



Annual Report April 2022 to March 2023



**Gender and sexuality
Supporting young people**

Registered Charity No. 1189936

Chair of Trustees Introduction

In a year where the media and political climate has remained both polarising and persecutory, the work of The Kite Trust has remained vitally important in providing a sense of support and community for LGBTQ+ young people and their families.

During 2022/23 we worked with 500 LGBTQ+ young people across Cambridgeshire and Peterborough, as well as a further 88 of their parents, carers and family members. The youngest was 7 at the start of the year and young adults have stayed involved through to their 30th birthdays, though the majority of those engaged with our services continued to be 15 to 25 year olds.

We undertook 477 hours of individual support for young people during the year and a further 30 hours of direct support to parents and carers. We ran a total of 201 group sessions and events in 2022/23, with regular provision now in every district and city.

Through our services we provide not only an essential sense of community, solidarity and support, but also actively celebrate, discuss and enjoy difference and this is evident in the diversity of the young people accessing our services as well as our staff team and Board.

Over two-thirds of the young people we worked with shared with us that they have a disability, neurodivergence or long term health condition. 80% of our services users are White British, 10% are White European or from another White background, and 10% are from the Global Majority.

It's my final year of being Chair of Trustees, and I have been extremely proud to work alongside such a dedicated and passionate group of staff and Trustees providing such essential support. I'm looking forward to supporting my fellow Trustee Trowan Midgley into the role going forward.

It's crucial during times like these to celebrate everything about being LGBTQ+ where we find safety to. Our claiming of joy is now, and always has been, a form of resistance against prejudice and discrimination.

Onwards with pride, Ceri

Ceri Littlechild, Chair of Trustees



About The Kite Trust

In 2020 The Kite Trust adopted a new strategic plan to provide clarity for how we will work towards our vision and purpose over the following five years. This plan centred on 'Cultivating Community' and as we pass the mid-point of implementing this plan it will be useful to reflect on the progress against key areas in this impact report. We set out to focus on the lives, needs and interests of LGBTQ+ young people in Cambridgeshire, Peterborough and the surrounding areas. We set out to connect LGBTQ+ young people with role models, other services and each other. And we set out to strengthen the charity's reputation, resilience and key resources to ensure its sustainability. Supporting us across these three areas, we also refreshed our vision, purpose and values.

Our Vision

We envisage an inclusive society where LGBTQ+ young people are healthy, successful and celebrated.

Our Purpose

We support the wellbeing and creativity of LGBTQ+ young people in Cambridgeshire, Peterborough and surrounding areas through information, support and groups. We build inclusive communities to tackle inequalities through consultancy, training and education to all sectors.

Our Values

Relevant - Our learning and development is continuous.

Engaging - We are warm and welcoming.

Accessible - We create inclusive communities and safe spaces.

Community Led – We are motivated by the voices of LGBTQ+ young people.

High Quality - Our support and guidance are of the highest quality.



"I can't thank you enough for providing a safe environment for my 14-year-old to make friends and feel comfortable." - Parent

Our Framework

At The Kite Trust, our activities are based on a theory of change which seeks to address discrimination against LGBTQ+ young people and the negative impacts it has on them. We work directly with young people, but also with their families and communities, and seek to improve inclusion within spaces they access such as schools, healthcare, social care, voluntary sector and employers.

We can empower LGBTQ+ young people, but unless we address the sources of discrimination and disadvantage that they face, we will not be able to fully eliminate the negative impacts.

What problem are you trying to solve?	Who is your key audience?	What is your entry point to reaching your audience?	What steps are needed to bring about change?	What is the measurable effect of your work?	What are the wider benefits of your work?	What is the long-term change you see as the goal?
Discrimination against LGBTQ+ people. (which leads to) High levels of homelessness and NEET status amongst LGBTQ+ young people. Poor health and wellbeing outcomes for LGBTQ+ young people.	LGBTQ+ Young People	Individual contacts with us from LGBTQ+ young people and their families.	One-to-one youth work. Group-based youth work. Residential youth work. Access to information and advocacy.	Increased confidence and self-esteem. Increased skills and knowledge. Increased sense of belonging, safety and being valued. Increased positive health and wellbeing outcomes for individuals.	Improved educational, employment, health and wellbeing outcomes for LGBTQ+ young people and their families.	Elimination of discrimination against LGBTQ+ people.
	Their families	Desire for social and support group spaces for LGBTQ+ young people and their families.	Access to information Group-based support.	Increased confidence and self-esteem for young people and families. Increased knowledge for families. Increased sense of belonging, safety and being valued for young people.	Reduced demand on crisis services in NHS and local council from LGBTQ+ young people and their families.	(which leads to) Equalisation of levels of homelessness and NEET status between LGBTQ+ young people and their peers. Equalisation of health and wellbeing outcomes between LGBTQ+ young people and their peers.
	Those who provide services to LGBTQ+ young people including education, health, local government, and employers.	Schools/colleges duty of care. Service providers' equality and diversity responsibility.	Access to information. Training. A whole-school or -workplace or -organisation approach to LGBTQ+ inclusion.	Increased skills and knowledge for professionals providing services. Increase sense of belonging, safety and being valued for LGBTQ+ individuals.	Decreased incidences of discrimination against LGBTQ+ individuals in services. Positive outcomes for individuals and benefits in education outcomes, staff retention, productivity etc. for services and employers.	

