 Assets retained for the charity's own use			-	-
			-	-
			-	-
			-	-
			-	-
			-	-
			-	-
			-	-

Categories	Details	Fund to which liability relates	Amount due (optional)	When due (optional)
B5 Liabilities			-	
			-	
			-	
			-	
			-	

Signed by one or two trustees on behalf of all the trustees	Signature	Print Name	Date of approval

HIDAYAH LGBTQI+

England & Wales - Charity number 1188802

Accounts



Trustees' Annual Report for the period

From 01/08/2023 To 31/07/2024

Charity name: Hidayah LGBTQI+

Charity registration number: 1188802

Objectives and Activities

	SORP reference	
Summary of the purposes of the charity as set out in its governing document	Para 1.17	Hidayah LGBTQI+ was set up in 2017 by four queer Muslims. Hidayah is a secular organisation and seeks to bring together queer people of all faiths and none, with a mission of providing support and welfare to LGBTQI+ Muslims. Above all, our mission is to ensure the voices of LGBTQI+ Muslims are heard and understood. We also promote social justice and encourage education about the queer Muslim community, aiming to counter discrimination, prejudice and injustice.
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.	Para 1.17 and 1.19	The purpose of Hidayah is enshrined in its aims, objectives and mission statement, which the trustees regularly ensure is carried out through the charity's activities.
Statement confirming whether the trustees have had regard to the guidance issued by the Charity Commission on public benefit	Para 1.18	Hidayah's board of trustees can confirm compliance with the duty as specified in Section 17 of the Charities Act 2011 and have adhered to the Charity Commission's guidance on public benefit.

Additional information (optional)

You may choose to include further statements where relevant about:

	SORP reference	
Policy on grant making	Para 1.38	

Policy on social investment including program related investment	Para 1.38	
Contribution made by volunteers	Para 1.38	
Other		<p>Challenging common views of faith, gender and sexuality through education and a wealth of resources is indicative of Hidayah’s sizable public benefit as a charity.</p> <p>In doing so, we have honoured our mission, of prioritising and supporting the welfare of queer Muslims, many who may not be openly queer around their family and thus would have lacked a safe space were it not for Hidayah.</p>

Achievements and Performance

	SORP reference	
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	Para 1.20	<p>Events Overview</p> <p>Hidayah held a range of in-person and online events during this reporting period.</p> <p>Our Queer Book Club continued, along with our partnership with queer-run bookshop The Bookish Type, which offered a 20% discount for our Book Club picks. Titles included ‘It’s Not About the Burqa’, edited by Mariam Khan, and debut poetry collection ‘I</p>

whole.

cannot be good until you say it', written by queer Muslim poet Sanah Ahsan, who attended the book club to discuss the collection.

Our Sharing Stories Circle was facilitated by a licensed therapist, allowing for queer Muslims to share their experiences in a psychologically safe space.

Additionally, our monthly Community Hubs launched in April 2024, allowing for queer Muslims to frequently meet in Glasgow, Manchester and London. These free in-person events allowed a regular, inclusive space for queer Muslims to socialise and do activities such as zine-making, art and games. One of our most memorable Community Hub events was a Q&A with Val the Brown Queen, where attendees asked her about her role in the hit Netflix movie, Unicorns, as well as her experience growing up as a queer Muslim. Unfortunately, due to low attendance overall, our Community Hubs have been discontinued, but we hope that this can be revisited sometime in the future should resources allow for it.

We marched at Manchester Pride for the second year running in 2023, with over 20 people marching and over 30 people attending our Manchester Pride social. Hidayah won the 'Leading the Way' award at Manchester Pride for its entry, where the theme was 'Queerly Beloved', celebrating the tenth anniversary of marriage equality. Hidayah's entry reflected both a joy in the progress society has made in advancing gay rights, but also a drive to continue fighting for progress for trans people and in banning conversion therapy. Our award was on the basis of our parade entry 'embodying the essence of Pride'. In March 2024, we also held an iftar party in London, which was oversubscribed and was a huge success. Our events have largely been held in community settings where our service users feel the most comfortable, and we look

		<p>forward to expanding our events offer to queer Muslims and allies alike in the years to follow.</p> <p>Book Project</p> <p>After obtaining \$7500 USD from the Tides Foundation, Hidayah’s book project was underway during this reporting period. Overseen by Hidayah’s Programmes Officer, this project has brought together 25 queer Muslim writers, after receiving over 60 pitches. 22 of these writers are of marginalised genders and 23 are ethnic minorities. While the majority of writers were from within the UK (including writers from England, Scotland and Wales), we also had writers from Indonesia, Argentina and India, along with other countries. This collection is rich not only in diversity of voice, but also in the stories told. Thanks to the funding we received, we have also been able to compensate all 25 writers fairly for their time, acknowledging the emotional labour and time it takes to share personal stories of what it means to be a queer Muslim. By the end of this reporting period, a first draft of the book was almost complete.</p> <p>Hidayah US NYC trip</p> <p>Hidayah UK visited the US to help promote the launch of our sister organisation, Hidayah US. We went on an outreach campaign, speaking to activists, LGBT non-profits and organisations to build awareness for the US team, reaching out to around 30 different contacts. The launch event was very well received and the US team have already seen the benefits of our trip in the form of a successful grant and a wider professional network.</p>
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Additional information (optional)

You may choose to include further statements where relevant about:

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Achievements against objectives set	Para 1.41	
Performance of fundraising activities against objectives set	Para 1.41	
Investment performance against objectives	Para 1.41	
Other		

Financial Review

Review of the charity's financial position at the end of the period	Para 1.21	The charity generated an income of £6405 during the year and incurred expenditures of £31,547, leaving a deficit of £25,142. The funds carried over was £26,146
Statement explaining the policy for holding reserves stating why they are held	Para 1.22	Our reserve policy stipulates that we must maintain a reserve of £3k of unrestricted funds at any given time.
Amount of reserves held	Para 1.22	Unrestricted funds were £19,798 by year end.
Reasons for holding zero reserves	Para 1.22	N/A
Details of fund materially in deficit	Para 1.24	N/A
Explanation of any uncertainties about the charity continuing as a going concern	Para 1.23	N/A

Additional information (optional)

