



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

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 <input type="text" value=""/>	Chair	Appointed 30 th March 2020	
2 Marc Kershaw	Deputy Chair	Appointed 22 nd Feb 2021	
3 <input type="text" value=""/>	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:

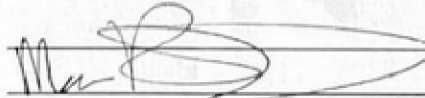
- the charity's principal sources of funds
 - (including any fundraising);
- how expenditure has supported the key
 - objectives of the charity;
- investment policy and objectives including any
ethical investment
policy adopted.

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



CHARITY COMMISSION
FOR ENGLAND AND WALES

Hidayah LGBTQI+

1188802

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))				


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

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

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

	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	Date of approval
	MARK VERSHAW	09/05/2022

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