“I enjoy connecting with people and feeling accepted. I go to a very trans-queer hostile school so it helps me feel more welcome.” - Young Person

Our Activities

Our activities all contribute towards the aims of our strategic plan - 'Cultivating Community 2020-2025'. Here we reflect on what we have done over the last year under the headings of our three strategic strands: Focus, Connect and Grow.

Focus: To focus on the lives, needs and interests of LGBTQ+ young people in Cambridgeshire, Peterborough and the surrounding areas, we set out to:

1. Ensure our values and a culture of youth leadership and appreciation of intersectional experiences are embedded in all of our activities.

We have continued to embed our organisational values and youth leadership across our programming. This has included:

- Continuing to devise and produce collaborative group behaviour agreements with the young people we support, allowing them to feed into these agreements with the issues and areas that are most important to them – listening to their needs and requirements.
- Providing a wealth of youth-led activities across our programming.
- Incorporating youth leadership opportunities throughout our programming – running skill and confidence development activities focused on youth leadership, including providing specific youth leadership residentials.
- Onboarding service users into both voluntary and paid roles within the organisation.



2. Provide a safe and accessible environment and encourage participation in ways that take into account the diversity of LGBTQ+ young people.

In 2022-23 our Youth Work Programme consisted of a diverse range of activities across all districts and cities of Cambridge and Peterborough, to ensure that we are supporting all LGBTQ+ young people - including accessible events, 100% sober spaces, a neurodiverse group and remote/online offerings.

We provided 180 youth groups in seven different locations to ensure that LGBTQ+ young people across the county could access support. These included weekly provisions in Cambridge, Ely and Peterborough and fortnightly provisions in Huntingdon, Wisbech, March and St Neots. In addition, we provided two online youth groups – our Disabled and Neurodiverse group, and Trans, Non-Binary and Gender Questioning group.

3. Continue to invest in youth participation and leadership in all aspects of The Kite Trust's work by providing space for young people to explore their experiences and communicate priorities to staff and trustees.

This year saw the establishment and commencement of our Youth Panel in October 2022. Young people were invited to apply to become members and have since met regularly. Their first project was the organisation and planning of our Queer Prom event. Unfortunately due to venue difficulties this had to be postponed to December 2023, but they will continue to feed into the event management.

The Panel will also continue to inform the organisation's practices and operate as a sounding board and consultative measure for The Kite Trust going forward.

The Young People's Steering Group for our mental health research project also continued to meet across the year and provided invaluable feedback on the project and the creative output – a zine which was passed over to the youth work team for creation.

"I learnt that I'm able to do things I didn't think possible. My world was very small before I joined The Kite Trust and I was very lonely. But by going to the Youth Clubs, Meet and Eats and The Camp I have meet new people and I am more confident in my ability to manage in scary situations." - Young Person

"Your services have been absolutely life changing for my teenager. After being completely socially isolated - no school or friends - for months, we attended a meet and eat where he immediately felt safe and welcome, and the weekly local group has become a highlight of the week. I can't tell you how much it means to us as parents to see him start to have friends and fun again. Kite Trust has been a big bright light in a dark year - thank you." - Parent

4. Involve young people in leadership roles within The Kite Trust, including as trustees.

This year we onboarded two new young Trustees and retained a service user on our board of Trustees. We supported service users to become volunteers and Youth Work Assistants, and continue to provide youth leadership skill development opportunities for all.

5. Offer practical information and training for LGBTQ+ young people in life skills relevant to their experiences and aspirations.

We continued to provide a diverse range of programme activities to develop a wide range of skills amongst the young people we work with. Sessions included using power tools, building team working skills, and workshops in nail art and make up. We were pleased to run a CV and Interview Skills day with Johnson Matthey and one of the attendees has since been able to secure their first permanent employment position.

6. Advocate for LGBTQ+ young people in policy processes, healthcare, and other contexts.

2022-23 saw the completion of our year-long research project exploring LGBTQ+ young people's experiences of accessing, or trying to access, mental health support, and their views on how to improve access to appropriate support. The findings from this report have been disseminated nationally with a variety of stakeholders including mental health professionals, policy makers, young people and their families. Our findings are actively effecting positive change, improving the experiences of young LGBTQ+ people seeking mental health support through direct work with local health care providers and mental health professionals.

"TKT were the first people to really accept me for who I am. Everyone has always been so welcoming and I feel safe here." - Young Person

Connect: To connect LGBTQ+ young people with role models, other services and each other, we set out to:

1. Provide high quality youth work which connects LGBTQ+ young people with each other to create a sense of belonging and peer support, and with other services.