You may choose to include further statements where relevant about:

The charity's principal sources of funds (including any fundraising)	Para 1.47	
Investment policy and objectives including any social investment policy adopted	Para 1.46	

A description of the principal risks facing the charity	Para 1.46	
Other		

Structure, Governance and Management

Description of charity's trusts:		
Type of governing document (trust deed, royal charter)	Para 1.25	Constitution
How is the charity constituted? (e.g unincorporated association, CIO)	Para 1.25	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	Para 1.25	Appointed by the Chair, Secretary or Treasurer

Additional information (optional)

You may choose to include further statements where relevant about:

Policies and procedures adopted for the induction and training of trustees	Para 1.51	
The charity's organisational structure and any wider network with which the charity works	Para 1.51	
Relationship with any related parties	Para 1.51	

Other		

Reference and Administrative details

Charity name	Hidayah LGBTQI+
Other name the charity uses	Hidayah UK, Hidayah
Registered charity number	1188802
Charity's principal address	3rd Floor 86-90 Paul Street London EC2A 4NE

Funds held as custodian trustees on behalf of others

Description of the assets held in this capacity	
Name and objects of the charity on whose behalf the assets are held and how this falls within the custodian charity's objects	
Details of arrangements for safe custody and segregation of such assets from the charity's own assets	

Additional information (optional)

Names and addresses of advisers (Optional information)

	Type of adviser	Name	Address

Name of chief executive or names of senior staff members (Optional information)

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Exemptions from disclosure

Reason for non-disclosure of key personnel details

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Other optional information

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Declarations

The trustees declare that they have approved the trustees' report above.

Signed on behalf of the charity's trustees

	Signature(s)	XX	
	Full name(s)	XX - Trustee with dispensation	
	Position (eg Secretary, Chair, etc)	Chair	
	Date	30/04/2025	



Receipts and payments accounts

CC16a

For the period
from

8/1/2023

To

7/31/2024

Section A Receipts and payments

	Unrestricted funds to the nearest £	Restricted funds to the nearest £	Endowment funds to the nearest £	Total funds to the nearest £	Last year to the nearest £
A1 Receipts					
Donation Restricted		1,300	-	1,300	15,474
Donation unrestricted	1,018			1,018	21,837
Speaker	1,850		-	1,850	4,847
Events	537	-	-	537	145
Retail	104	-	-	104	44
Interest	22	-	-	22	-
contra	1,573	-	-	1,573	-
	-	-	-	-	-
	-	-	-	-	-
Sub total (Gross income for AR)	5,105	1,300	-	6,405	42,347
A2 Asset and investment sales, (see table).					
	-	-	-	-	-
	-	-	-	-	-
Sub total	-	-	-	-	-
Total receipts	5,105	1,300	-	6,405	42,347

A3 Payments					
Lush London	-	-	-	-	1,927
Lush Manchester	-	-	-	-	788
W&NB Community Outreach	-	-	-	-	55
Mind	-	1,805	-	1,805	890
Equity Network	-	31	-	31	-
Consortium	-	24	-	24	-
Mmembers Support	-	136	-	136	-
Tides	500	6,100	-	6,600	-
LGBT Consortium	-	1,038	-	1,038	-
Retail	87			87	100
Speaker Fee	992			992	2,220
Travel	1,193			1,193	1,325
Bank charges	264			264	30
Strategy Day	1,087			1,087	5,401
Marketing	17			17	333
Events				-	1,639
Daily Expenses	1,128			1,128	
Rent	60			60	
Hotel and Accomodation	1,225			1,225	
Clothing	632			632	
General expenses	913			913	2,218
Entertainment	2,465			2,465	
Refreshment	248			248	
IT				-	487
Contra				-	1,573
Board Resources				-	1,416
secretary office				-	1,938
Insurance	96			96	
US Trip	6,804			6,804	
Postage	53			53	
Stationary	228			228	
Accountacy Charges	720			720	
Subscriptions	1,231			1,231	
Therapy	2,470			2,470	
				-	
				-	
				-	
Sub total	22,413	9,134	-	31,547	22,342

A4 Asset and investment purchases, (see table)					
	-	-	-	-	
	-	-	-	-	
Sub total	-	-	-	-	-
Total payments	22,413	9,134	-	31,547	22,342
Net of receipts/(payments)	- 17,308	- 7,834	-	- 25,142	20,005
A5 Transfers between funds	-	-	-	-	-
A6 Cash funds last year end	37,106	14,182	-	51,288	31,283
Cash funds this year end	19,798	6,348	-	26,146	51,288

Section B Statement of assets and liabilities at the end of the period

Categories	Details	Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
B1 Cash funds	Co-op	19,754	6,348	-
	Caf unrestricted	22	-	-
	Caf Restricted	23	-	-
	Total cash funds	19,798	6,348	-
	(agree balances with receipts and payments account(s))	OK	OK	OK

Categories	Details	Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
B2 Other monetary assets		-	-	-
		-	-	-
		-	-	-
		-	-	-
		-	-	-
		-	-	-

Categories	Details	Fund to which asset belongs	Cost (optional)	Current value (optional)
B3 Investment assets			-	-
			-	-
			-	-
			-	-
			-	-

Categories	Details	Fund to which asset belongs	Cost (optional)	Current value (optional)
B4 Assets retained for the charity's own use			-	-
			-	-
			-	-
			-	-
			-	-
			-	-
			-	-
			-	-
			-	-

Categories	Details	Fund to which liability relates	Amount due (optional)	When due (optional)
B5 Liabilities			-	
			-	
			-	
			-	
			-	

Signed by one or two trustees on behalf of all the trustees

Signature	Print Name	Date of approval

HIDAYAH LGBTQI+

England & Wales - Charity number 1188802

Accounts



Trustees' Annual Report for the period

From **01/08/2022** Period start date To **31/07/2023** Period end date

Charity name: **Hidayah LGBTQI+**

Charity registration number: **1188802**

Objectives and Activities

	SORP reference	
Summary of the purposes of the charity as set out in its governing document	Para 1.17	Hidayah LGBTQI+ was set up in 2017 by four queer Muslims. Hidayah is a secular organisation and seeks to bring together queer people of all faiths and none, with a mission of providing support and welfare to LGBTQI+ Muslims. Above all, our mission is to ensure the voices of LGBTQI+ Muslims are heard and understood. We also promote social justice and encourage education about the queer Muslim community, aiming to counter discrimination, prejudice and injustice.
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.	Para 1.17 and 1.19	The purpose of Hidayah is enshrined in its aims, objectives and mission statement, which the trustees regularly ensure is carried out through the charity's activities.
Statement confirming whether the trustees have had regard to the guidance issued by the Charity Commission on public benefit	Para 1.18	Hidayah's board of trustees can confirm compliance with the duty as specified in Section 17 of the Charities Act 2011 and have adhered to the Charity Commission's guidance on public benefit.

