



CHARITY COMMISSION
FOR ENGLAND AND WALES

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

[illegible]

Name of trustees holding title to property belonging to the charity

[illegible]

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	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

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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

28,970 1 2,313 - 31,283 07/05/2023 30,459

A6 Cash funds last year end

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
		Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
B2 Other monetary assets	Details			
	Prepayment for AnB Strategy returned in FY 23/24	1,573	-	-
		-	-	-
		-	-	-
		-	-	-
		-	-	-
		-	-	-
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 asset belongs	Cost (optional)	Current value (optional)
			-	-
			-	-
			-	-
			-	-
			-	-
			-	-
			-	-
			-	-
			-	-
B5 Liabilities	Details	Fund to which liability relates	Amount due (optional)	When due (optional)
	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	