We continued to diversify the Youth Work programme – providing a wealth of various activities directed by the young people we work with. These included:

- Cambridge 13-17's and 18-30's Youth Groups
- Disabled And Neurodiverse Online Youth Group
- Ely 13-25's Youth Group
- Huntingdon 13-25's Youth Group
- March 13-25's Youth Group
- Meet and Eats
- Online Age Based Youth Groups
- Peterborough 13-17's and 18-30's Youth Groups
- Residential Programme
- School Holiday Programmes
- St Neots 13-25's Youth Group
- Swimming Project
- The Kite Trust Youth Panel
- Trans, Non-Binary and Gender Questioning Youth Group
- Wisbech 13-25's Youth Group
- Young People's Mental Health Project Steering Group

We continued to extend our geographical area, opening an additional group in Fenland at Wisbech, and increased attendance across all of our groups and activities across the year.

In addition, 2022-23 saw the onboarding of a new part-time Youth Work Co-ordinator to support the administration and organisation of the youth work programme, alongside a third full-time Youth Worker.

“Every day I learn something new... I have learnt so much about myself, and how having supportive and encouraging leaders has given me the confidence in my ability that I have today.” - Staff Member

2. Work with schools, colleges and other youth organisations to create inclusive environments for LGBTQ+ young people, including spaces where they can connect with each other.

In 2022-23 we onboarded 23 new schools to the Rainbow Flag Award and renewed 3 schools alongside delivering 23 school workshops – helping to tackle bullying in schools and taking a whole-school approach to LGBTQ+ inclusion.

Throughout the year we developed our relationship with 20Twenty Productions, attending their marketplace day in March 2022 and collaboratively working on both our Thriving Minds and Young Health Programme projects. This relationship is continuing in 2023 as they become the first local youth organisation to take on an amended version of the Rainbow Flag Award.

In November 2022, we ran a workshop at the County Council Youth Work Conference which supported 20 youth workers from different organisations.

In addition, the year saw the completion of the joint 2-year Bereavement Peer Support Project with Woodcraft Folk which supported young people to create youth work resources which support those experiencing peer bereavement.

3. Cultivate a community in which both adults and young people can become role models, inspiring LGBTQ+ young people to live authentic lives.

Our Annual 2023 Staff Survey found that 88% identify as part of the LGBTQ+ community and 56% identify as trans, non-binary, gender non-conforming or gender diverse. Amongst our volunteers, 100% identify as part of the LGBTQ+ community and 83% identify as trans, non-binary, gender non-conforming and/or gender diverse. This provides vital role models throughout our work and this lived experience also provides invaluable experience and knowledge; we understand the challenges and needs of LGBTQ+ young people and we can incorporate these into our programming and across the organisation.

“[TKT activities] brighten up my week and they are fun and accessible.” - Young Person

4. Develop an online presence that is relevant, informative and engaging for both LGBTQ+ young people and other stakeholders of The Kite Trust.

2022-23 saw the implementation of our new website – streamlining information and increasing accessibility for the young people we support. In addition, this allowed us to create a new online resource hub, enabling young people to find invaluable resources and signposting material.

We have continued to bolster our social media presence across all platforms and to a variety of audiences – growing our Facebook following to 1,635, Instagram to 1,302 and LinkedIn to 863.

5. Ensure we identify and use locally accessible and fit for purpose facilities across Cambridgeshire and Peterborough for all of our work.

Across the year we made many venue changes to ensure we were using accessible venues that were easy to reach. In addition, this year saw us move to a new office space in Ely which allowed to open Cambridgeshire LGBTQ+ Centre – a hub for LGBTQ+ youth in particular.

This venue has allowed us to create a static, safe space for LGBTQ+ youth where we are able to undertake multiple activities including our weekly Ely youth group and our School Holiday Programmes. In addition, this has enabled us to launch the TKT Free Shop and physical access to our LGBTQ+ library.

“It’s a great place for me to go and socialise without fear of judgement, and to express myself however I wish, and without feeling as if I owe anyone anything beyond decency.” - Young Person

“TKT is by far the best place I have worked. I feel staff really matter to the organisation and that TKT is always trying to support as much as possible.” - Staff Member

Strengthen: To strengthen the charity's reputation, resilience and key resources to ensure its sustainability, we set out to:

1. Secure a diverse portfolio of income streams and move away from a dependency on project-based work as a primary source of income.

We continued to diversify our income sources – receiving funding from an increased number of regular donors, general supporters, events fundraising, crowdfunders, statutory funding, and grants from trusts and foundations.

We organised a number of fundraising events including Queer Valentine's, Queer Prom, Skydives and an Inflatable Run.

We maintained statutory funding, including funding for 2023-24 and secured a number of grants from a variety of Trusts and Foundations. In addition, we have continued to apply for multi-year and core funding opportunities to ensure organisational sustainability and flexibility.

Our fundraising income breakdown was as follows:

- Donations - £21.5k
- Corporate Partners - £9.5k
- Fundraising Events - £11k
- Statutory Funders - £25k
- Trust, Foundation and Grant Funders - £247k



"I want to thank everyone for making TKT an awesome place of work. Everyone has a massive part of making it an incredible place of work, and even when work load is high and overwhelming, the support and love from everyone is priceless." - Staff Member

2. Become the LGBTQ+ trainer of choice for the East of England.

In 2022-23 we delivered training across the region and beyond, to a variety of schools, charities, local authorities, health care providers and corporate organisations. These were delivered and facilitated by staff and a team of five Associate Trainers, all bringing diverse skills and experience to the team.