Additional information (optional)

You may choose to include further statements where relevant about:

	SORP reference	
Policy on grant making	Para 1.38	
Policy on social investment including program related investment	Para 1.38	

Contribution made by volunteers	Para 1.38	
Other		<p>Challenging common views of faith, gender and sexuality through education and a wealth of resources is indicative of Hidayah's sizable public benefit as a charity.</p> <p>In doing so, we have honoured our mission, of prioritising and supporting the welfare of queer Muslims, many who may not be openly queer around their family and thus would have lacked a safe space were it not for Hidayah.</p>

Achievements and Performance

	SORP reference	
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.	Para 1.20	<p>Launch of Membership: Hidayah has been working on creating a formal Membership program to provide a safe, virtual space for our members to connect at both our in-person and online events. We are doing this by instituting an ID verification service to prevent fraudulent applications and safeguard our community. We have chosen Yoti as our IDV partner, as they are one of the leaders in the space for privacy and security. We have put policies in place to manage the program and outline a data management program for the PII.</p> <p>Website restructuring: The website was moved to a new hosting provider to continue providing value for money. The layout and design of the website has also been overhauled to make our resources more accessible.</p> <p>In-person events we've run, Pride attended, impact we've had Hidayah run a variety of events both online and in-person. This year, we focussed more on flagship events in cities such as London, Manchester and Glasgow. We hosted our annual Eid party in London, marking the end of Ramadan, and making space for our London queer Muslims to come together, as well as our Eid Potluck to celebrate Eid-ul-Adha. For Manchester, we focussed our efforts on making Manchester Pride our main event of the year. We have focussed our efforts on two UK prides, these being the aforementioned Manchester Pride and UK Black Pride held in London. In Glasgow, we had our first flagship event in the Rennie Mackintosh Tea Room.</p> <p>Wellbeing overhaul: As a volunteer led organisation, we receive a high number of requests for support from members of our community. We overhauled our triage process for handling wellbeing requests and introduced a wellbeing mailbox shared between a pool of volunteers and trustees. We onboarded more wellbeing volunteers and cleared our backlog using our new ways of working.</p>

		<p>Book project: Hidayah successfully obtained funding from the Tides Foundation to pay queer Muslim writers in an ongoing book project. To be completed by FY 2023/2024</p> <p>MIND research: Research is underway. Still spending the awarded money, aiming to complete spending in FY 2024/2025.</p>
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Additional information (optional)

You may choose to include further statements where relevant about:

Achievements against objectives set	Para 1.41	
Performance of fundraising activities against objectives set	Para 1.41	
Investment performance against objectives	Para 1.41	
Other		

Financial Review

Review of the charity's financial position at the end of the period	Para 1.21	The charity generated income of £42,347 during the year and incurred expenditure of £22,342, giving a surplus of £20,005. The funds carried forward at the end of the year were £51,288.
Statement explaining the policy for holding reserves stating why they are held	Para 1.22	The policy is to ensure that Hidayah LGBT has £3k of unrestricted reserves available at a given time.
Amount of reserves held	Para 1.22	Unrestricted reserves at the year end were £37,106.
Reasons for holding zero reserves	Para 1.22	N/A
Details of fund materially in deficit	Para 1.24	N/A
Explanation of any uncertainties about the charity continuing as a going concern	Para 1.23	N/A

Additional information (optional)

You may choose to include further statements where relevant about:

The charity's principal sources of funds (including any fundraising)	Para 1.47	
Investment policy and objectives including any social investment policy adopted	Para 1.46	
A description of the principal risks facing the charity	Para 1.46	
Other		

Structure, Governance and Management

Description of charity's trusts:		
Type of governing document (trust deed, royal charter)	Para 1.25	Constitution
How is the charity constituted? (e.g unincorporated association, CIO)	Para 1.25	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	Para 1.25	Appointed by the Chair, Deputy Chair, Secretary or Treasurer

Additional information (optional)

You may choose to include further statements where relevant about:

Policies and procedures adopted for the induction and training of trustees	Para 1.51	<p>The charity has no paid staff members and solely consists of volunteers. The charity is structured with two tiers - trustees in one tier, volunteers in another.</p> <p>Trustees have monthly meetings and minutes are taken for each of these. The board of trustees takes votes on any changes in policy.</p> <p>Trustees are appointed through the following process:</p> <ol style="list-style-type: none"> 1. Recruitment - The post is advertised on various platforms, including Indeed, CharityJobs, LinkedIn, on social media and via the Hidayah website. 2. First stage interview - The first interview is usually with the Deputy Chair, where the interviewee is asked questions concerning the culture of the charity and getting some background on the prospective trustee's background. 3. Second stage interview - The second interview usually takes place with the Chair, along with the Secretary or Treasurer. The prospective trustee is asked about their knowledge of safeguarding and wellbeing, as well as questions on leadership and the nature of the role. 4. Formal offer - Following a board meeting resolution, the prospective trustee is given a formal offer for the trustee position, subject to references. 5. Acceptance and references - Provided this offer is accepted, the charity requests references from the new trustee. 6. Joining the board - Conditional to satisfactory references, the trustee can then join the board and will be added to
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		<p>the Charity Register. The trustee will serve a six-month probationary period.</p> <p>Trustees have no limit on how long they can serve on the board, but they must be voted in again every three years. Hidayah's trustees all have day-to-day hands-on duties and are involved in overseeing the charity's operations and strategies, while coordinating with our volunteers.</p>
The charity's organisational structure and any wider network with which the charity works	Para 1.51	
Relationship with any related parties	Para 1.51	
Other		

