



CHARITY COMMISSION
FOR ENGLAND AND WALES

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			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



CHARITY COMMISSION
FOR ENGLAND AND WALES

Hidayah LGBTQI+

1188802

Receipts and

CC16a

For the period
from

01/08/2021

To

2

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
				-	
Sub total	7,803	744	-	8,547	17,394

CCXX R1 accounts (2021)

03/04/2023

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		Fund to which asset belongs	Cost (optional)	nt value onal)
			-	-
			-	-
			-	-
			-	-
			-	-
B4 Assets retained for the charity's own use		F		(optional)
			-	-
			-	-
			-	-
			-	-
			-	-
			-	-
			-	-
			-	-
			-	-
B5 Liabilities	Details	Fund		en due (optional)
Liabilities accounts (SS)	2		-	03/04/2023

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

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		-	
		-	
		-	

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