We delivered 112 training sessions and workshops to 93 different organisations, reaching approximately 2,699 individuals, broken down as:

- School staff and governors: 601
- School pupils: 920
- Other professionals: 1,078
- Parents/carers: approx. 100

We have already received recommissions for 2023-24 from existing clients, including Addenbrooke's, Essex Social Care Academy (ESCA) and Hertfordshire Applied Mental Health Practitioners

3. Ensure we have a robust policy framework and efficient processes supported by adequate resources.

This year we saw the development and review of key policies and procedures to ensure we are meeting best practice guidance and working as exemplary service provider and employer. We continued to maintain our policy review procedure with the Board of Trustees.

4. Retain a strong frontline staff team.

In our 2023 Annual Staff Survey, 94% rated TKT as an excellent employer and 100% would recommend TKT as an employer.

"TKT is by far the greatest employer of all time. I have never felt as valued, supported and respected as much as I do at TKT. It really is appreciated." – Staff Member

"TKT is the healthiest, most supportive working environment that I've ever been a part of." – Staff Member

Our Outcomes

Our strategic plan and theory of change describe eight intended outcomes from our work. This is how we have achieved against these in 2022-23.

1. Increased confidence and self-esteem for young people

In our 2023 Young People's Annual Survey, 75% rated an increase in confidence since accessing our services and 60% rated an increase in their self-esteem.

2. Increased skills and knowledge for young people

In our 2023 Young People's Annual Survey, 73% shared they had learnt new skills or knowledge as a result of accessing our services, and 84% felt that they have a better understanding of LGBT+ identities.

3. Increased sense of belonging, safety and feeling valued at The Kite Trust for young people, staff, trustees and other volunteers

In our 2023 Annual Surveys, 100% of young people shared that they feel safe, 84% feel a sense of belonging and 86% feel valued at The Kite Trust. 82% feel the voices of young people are important to The Kite Trust.

Amongst our staff, 100% shared they feel safe at The Kite Trust, 100% feel a great deal supported by their colleagues and 100% feel valued. Amongst our volunteers, 100% feel belonging, 100% feel a great deal safe at and 100% feel a great deal valued.

4. Increased awareness of and value of The Kite Trust's services amongst voluntary, public and private sector organisations in Cambridgeshire, East of England and Nationally

Across the year we have delivered training to 93 different organisations across the voluntary, public and private sector. In addition, within our Mental Health Research Project, researching the barriers that young LGBTQ+ people face when trying to access mental health support, we shared our findings within our Professionals Steering Group which was made up of voluntary, health and public sector organisations.

Our continued collaborations within the Fullscope Network and Woodcraft Folk has also increased the awareness and value of our services across the region.

**"I've learnt that sometimes you might feel like you're the only who who's struggling with dysphoria in your city but when I joined youth group I realise I wasn't the only one and that there are people like me." -
Young Person**

5. Increased positive health and wellbeing outcomes for young people

We have continued to use the Five Ways to Wellbeing as a framework for all Youth Work activity across the year and launched our Young Health Programme (YHP) project in December, which uses this framework. The YHP is funded by Plan UK and AstraZeneca whose aim is to improve wellbeing for young people across the region. This project will continue for the next 18 months.

Each year, we run an anonymous feedback survey for our young people. This year 66% rated an increase in their overall wellbeing since accessing The Kite Trust.

When asked what the best thing about services at The Kite Trust is, respondents replied as follows:

"That they brighten up my week and they are fun and accessible."

"The understanding of queer issues. Not many services understand what it's like to be LGBTQ and it makes the Kite Trust feel like coming home."

"The youth workers are very welcoming and kind."

"They provide a space to just be myself and where I don't feel awkward about different parts of my identity."



**“[The best thing about The Kite Trust is that] everyone truly cares and it’s really tailored to my needs” -
Young Person**

6. Increased levels of understanding of LGBTQ+ topics amongst schools/colleges, their students and families, service users and their families, and the general public, public, private and voluntary sector professionals.

Across the year we worked with 26 schools on the Rainbow Flag Award and delivered workshops to 23 schools, supporting schools to develop LGBTQ+ inclusive practices. Participants in the Rainbow Flag Award shared the following:

“The information was extremely helpful and I’m excited to share it with the other staff at school!”

“I feel like I’m a knowledgeable and progressive person and I know I still learned.”

“The Kite Trust Rainbow Flag training was very good. Informative, engaging and incredibly knowledgeable facilitators who were generous in sharing their own stories with the group.”

“It was a very informative and interactive training that created a space for lots of questions and went far beyond the standard (usually terminology only focused) LGBTQ+ trainings I’ve been to.”



7. Increased sense of belonging, safety and feeling valued at school/college for young people and educational professionals.