Reference and Administrative details

Charity name	Hidayah LGBTQI+
Other name the charity uses	Hidayah LGBT+, Hidayah UK
Registered charity number	1188802
Charity's principal address	3 rd Floor 86-90 Paul Street London EC2A 4NE

Names of the charity trustees who manage the charity

	Trustee name	Office (if any)	Dates acted if not for whole year	Name of person (or body) entitled to appoint trustee (if any)
1	XX - Trustee with dispensation	Chair	Appointed 1 st May 2023	
2	Marc Kershaw	Deputy Chair	Appointed 22 nd February 2021	
3	Osman Rafiq	Treasurer	Appointed 14 th April 2020	
4	XX - Trustee with dispensation	Secretary	Appointed 10 th March 2021	
5	XX - Trustee with dispensation	Programme Officer	Appointed 3 rd July 2023	
6				
7				
8				
9				
10				
11				
12				
13				
14				
15				
16				
17				
18				
19				
20				

Corporate trustees – names of the directors at the date the report was approved

Director name		

Name of trustees holding title to property belonging to the charity

Trustee name	Dates acted if not for whole year	

Funds held as custodian trustees on behalf of others

Description of the assets held in this capacity	
Name and objects of the charity on whose behalf the assets are held and how this falls within the custodian charity's objects	
Details of arrangements for safe custody and segregation of such assets from the charity's own assets	

Additional information (optional)

Names and addresses of advisers (Optional information)

Type of adviser	Name	Address
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Name of chief executive or names of senior staff members (Optional information)

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Exemptions from disclosure

Reason for non-disclosure of key personnel details

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Other optional information

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Declarations

The trustees declare that they have approved the trustees' report above.

Signed on behalf of the charity's trustees

Signature(s)	XX	
Full name(s)	XX – Trustee with dispensation	
Position (eg Secretary, Chair, etc)	Chair	
Date	02/05/2024	

Independent examiners report to the Trustees of Hidayah LGBTQI+

I report to the trustees on my examination of the accounts for Hidayah LGBTQI+ ("the charity") for the period ended 31 July 2023.

Responsibilities and basis of report

As the charity trustees of the charity you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ("the 2011 Act").

I report in respect of my examination of the charity's accounts carried out under section 145 of the 2011 Act and in carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

Independent examiner's statement

I have completed my examination. I confirm that no material matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

1. accounting records were not kept in respect of the charity as required by section 130 of the 2011 Act; or
2. the accounts do not comply with these records

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

Michelle Ferris BSC (Hons) FCA DChA

Albert Goodman LLP
Chartered Accountants
Goodwood House
Blackbrook Park Avenue
Taunton
Somerset
TA1 2PX

Date: 07 May 2024



Receipts and payments accounts

CC16a

For the period
from

01/08/2022

To

31/07/2023

Section A Receipts and payments

	Unrestricted funds	Restricted funds	Endowment funds	Total funds	Last year
	to the nearest £	to the nearest £	to the nearest £	to the nearest £	to the nearest £
A1 Receipts					
Donations (restricted)		15,474	-	15,474	-
Donations (unrestricted)	21,837	-	-	21,837	5,630
Speaker	4,847	-	-	4,847	3,458
Events	145	-	-	145	262
Retail	44	-	-	44	21
Sub total (Gross income for AR)	26,873	15,474	-	42,347	9,371
A2 Asset and investment sales, (see table).					
	-	-	-	-	-
	-	-	-	-	-
Sub total	-	-	-	-	-
Total receipts	26,873	15,474	-	42,347	9,371
A3 Payments					
Chair- Travel	294	-	-	294	-
Chair- Office	-	-	-	-	16
Chair - Other	1,125	-	-	1,125	1,070
Community Outreach- Travel	699	-	-	699	196
Community Outreach- Other	847	-	-	847	-
Community Outreach- Events	192	-	-	192	-
IT- Office	262	-	-	262	761
I.T. Other	225	-	-	225	38
Marketing-Office	281	-	-	281	-
Secretary- Office	1,938	-	-	1,938	369
Secretary- Travel	332	-	-	332	194
Secretary - Other	11	-	-	11	-
Speaker	2,220	-	-	2,220	1,740
Treasurer - Office	30	-	-	30	1,215
Treasurer- Other	-	-	-	-	97
Volunteers	235	-	-	235	-
US Hidayah	-	-	-	-	297
Strategy -Strategy	5,401	-	-	5,401	127
W&NB Community Outreach	55	-	-	55	1,525
Board Resources	1,416	-	-	1,416	25
Events	1,447	-	-	1,447	130
Business Development	52	-	-	52	-
Lush- London	-	1,927	-	1,927	-
Lush- Manchester	-	788	-	788	744
Mind	-	890	-	890	-
Retail	100	-	-	100	2
Contra (refund due)	1,573	-	-	1,573	-
Sub total	18,737	3,605	-	22,342	8,547
A4 Asset and investment purchases, (see table)					
	-	-	-	-	-
	-	-	-	-	-
Sub total	-	-	-	-	-
Total payments	18,737	3,605	-	22,342	8,547
Net of receipts/(payments)	8,136	11,869	-	20,005	824
A5 Transfers between funds	-	-	-	-	-
A6 Cash funds last year end	28,970	1 2,313	-	31,283	07/05/2022 30,459

Cash funds this year end	37,106	14,182	-	51,288	31,283
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Section B Statement of assets and liabilities at the end of the period

Categories	Details	Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
B1 Cash funds	Barclays	4,947		-
	CAF Bank Unrestricted	31,240		-
	CAF Bank Restricted	919	14,182	-
	Total cash funds	37,106	14,182	-
	(agree balances with receipts and payments account(s))	OK	OK	OK

Categories	Details	Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
B2 Other monetary assets	Prepayment for AnB Strategy returned in FY 23/24	1,573	-	-
		-	-	-
		-	-	-
		-	-	-
		-	-	-
		-	-	-

Categories	Details	Fund to which asset belongs	Cost (optional)	Current value (optional)
B3 Investment assets			-	-
			-	-
			-	-
			-	-
			-	-

Categories	Details	Fund to which asset belongs	Cost (optional)	Current value (optional)
B4 Assets retained for the charity's own use			-	-
			-	-
			-	-
			-	-
			-	-
			-	-
			-	-
			-	-

