



**CHARITY COMMISSION**  
FOR ENGLAND AND WALES

## 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>
--	--	---

### **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	<b>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.</b>
Statement explaining the policy for holding reserves stating why they are held	Para 1.22	<b>Our reserve policy stipulates that we must maintain a reserve of £3k of unrestricted funds at any given time.</b>
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.
--	--	---

### **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"> <li>1. <b>Recruitment</b> – The post is advertised on various platforms, including Indeed, CharityJobs, LinkedIn on social media and via the Hidayah website.</li> <li>2. <b>First Stage Interview</b> – 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.</li> <li>3. <b>Second Stage Interview</b> – 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</li> </ol>
--	-----------	---

		<p>wellbeing as well as questions on leadership and the nature of the role.</p> <ol style="list-style-type: none"> <li>4. <b>Formal Offer</b> – Following a board meeting resolution, the prospective trustee is given a formal offer for the trustee position, subject to references.</li> <li>5. <b>Acceptance and references</b> – Provided this offer is accepted, the charity requests references from the new trustee.</li> <li>6. <b>Joining the board</b> – 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.</li> </ol> <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 <sup>rd</sup> 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 <sup>st</sup> May 2025	
	2	Selina Miller	Treasurer	Appointed 2nd October 2023	
	3	XX – Trustee with dispensation	Secretary	Appointed 10 <sup>th</sup> March 2021	
	4	XX – Trustee with dispensation	Programme Officer	Appointed 3 <sup>rd</sup> July 2023	
	5				
	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)		

## Exemptions from disclosure

Reason for non-disclosure of key personnel details

--

## Other optional information

--

Declarations

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

Signed on behalf of the charity’s trustees

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



## Receipts and payments accounts

CC16a

For the period  
from

01/08/2024

To

31/07/2025

### 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 £
<b>A1 Receipts</b>					
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
	-	-	-	-	-
	-	-	-	-	-
<b>Sub total (Gross income for AR)</b>	<b>8 252</b>	<b>-</b>	<b>-</b>	<b>8 252</b>	<b>6 405</b>
<b>A2 Asset and investment sales, (see table).</b>					
	-	-	-	-	-
	-	-	-	-	-
<b>Sub total</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>Total receipts</b>	<b>8 252</b>	<b>-</b>	<b>-</b>	<b>8 252</b>	<b>6 405</b>

### 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
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
<b>Sub total</b>	<b>27 970</b>	<b>2 366</b>	<b>-</b>	<b>30 336</b>	<b>31 547</b>

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

## 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 £
<b>B1 Cash funds</b>	Co-op	80	3 982	-
			-	-
			-	-
	<b>Total cash funds</b>	<b>80</b>	<b>3 982</b>	<b>-</b>
	(agree balances with receipts and payments account(s))	OK	OK	OK
		Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
<b>B2 Other monetary assets</b>	Details			
		-	-	-
		-	-	-
		-	-	-
		-	-	-
		-	-	-
<b>B3 Investment assets</b>	Details	Fund to which asset belongs	Cost (optional)	Current value (optional)
			-	-
			-	-
			-	-
			-	-
<b>B4 Assets retained for the charity's own use</b>	Details	Fund to which asset belongs	Cost (optional)	Current value (optional)
			-	-
			-	-
			-	-
			-	-
			-	-
			-	-
			-	-
			-	-
<b>B5 Liabilities</b>	Details	Fund to which liability relates	Amount due (optional)	When due (optional)
			-	
			-	
			-	
			-	
Signed by one or two trustees on behalf of all the trustees	Signature	Print Name	Date of approval	