As noted above, the Rainbow Flag Award aims to improve LGBTQ+ inclusion in schools for both students and staff. Increased inclusion and awareness helps to improve feelings of belonging and safety. Participants in the Award shared:

"This is an area that I am extremely passionate about, but even if I hadn't arrived with this passion, this course would have created it. It presented the need for this training so clearly - considering why our schools need increased support and diversity and the many ways in which we could do this."

"This training is eye-opening. It was great to see how we can implement more inclusivity in our school. Couldn't fault the course one bit. Excellent."

"The training is so invaluable and will provide such a strong foundation for staff at our school to help improve the lives of our LGBTQIA+ students."

8. Improvements in academic achievement and attendance.

Case Study: A young person we worked with this year had not socially transitioned, although her mum and a couple of members of staff at her school knew of her identity. Her attendance was poor on days when she had PE, and school made no reasonable adjustment in helping her to attend on these days. After having several sessions of individual support with her, one of our Youth Workers established that she was absent from school on those days because she was being made to participate in gendered PE lessons. Our Youth Worker advocated for her within the school, and she now does not have to participate in PE class but is able to practice piano during those session instead. Her overall school attendance as a result has improved.



Reflections

After the last few years of lockdowns and pandemic restrictions, the year 2022/23 gave us plenty of opportunity to build back up and then extend our youth work programmes – now delivering both face to face and online across the whole county (and beyond)! Our schools and training team also expanded their reach and continued to champion inclusive education environments, services and employment practices with hundreds of participants.

However, it wasn't an easy year and we found ourselves facing pressures from an inflated cost of living, continued increases in LGBTQphobia (and especially transphobia), and a competitive fundraising climate. The board had to take some tough decisions in autumn 2022 around our budget, though we managed to also make progress on our commitment to staff wellbeing and reduced our full time equivalent working week from 37.5 to 35 hours per week in September 2022 – part of a long-term plan working towards a 4-day week.

I'm also proud of the resilience of The Kite Trust team, young people and our wider LGBTQ+ community, though very much wish they didn't need to be quite so often. In February 2023, a window of the Cambridgeshire LGBTQ+ Centre in Ely was smashed, but it was more remarkable in the community's reaction and outpouring of support. Despite the time that has passed the words we shared with our community following this incident seem pertinent to include in a reflection on our impact this year:

"On Friday night somebody decided to take out their anger and frustration at the world right now on one of our windows. Another local business who prominently display pride flags and symbols of their pagan faith (Positively Magickal) had their windows and some of their stock damaged the same evening. Nobody was hurt in the incidents. We know as LGBTQ+ people it is incredibly scary when someone seeks to cause harm because they fear or feel hatred towards the symbols of our community. But instead I want to highlight to everyone connected to The Kite Trust actually just how much you are loved, valued and how much our wider community cares. Within a couple of hours @rollerbillies have fundraised more than enough for our repairs and any additional donations we'll make sure go towards LGBTQ+ young people feeling cared for within our building and wider services! Our community is full of love and that is a powerful force in the face of hate! We won't be intimidated." - Posted to The Kite Trust's Instagram page

By spring 2023, though, we were ending the financial year with optimism and hope – a number of successful grants put us on a more secure footing and new collaborations were developing to help us expand services even further. A reflection on 2022/23 can only touch upon the germination of those developments though, and I will leave you here with the hope of hearing more about what we achieved next year.

Dr. Pip Gardner, Chief Executive

Trustees

The Kite Trust is overseen by a board of experienced and knowledgeable trustees who bring a range of professional skills, as well as diverse lived experience, to our strategic decision-making and governance.

The following individuals were trustees for the period April 1st 2022 - 31st March 2023:

- Catherine Allen
- Ceri Ann Littlechild (Chair)
- Millie Wadkin
- Emily Kell
- Tracey Mwaniki
- Paul R. Owens

Three individuals were trustees at April 1st 2022 and stepped down during the year. We thank them for their contributions to the charity during their time as trustees. These were:

- Jack Lilley
- Catherine Lee
- Ellie DeVries

Two individuals joined as trustees during the year having previously been part of The Kite Trust in other capacities. They were trustees at the 31st March 2022 and are:

- Victoria Simms
- Synneva Spittel

“Volunteering for The Kite Trust has enabled me to feel more a part of the community, and given me opportunities to learn and meet people from the community. These opportunities feed into the rest of my life in terms of my own wellbeing but also making me better at my job, and a better advocate for the community of which I am a part.” - Volunteer

Funding 2022/23

Total income: £388,236

Total expenditure: £446,203

We would like to thank all our funders and supporters, including:

- Cambridge City Council
- Cambridgeshire Community Foundation
- Cambridgeshire County Council
- Children in Need
- Co-op Foundation and #iWill Fund (via Woodcraft Folk)
- Ely City Council
- Garfield Weston Foundation
- Hinchingsbrooke Foundation
- James Knott Family Trust
- Know Your Neighbourhood Fenland Fund
- Leys Community Fund
- Living Sport
- Mrs Smith & Mount Trust
- People's Health Trust using money raised by Health Lottery East
- South Cambridgeshire District Council
- The National Lottery Community Fund
- The Tudor Trust
- Thriving Minds Fund - UK Youth supported by Julia & Hans Rausing Trust with additional support from Westminster Foundation
- Young Health Programme - Plan International & AstraZeneca
- VCSE Wellbeing Fund (via Fullscope)