Categories	Details	Fund to which liability relates	Amount due (optional)	When due (optional)
B5 Liabilities	Independent Examiners Fee	Unrestricted	720	
			-	
			-	
			-	
			-	

Signed by one or two trustees on behalf of all the trustees	Signature	Print Name	Date of approval
	XX	XX - Trustee with dispensation	02/05/2024

HIDAYAH LGBTQI+

England & Wales - Charity number 1188802

Accounts



Trustees' Annual Report for the period

From: 1st August 2021 Period start date
To: 31st July 2022 Period end date

Charity name: Hidayah LGBTQI

Charity registration number: 1188802

Objectives and Activities

	SORP reference	
Summary of the purposes of the charity as set out in its governing document	Para 1.17	Hidayah's mission is to: <ul style="list-style-type: none">• Support and provide welfare for LGBTQI+ Muslims• Promote social justice• Educate and raise awareness about the LGBTQI+ Muslim community• Counter prejudice, discrimination and injustice.
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.	Para 1.17 and 1.19	Our objectives are to promote equality and diversity for the public benefit, particularly in eliminating discrimination on the grounds of sexuality and gender identity. We do so by also considering the impact of race, gender, disability and religion on discrimination based on sexuality or gender identity.
Statement confirming whether the trustees have had regard to the guidance issued by the Charity Commission on public benefit	Para 1.18	We hereby confirm that our trustees have regard to the guidance issued by the Charity Commission on public benefit.

Additional information (optional)

You may choose to include further statements where relevant about:

	SORP reference	
Policy on grant making	Para 1.38	
Policy on social investment including program related investment	Para 1.38	

Contribution made by volunteers	Para 1.38	
Other		

Achievements and Performance

	SORP reference	
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.	Para 1.20	<p>Using a three-pillar strategy (Care, Connect, Grow), Hidayah has made leaps and bounds for its beneficiaries, LGBTQ Muslims in the UK. It has also made significant inroads working with a variety of other organisations to reach more people, all the while continuing to educate the wider public against prejudice, discrimination and injustice.</p> <p>Hidayah was shortlisted for the 2022 British LGBT Awards (Top 10 LGBT+ Charities or Community Initiatives) and the 2023 Burberry British Diversity Awards (Charity of the Year). Both these high-profile awards have helped raise Hidayah's profile as a charity but also has boosted the visibility of the often ignored minority that it serves: LGBTQ Muslims. For many, the simple knowledge that it is possible to exist as LGBTQ and as Muslim is revelatory in and of itself, and these awards uplift such communities as ours.</p> <p>In the past year, the Hidayah team has created crucial resources that serve different purposes. The information pack now housed on Switchboard LGBT's intranet is an essential educational tool for Switchboard listeners, particularly given a third of Switchboard callers are Muslim. Similarly, Hidayah assisted Just Like Us with a much-needed school resource that serves to benefit the wider public as well as LGBTQ Muslims, as a reminder that they are not alone.</p> <p>During Ramadan, one of the most significant times of year for Muslims (and often the most difficult for queer Muslims), Hidayah sends out weekly care packages to service users. These have been positively received in previous years and can be a lifeline for</p>

		<p>LGBTQ Muslims who struggle during this time.</p> <p>The events that Hidayah is involved in vary greatly. Hidayah has had a presence at several Prides, including Manchester, Milton Keynes and Birmingham. In terms of external panels and talks, Hidayah speakers have been hosted by organisations from the University of Suffolk, Diorama Theatre, Health Education England, Inclusive Employers, Kick It Out, Fairfield School, the Royal Horticultural Society and many more. Charities such as the Runnymede Trust, Shaping Our Lives and SAYIT have all held conferences featuring a Hidayah talk or panel. Organisations are reminded of their duty to LGBTQ people of faith, who are often also people of colour, and the importance of the Equality Act's protected characteristics.</p> <p>Online, our monthly book clubs prove to be a safe space for queer Muslims, while also serving as an opportunity to partner with a queer-led bookshop in Leeds. Those buying the book club pick from The Bookish Type enjoy a 20% discount on that title, allowing for mutual increased visibility and queer solidarity. Other online events have seen lively discussions about Islamophobia, the Qatar World Cup and the legacy of Section 28.</p> <p>In terms of campaigns and policy, Hidayah has been vocal in its opposition to conversion therapy. Hidayah is part of the Ban Conversion Therapy Coalition, a group of charities united in banning conversion practices and ensuring this protects trans people specifically. Hidayah is also a co-signer of two open letters opposing the practice, one with the aforementioned coalition and one with UN-Aligned, a European NGO. Additionally, Hidayah's presence at protests such as #NotSafeToBeMe (campaigning against transphobia) has been notable and significant in raising awareness.</p> <p>Particularly in the past year, Hidayah's social media posts and newsletters have proved educational and popular. From debunking myths about Ramadan to discussing current affairs (such as the death of trans teenager Brianna Ghey, the rhetoric around monkeypox or the media narrative on the Qatar World Cup), these posts have been vital in giving a more nuanced, intersectional</p>
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		overview of headlines and news as it relates to LGBTQ and Muslim communities.
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Additional information (optional)

You may choose to include further statements where relevant about:

Achievements against objectives set	Para 1.41	
Performance of fundraising activities against objectives set	Para 1.41	
Investment performance against objectives	Para 1.41	
Other		

Financial Review

Review of the charity's financial position at the end of the period	Para 1.21	Total income: £9,371.18 Total expenditure: £8,250 Total contribution: £1,121.18
Statement explaining the policy for holding reserves stating why they are held	Para 1.22	The policy is to ensure that Hidayah has £3k of unrestricted reserves available at a given time.
Amount of reserves held	Para 1.22	£31,282.83
Reasons for holding zero reserves	Para 1.22	Not applicable
Details of fund materially in deficit	Para 1.24	Not applicable
Explanation of any uncertainties about the charity continuing as a going concern	Para 1.23	No uncertainties about the charity continuing

Additional information (optional)

You may choose to include further statements where relevant about:

The charity's principal sources of funds (including any fundraising)	Para 1.47	
Investment policy and objectives including any social investment policy adopted	Para 1.46	
A description of the principal risks facing the charity	Para 1.46	
Other		

Structure, Governance and Management

Description of charity's trusts:		Hidayah is dedicated specifically to the needs of LGBTQI Muslims, by providing support and welfare to the LGBTQI Muslim community. Hidayah aims to educate and raise awareness in order to promote social justice relating to the LGBTQI Muslim community.
Type of governing document (trust deed, royal charter)	Para 1.25	Hidayah's governing document is its Constitution, which was last amended on 1st March 2021. The Constitution details Hidayah's objectives, powers, benefits and trustees.
How is the charity constituted? (e.g unincorporated association, CIO)	Para 1.25	CIO
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	Para 1.25	<p>Trustees have monthly meetings and minutes are taken for each of these. The board of trustees takes votes on any changes in policy.</p> <p><u>Recruitment of Trustees</u></p> <p>Trustees are appointed through the following process:</p> <ol style="list-style-type: none"> 1. Recruitment - The post is advertised on various platforms, including Indeed, on social media and via the Hidayah website. 2. First stage interview - The first interview is usually with the HR Officer, where the interviewee is asked questions concerning the culture of the charity and getting some background on the prospective trustee's background. 3. Second stage interview - The second interview usually takes place with the Chair, along with the Secretary or Treasurer. The prospective trustee is asked about their knowledge of safeguarding and wellbeing, as well as questions on leadership and the nature of the role. 4. Formal offer - Following a board meeting resolution, the prospective trustee is given a formal offer for the trustee position, subject to references. 5. Acceptance and references - Provided this offer is accepted, the charity requests references from the new trustee.

		<p>6. Joining the board - Conditional to satisfactory references, the trustee can then join the board and will be added to the Charity Register. The trustee will serve a six-month probationary period.</p> <p>Trustees have no limit on how long they can serve on the board, but they must be voted in again every three years. Hidayah's trustees all have day-to-day hands-on duties and are involved in overseeing the charity's operations and strategies, while coordinating with our volunteers.</p>
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Additional information (optional)

You may choose to include further statements where relevant about:

Policies and procedures adopted for the induction and training of trustees	Para 1.51	
The charity's organisational structure and any wider network with which the charity works	Para 1.51	
Relationship with any related parties	Para 1.51	
Other		

Reference and Administrative details

Charity name	Hidayah LGBT
Other name the charity uses	Hidayah LGBTQI
Registered charity number	1188802
Charity's principal address	Hidayah LGBT+, 3rd Floor 86-90 Paul Street London EC2A 4NE

Names of the charity trustees who manage the charity

	Trustee name	Office (if any)	Dates acted if not for whole year	Name of person (or body) entitled to appoint trustee (if any)
1	Marc Kershaw		Whole year	
2	[REDACTED]		Whole year	
3	Osman Rafiq		Whole year	

Corporate trustees – names of the directors at the date the report was approved

Director name		
N/A	N/A	N/A

Name of trustees holding title to property belonging to the charity

Trustee name	Dates acted if not for whole year	
N/A	N/A	N/A

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

Additional information (optional)

Names and addresses of advisers (Optional information)

Type of adviser	Name	Address

Name of chief executive or names of senior staff members (Optional information)

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Exemptions from disclosure

Reason for non-disclosure of key personnel details

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Other optional information

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Declarations

The trustees declare that they have approved the trustees' report above.

Signed on behalf of the charity's trustees

Signature(s)

Marc Kershaw

Full name(s)

Marc Kershaw

Position (eg Secretary,
Chair, etc)

Chair

Date

03/04/2023



Receipts and

For the period from	01/08/2021	To	2
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Section A Receipts and payments

	Unrestricted funds to the nearest £	Restricted funds to the nearest £	Endowment funds to the nearest £	Total fund to the nearest £	Last year to the nearest £
A1 Receipts					
Funds introduced on conversion to CIO	-	-	-	-	14,727
Donations	5,630	-	-	-	17,396
Grants	-	-	-	-	9,175
Speaker	3,458	-	-	-	5,587
Events	262	-	-	-	581
Retail	21	-	-	-	387
	-	-	-	-	-
	-	-	-	-	-
Sub total (Gross income for AR)	9,371	-	-	-	47,853
A2 Asset and investment sales, (see table).					
	-	-	-	-	-
	-	-	-	-	-
Sub total	-	-	-	-	-
Total receipts	9,371	-	-	9,371	47,853
A3 Payments					
Chair- Travel	-	-	-	-	727
Chair- Office	16	-	-	16	-
Chair - Other	1,070	-	-	1,070	-
Community Outreach- Travel	196	-	-	196	112
Community Outreach- Other	-	-	-	-	2
IT- Office	761	-	-	761	289
I.T. Other	38	-	-	38	-
Marketing-Other	-	-	-	-	45
Secretary- Office	369	-	-	369	535
Secretary- Travel	194	-	-	194	11
Speaker	1,740	-	-	1,740	1,977
Treasurer - Office	1,215	-	-	1,215	-
Treasurer- Other	97	-	-	97	-
Volunteer- Other	-	-	-	-	174
US Hidayah	297	-	-	297	-
Strategy	127	-	-	127	-
W&NB Community Outreach	1,525	-	-	1,525	-
Board Resources	25	-	-	25	-
Events	130	-	-	130	202
Board Resources	-	-	-	-	44
Lush- London	-	-	-	-	143
Lush- Manchester	-	744	-	744	-
Equality Network- Laptop	-	-	-	-	1,707
Galop- campaign material	-	-	-	-	748
Consortium- Private mailbox	-	-	-	-	244
Consortium- IT equipment	-	-	-	-	2,975
Consortium- Recruitment	-	-	-	-	2,103
Consortium- Website	-	-	-	-	655
GCVS- Vouchers	-	-	-	-	700
Retail	2	-	-	2	340
Contra (refund due)	-	-	-	-	144
Retreat	-	-	-	-	80
Kiki Bristol	-	-	-	-	757
Retreat refunds	-	-	-	-	2,680
	-	-	-	-	-
	-	-	-	-	-
CCXX R1 accounts Sub total	7,803	1 744	-	8,547	17,394