The Kite Trust			Charity No (if any)	1189936	
Annual accounts for the period					
Period start date	01/04/2022	To	Period end date	31/03/2023	

Section A Statement of financial activities

Recommended categories by activity	Guidance Notes	Unrestricted funds	Restricted income funds	Endowment funds	Total funds	Prior year funds
		£	£	£	£	£
		F01	F02	F03	F04	F05
Incoming resources (Note 3)						
Income and endowments from:						
Grants for services	S01	16,547	257,817	-	274,364	327,285
Donations and gifts	S02	21,640	-	-	21,640	28,266
Fundraising	S03	20,791	-	-	20,791	15,017
Schools and training	S04	71,297	-	-	71,297	61,712
Interest	S05	131	-	-	131	28
Other	S06	13	-	-	13	-
Total	S07	130,419	257,817	-	388,236	432,307
Resources expended (Note 6)						
Expenditure on:						
Raising funds	S08	1,786	-	-	1,786	1,425
Activity costs	S09	3,701	24,969	-	28,670	32,586
Salaries and associated costs	S10	154,382	227,667	-	382,049	312,722
General overheads	S11	7,432	-	-	7,432	19,465
Property & Office Costs	S11	16,530	3,409	-	19,939	10,183
Governance costs	S11	90	-	-	90	1,259
Depreciation	S11	-	6,237	-	6,237	-
Total	S12	183,921	262,282	-	446,203	377,640
Net income/(expenditure) before investment gains/(losses)						
Net gains/(losses) on investments	S13	- 53,502	- 4,465	-	- 57,967	54,667
	S14	-	-	-	-	-
Net income/(expenditure) Extraordinary items	S15	- 53,502	- 4,465	-	- 57,967	54,667
Transfers between funds	S16	-	-	-	-	-
Other recognised gains/(losses):	S17	1,195	- 1,195	-	-	-
Gains and losses on revaluation of fixed assets for the charity's own use	S18	-	-	-	-	-
Other gains/(losses)	S19	-	-	-	-	-
Net movement in funds	S20	- 52,307	- 5,660	-	- 57,967	54,667
Reconciliation of funds:						
Total funds brought forward	S21	158,858	29,042	-	187,900	133,233
Total funds carried forward	S22	106,551	23,382	-	129,933	187,900

Section B Balance sheet

		Guidance Notes	Unrestricted funds £ F01	Restricted income funds £ F02	Endowment funds £ F03	Total this year £ F04	Total last year £ F05
Fixed assets							
Intangible assets	(Note 15)	B01				-	
Tangible assets	(Note 14)	B02		13,003		13,003	19,240
Heritage assets	(Note 16)	B03				-	
Investments	(Note 17)	B04				-	
Total fixed assets		B05	-	13,003	-	13,003	19,240
Current assets							
Stocks	(Note 18)	B06				-	
Debtors	(Note 19)	B07	61,412	-		61,412	13,873
Investments	(Note 17.4)	B08				-	-
Cash at bank and in hand	(Note 24)	B09	108,996	20,965		129,961	175,662
Total current assets		B10	170,408	20,965	-	191,373	189,535
Creditors: amounts falling due within one year	(Note 20)	B11	63,857	10,586	-	74,443	20,875
Net current assets/(liabilities)		B12	106,551	10,379	-	116,930	168,660
Total assets less current liabilities		B13	106,551	23,382	-	129,933	187,900
Creditors: amounts falling due after one year	(Note 20)	B14		-	-	-	-
Provisions for liabilities		B15	-	-	-	-	-
Total net assets or liabilities		B16	106,551	23,382	-	129,933	187,900
Funds of the Charity							
Endowment funds	(Note 27)	B17	-			-	-
Restricted income funds	(Note 27)	B18		23,382		23,382	28,925
Unrestricted funds		B19	106,551		-	106,551	158,975
Revaluation reserve		B20				-	
Total funds		B21	106,551	23,382	-	129,933	187,900
Signed by one or two trustees on behalf of all the trustees			Signature		Print Name		Date of approval dd/mm/yyyy
					Ceri Ann Littlechild		11/12/2023
					Catherine Allen		11/12/2023

Note 3

Analysis of income

		Unrestricted funds	Restricted income funds	Endowment funds	Total funds £	Prior year £
Analysis						
Donations and legacies:	Donations and gifts	30,003	-	-	30,003	28,266
	Gift Aid	1,200	-	-	1,200	-
	Legacies	-	-	-	-	-
	General grants provided by government/other charities	16,547	255,557	-	272,104	327,285
	Membership subscriptions and sponsorships which are in substance donations	-	-	-	-	-
	Donated goods, facilities and services	-	-	-	-	-
	Other	-	-	-	-	-
	Total	47,750	255,557	-	303,307	355,551
Charitable activities:		-	-	-	-	-
	Fundraising	11,228	-	-	11,228	15,017
	Youth Work activity	2,803	-	-	2,803	-
	Other	13,168	2,260	-	15,428	-
	Total	27,199	2,260	-	29,459	15,017
Other trading activities:		-	-	-	-	-
	Training and schools	55,339	-	-	55,339	61,712
		-	-	-	-	-
	Other	-	-	-	-	-
	Total	55,339	-	-	55,339	61,712
Income from investments:	Interest income	131	-	-	131	28
	Dividend income	-	-	-	-	-
	Rental and leasing income	-	-	-	-	-
	Other	-	-	-	-	-
	Total	131	-	-	131	28
Separate material item of income:		-	-	-	-	-
		-	-	-	-	-
		-	-	-	-	-
		-	-	-	-	-
	Total	-	-	-	-	-
Other:	Conversion of endowment funds into income	-	-	-	-	-
	Gain on disposal of a tangible fixed asset held for charity's own use	-	-	-	-	-
	Gain on disposal of a programme related investment	-	-	-	-	-
	Royalties from the exploitation of intellectual property rights	-	-	-	-	-
	Other	-	-	-	-	-
	Total	-	-	-	-	-
TOTAL INCOME		130,419	257,817	-	388,236	432,307

Other information:

All income in the prior year was unrestricted except for:
(please provide description and amounts)

Where any endowment fund is converted into income in the reporting period, please give the reason for the conversion.

Where any endowment fund is converted into income in the prior period, please give the reason for the conversion.

Within the income items above the following items are material: (please disclose the nature, amount and any prior year amounts)

Note 4

Analysis of receipts of government grants

	Description	This year £
Government grant 1	City Council	14,500
Government grant 2	South Cambridgeshire District Council	6,500
Government grant 3	Cambridgeshire County Council	50,000
Other		-
	Total	71,000

	Description	Last year £
Government grant 1		-
Government grant 2		-
Government grant 3		-
Other		-
	Total	-

	This year	Last year
<i>Please provide details of any unfulfilled conditions and other contingencies attaching to grants that have been recognised in income.</i>		

	This year	Last year
<i>Please give details of other forms of government assistance from which the charity has directly benefited.</i>		

Section C	Notes to the accounts	(cont)
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Note 11 **Paid employees**
Please complete this note if the charity has any employees.

11.1 Staff Costs

	This year £	Last year £
Salaries and wages	296,950	249,725
Social security costs	20,641	16,642
Pension costs (defined contribution scheme)	22,329	18,861
Other employee benefits	-	-
Total staff costs	339,920	285,228

This year:

Please provide details of expenditure on staff working for the charity whose contracts are with and are paid by a related party

N/A

Last year:

Please provide details of expenditure on staff working for the charity whose contracts are with and are paid by a related party

N/A

Please give details of the number of employees whose total employee benefits (excluding employer pension costs) fell within each band of £10,000 from £60,000 upwards. If there are no such transactions, please enter 'true' in the box provided.

No employees received employee benefits (excluding employer pension costs) for the reporting period of more than £60,000

TRUE

Band	Number of employees	
	This year	Last year
£60,000 to £69,999	-	-
£70,000 to £79,999	-	-
£80,000 to £89,999	-	-
£90,000 to £99,999	-	-
£100,000 to £109,999	-	-

Please provide the total amount paid to key management personnel (includes trustees and senior management) for their services to the charity. For specific amounts paid to trustees, see Note 28.

This year £	Last year £
-	-

11.2 Average head count in the year

The parts of the charity in which the employees work

	This year Number	Last year Number
Senior Management	1.00	1.00
Management	3.00	2.00
Youth Workers	4.00	2.60
Admin	2.00	0.75
Total	10.00	6.35

11.3 Ex-gratia payments to employees and others (excluding trustees)

Please complete if an ex-gratia payment is made.

Please explain the nature of the payment

This year	
Last year	

Please state the legal authority or reason for making the payment

This year	
Last year	

Please state the amount of the payment (or value of any waiver of a right to an asset)

This year	Last year
£	£
-	-

Section C	Notes to the accounts	(cont)
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Note 12 **Defined contribution pension scheme or defined benefit scheme accounted for as a defined contribution scheme.**

12.1 Please complete this note if a defined contribution pension scheme is operated.

	This year £	Last year £
Amount of contributions recognised in the SOFA as an expense	22,329	18,861

Please explain the basis for allocating the liability and expense of defined contribution pension scheme between activities and between restricted and unrestricted funds.

Pension costs are allocated with gross salary and national insurance contributions to the restricted funds	Pension costs are allocated with gross salary and national insurance contributions to the restricted funds
--	--

12.2 Please complete this section where the charity participates in a defined benefit pension plan but is unable to ascertain its share of the underlying assets and liabilities.

Please confirm that although the scheme is accounted for as a defined contribution plan, it is a defined benefit plan.	N/A
Please provide such information as is available about the plan's surplus or deficit and the implications, if any, for the reporting charity for this year and last year, if different	N/A

12.3 Please complete this section where the charity participates in a multi-employer defined benefit pension plan that is accounted for as a defined contribution plan.