A4 Asset and investment purchases. (see table)					
	-				
	-				
Sub total	-	-			-
Total payments	7,803	744			17,394
Net of receipts/(payments)	1,568	- 744			30,459
A5 Transfers between funds	-	-			-
A6 Cash funds last year end	27,402	3,057	-		-
Cash funds this year end	28,970	2,313	-		30,459

Section B Statement of assets and liabilities at the end of the period

Categories	Details	Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
B1 Cash funds	Barclays	28,970	2,313	-
		-	-	-
		-	-	-
	Total cash funds	28,970	2,313	-
	(agree balances with receipts and payments account(s))	OK	OK	OK
		Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
B2 Other monetary assets		-	-	-
		-	-	-
		-	-	-
		-	-	-
		-	-	-
		-	-	-
B3 Investment assets				
B4 Assets retained for the charity's own use				
B5 Liabilities				
accounts (SS)	2		-	03/04/2023

		-	
		-	
		-	
		-	

Signed by one or two trustees on behalf of all the trustees

Signature	Print Name	Date of approval
<i>Marc Kershaw</i>	Marc Kershaw	03/04/2023

HIDAYAH LGBTQI+

England & Wales - Charity number 1188802

Accounts



Trustees' Annual Report

For the period

From (start date) to (end date)

Section A Reference and administration details

Charity name

Other names the charity is known by

Registered charity number (if any)

Charity's principal address

 Postcode

Names of the charity trustees who manage the charity

Trustee Name	Office (if any)	Dates acted if not for whole year	Name of person (or body) entitled to appoint trustee (if any)
1 [REDACTED]	Chair	Appointed 30 th March 2020	
2 Marc Kershaw	Deputy Chair	Appointed 22 nd Feb 2021	
3 [REDACTED]	IT Officer	Appointed 10 th March 2021	
4 Adam Aziz	Secretary	Appointed 21 st Nov 2020	
5 Jaron Alleyne	HR Officer	Appointed 2 nd Nov 2020	
6 Osman Rafiq	Treasurer	Appointed 14 th April 2020	
7			
8			
9			
10			

Names of the trustees for the charity, if any (for example, any custodian trustees)

Name	Dates acted if not for whole year

Section A

Reference and administration details (continued)

Names and addresses of advisers (optional information)

Type of adviser	Name	Address

Name of chief executive or names of senior staff members (optional information)

Section B

Structure, governance and management

Description of the charity's trusts

Type of governing document
(eg trust deed, constitution)

Constitution

How the charity is constituted
(eg trust, association, company)

Charitable Incorporated Organisation

Trustee selection methods
(eg appointed by, elected by)

Appointed by the Chair, Deputy Chair, Secretary or Treasurer

Additional governance issues (optional information)

You may choose to include additional information, where relevant, about:

- Policies and procedures adopted for the induction and training of trustees;
- The charity's organizational structure and any wider network with which the charity works;
- Relationship with any related parties;
- trustees' consideration of major risks and the system and procedures to manage them.

The charity has no paid staff members and solely consists of volunteers. The charity is structured with two tiers - trustees in one tier, volunteers in another.

Trustees have monthly meetings and minutes are taken for each of these. The board of trustees takes votes on any changes in policy.

Trustees are appointed through the following process:

1. **Recruitment** - The post is advertised on various platforms, including Indeed, CharityJobs, on social media and via the Hidayah website.
2. **First stage interview** - The first interview is usually with the HR Officer, where the interviewee is asked questions concerning the culture of the charity and getting some background on the prospective trustee's background.
3. **Second stage interview** - The second interview usually takes place with the Chair, along with the Secretary or Treasurer. The prospective trustee is asked about their knowledge of safeguarding and wellbeing, as well as questions on leadership and the nature of the role.
4. **Formal offer** - Following a board meeting resolution, the prospective trustee is given a formal offer for the trustee position, subject to references.
5. **Acceptance and references** - Provided this offer is accepted, the charity requests references from the new trustee.
6. **Joining the board** - Conditional to satisfactory references, the trustee can then join the board and will be added to the Charity Register. The trustee will serve a six-month probationary period.

Trustees have no limit on how long they can serve on the board, but they must be voted in again every three years. Hidayah's trustees all have day-to-day hands-on duties and are involved in overseeing the charity's operations and strategies, while coordinating with our volunteers.

Section C

Objectives and activities

Summary of the objects of the charity set out in its governing document

Hidayah LGBTQI+ was set up in 2017 by four queer Muslims, including its Chair, [REDACTED]. Hidayah is a secular organisation and seeks to bring together queer people of all faiths and none, with a mission of providing support and welfare to LGBTQI+ Muslims. Above all, our mission is to ensure the voices of LGBTQI+ Muslims are heard and understood. We also promote social justice and encourage education about the queer Muslim community, aiming to counter discrimination, prejudice and injustice.

Summary of the main activities undertaken for the public benefit in relation to these objects (include within this section the statutory declaration that trustees have had regard to the guidance issued by the Charity Commission on public benefit)

Hidayah's board of trustees can confirm compliance with the duty as specified in Section 17 of the Charities Act 2011 and have adhered to the Charity Commission's guidance on public benefit. The purpose of Hidayah is enshrined in its aims, objectives and mission statement, which the trustees regularly ensure is carried out through the charity's activities.

Additional details of objectives and activities (optional information)

You may choose to include further statements, where relevant, about:

- policy on grant making;
- policy programme related investment;
- contribution made by volunteers.

Challenging common views of faith, gender and sexuality through education and a wealth of resources is indicative of Hidayah's sizable public benefit in its first year as a charity. In doing so, we have honoured our mission, of prioritising and supporting the welfare of queer Muslims, many who may not be openly queer around their family and thus would have lacked a safe space were it not for Hidayah. We have shone a light on many issues that often go ignored or unacknowledged when discussing LGBTQI+ rights. We have delved into the nuances of colourism, transmisogyny and anti-Blackness, speaking with an array of queer Muslims from various backgrounds, many who are creators of content that has the potential to be highly educational.

Section D

Achievements and performance

Summary of the main achievements of the Charity during the year

Despite the impact of COVID-19, Hidayah has thrived since achieving charity status. We were named in the **British LGBT Awards 2020 and 2021** as one of the Top 10 Charities or Community Initiatives, and were **London Faith & Belief Forum 2021** winners for Promoting Inclusion. Our podcast, *Istame'a*, was named in **Best Startup's 20 Best UK LGBT Podcasts of 2021**.

Throughout the world's worst public health crisis in living memory, we have been acutely aware of the inequalities exacerbated by the pandemic's lockdowns and restrictions on in-person support. We have adapted to this admirably, keeping up a steady stream of virtual events and projects which have helped sustain a sense of solidarity and belonging to a group that can often struggle to reconcile two parts of their identities.

In short, queer Muslims may feel out of place or like they need to suppress their faith in queer spaces, where being a person of faith is conflated with an assumption that religion is inherently oppressive, but they may also not feel like they belong in Muslim spaces, where queerness is seen as incompatible with Islam. The Hidayah website has resources that answer these questions, that examine religious scripture and delve into the specifics of how Islam and queerness can coexist harmoniously.

Section E**Financial review**

Brief statement of the charity's policy on reserves

The policy is to ensure that Hidayah LGBT has £3k of unrestricted reserves available at a given time.

Details of any funds materially in deficit

Further financial review details (optional information)

You may choose to include additional information, where relevant, about:

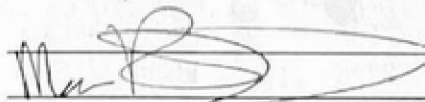
- the charity's principal sources of funds
 - (including any fundraising);
- how expenditure has supported the key
 - objectives of the charity;
- investment policy and objectives including any ethical investment policy adopted.

Section F**Other optional information****Section G****Declaration**

The trustees declare that they have approved the trustees' report above

Signed on behalf of the charity's trustees

Signature(s)



Full name(s)

MARC VERSHAW

Position(eg Secretary, Chair, etc)

DEPUTY CHAIR

Date

25 04 22



Receipts and payments accounts

CC16a

For the period
from

30/03/2020

To

31/07/2021

Section A Receipts and payments

	Unrestricted funds to the nearest £	Restricted funds to the nearest £	Endowment funds to the nearest £	Total funds to the nearest £	Last year to the nearest £
A1 Receipts					
Funds introduced on conversion to CIO	12,799	1,928	-	14,727	
Donations	15,880	1,516	-	17,396	
Grants	-	9,175	-	9,175	
Speaker	5,587	-	-	5,587	
Events	581	-	-	581	
Retail	387	-	-	387	
	-	-	-	-	
Sub total (Gross income for AR)	35,234	12,619	-	47,853	
A2 Asset and investment sales, (see table).					
	-	-	-	-	
	-	-	-	-	
Sub total	-	-	-	-	
Total receipts	35,234	12,619	-	47,853	
A3 Payments					
Chair- Travel	727	-	-	727	
Community Outreach- Travel	112	-	-	112	
Community Outreach- Other	2	-	-	2	
IT- Office	289	-	-	289	
Marketing-Other	45	-	-	45	
Secretary- Office	535	-	-	535	
Secretary- Travel	11	-	-	11	
Speaker	1,977	-	-	1,977	
Volunteer- Other	174	-	-	174	
Events	202	-	-	202	
Board Resources	44	-	-	44	
Lush- London	-	143	-	143	
Equality Network- Laptop	-	1,707	-	1,707	
Galop- campaign material	-	748	-	748	
Consortium- Private mailbox	-	244	-	244	
Consortium- IT equipment	-	2,975	-	2,975	
Consortium- Recruitment	-	2,103	-	2,103	
Consortium- Website	-	655	-	655	
GCVS- Vouchers	-	700	-	700	
Retail	340	-	-	340	
Contra (refund due)	144	-	-	144	
Retreat	80	-	-	80	
Kiki Bristol	-	757	-	757	
Retreat refunds	2,680	-	-	2,680	
Sub total	7,362	10,032	-	17,394	
A4 Asset and investment purchases, (see table)					
	-	-	-	-	
Sub total	-	-	-	-	
Total payments	7,362	10,032	-	17,394	
Net of receipts/(payments)	27,872	2,587	-	30,459	
A5 Transfers between funds	-	470	-	-	
A6 Cash funds last year end	-	-	-	-	
Cash funds this year end	27,402	3,057	-	30,459	

Section B Statement of assets and liabilities at the end of the period

Categories	Details	Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
B1 Cash funds	Barclays	27,402	3,057	-
			-	-
			-	-
			-	-
	Total cash funds	27,402	3,057	-

(agree balances with receipts and payments account(s))


Categories	Details	Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
B2 Other monetary assets	Expenditure refund due	144	-	-
		-	-	-
		-	-	-
		-	-	-
		-	-	-
		-	-	-

Categories	Details	Fund to which asset belongs	Cost (optional)	Current value (optional)
B3 Investment assets			-	-
			-	-
			-	-
			-	-
			-	-

Categories	Details	Fund to which asset belongs	Cost (optional)	Current value (optional)
B4 Assets retained for the charity's own use			-	-
			-	-
			-	-
			-	-
			-	-
			-	-
			-	-
			-	-
			-	-

Categories	Details	Fund to which liability relates	Amount due (optional)	When due (optional)
B5 Liabilities	Independent Examination fee	Unrestricted	600	
	Accounts preparation	Unrestricted	600	
	Speaker accruals	Unrestricted	638	
			-	
			-	

Signed by one or two trustees on behalf of all the trustees

Signature 	Print Name MARK VERSHAW	Date of approval 09/05/2022
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Independent examiners report to the Trustees of Hidayah LGBTQI+

I report to the trustees on my examination of the accounts for Hidayah LGBTQI+ ("the charity") for the period ended 31 July 2021.

Responsibilities and basis of report

As the charity trustees of the charity you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ("the 2011 Act").

I report in respect of my examination of the charity's accounts carried out under section 145 of the 2011 Act and in carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

Independent examiner's statement

I have completed my examination. I confirm that no material matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

1. accounting records were not kept in respect of the charity as required by section 130 of the 2011 Act; or
2. the accounts do not comply with these records

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.



Michelle Ferris BSC (Hons) FCA DChA

Albert Goodman LLP
Chartered Accountants
Goodwood House
Blackbrook Park Avenue
Taunton
Somerset
TA1 2PX

Date: 6/05/22