Describe the extent to which the charity can be liable to the plan for other entities' obligations under the terms and conditions of the multi-employer plan. If this is different for last year, provide details	N/A
Provide an explanation of how any liability arising from an agreement with a multi-employer plan to fund a deficit has been determined. If this is different for last year, provide details	N/A

Section C**Notes to the accounts****(cont)****Note 14****Tangible fixed assets***Please complete this note if the charity has any tangible fixed assets***14.1 Cost or valuation**

	Fixtures, fittings and equipment	Technology	Plant, machinery and motor vehicles	Fixtures, fittings and equipment	Total
	£	£	£	£	£
At the beginning of the year	2,110	17,130	-	-	19,240
Additions	-	-	-	-	-
Revaluations	-	-	-	-	-
Disposals	-	-	-	-	-
Transfers *	-	-	-	-	-
At end of the year	2,110	17,130	-	-	19,240

14.2 Depreciation and impairments

**Basis	SL	SL	SL	SL	SL
** Rate	25%	33%			

At beginning of the year	-	-	-	-	-
Disposals	-	-	-	-	-
Depreciation	528	5,710	-	-	6,237
Impairment	-	-	-	-	-
Transfers*	-	-	-	-	-
At end of the year	528	5,710	-	-	6,237

14.3 Net book value

Net book value at the beginning of the year	2,110	17,130	-	-	19,240
Net book value at the end of the year	1,583	11,420	-	-	13,002

Section C	Notes to the accounts	(cont)
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Note 19 Debtors and prepayments

Please complete this note if the charity has any debtors or prepayments.

19.1 Analysis of debtors

Trade debtors
Prepayments and accrued income
Other debtors

This year	Last year
£	£
55,412	12,207
3,000	1,066
3,000	600
61,412	13,873

Total

Please complete 19.2 where a material debtor is recoverable more than a year after the reporting date.

19.2 Analysis of debtors recoverable in more than 1 year (included in debtors above)

Trade debtors
Prepayments and accrued income
Other debtors

This year	Last year
£	£
-	-
-	-
-	-
-	-
Total -	-

Section C	Notes to the accounts	(cont)
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Note 20 **Creditors and accruals**

Please complete this note if the charity has any creditors or accruals.

20.1 Analysis of creditors

	Amounts falling due within one year		Amounts falling due after more than one year	
	This year £	Last year £	This year £	Last year £
Accruals for grants payable	-	-	-	-
Bank loans and overdrafts	-	-	-	-
Trade creditors	5,263	2,604	-	-
Payments received on account for contracts or performance-related grants	-	-	-	-
Accruals and deferred income	60,587	18,271	-	-
Taxation and social security	8,593	-	-	-
Other creditors	-	-	-	-
Total	74,443	20,876	-	-

20.2 Deferred income

Please complete this note if the charity has deferred income.

Please explain the reasons why income is deferred.

This year	Last year
<i>Income invoiced 31st March 2023 for funding for 2023/2024. Training invoiced in 2022/23 delivered in 2023/24.</i>	<i>Income invoiced 31st March 2022 for funding for 2022/2023. Training invoiced in 2021/22 delivered in 2022/23.</i>

Movement in deferred income account

Balance at the start of the reporting period

Amounts added in current period

Amounts released to income from previous periods

Balance at the end of the reporting period

This year £	Last year £
15,135	42,495
57,816	15,135
- 15,135	- 42,495
57,816	15,135

Section C	Notes to the accounts	(cont)
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Note 24 **Cash at bank and in hand**

Short term cash investments (less than 3 months maturity date)
Short term deposits
Cash at bank and on hand
Other
Total

This year £	Last year £
-	-
-	-
128,964	174,642
997	1,020
129,961	175,662

Section C **Notes to the accounts** **(cont)**

Note 27 **Charity funds**

27.1 Details of material funds held and movements during the CURRENT reporting period

Please give details of the movements of material individual funds in the reporting period together with a balancing figure for 'Other funds'. The 'Total funds' figure below should reconcile to 'Total funds' in the balance sheet.

** Key: PE - permanent endowment funds; EE - expendible endowment funds; R - restricted income funds, including special trusts, of the charity; and U - unrestricted funds*

Fund names	Type PE, EE R or UR *	Purpose and Restrictions	balances £	Income £	Expenditure £	Transfers £	losses £	balances £
Cambridge City Council	R	Core Funding	0	14,500	- 14,500			0
Children in Need	R	Core Funding	- 0	30,000	- 30,087			- 87
Cambridgeshire Community Foundation	R	Project Funded	0	8,000	- 4,000			4,000
Co-op Foundation and #iWill Fund (via Woodcraft Folk)	R	Project Funded	1,950	1,230	- 1,950	- 1,230		-
Know Your Neighbourhood Fenland Fund	R	Core Funding	-	12,500	- 12,500			-
VCSE Wellbeing Fund (via Fullscope)	R	Project Funded	6,578		- 6,612	34		0
Garfield Weston Foundation	R	Project Funded	-	10,000	- 10,000			-
James Knott Family Trust	R	Core Funding	-	8,500	- 8,500			-
Living Sport	R	Project Funded	-	2,260	- 921			1,339
People's Health Trust	R	Project Funded	-	19,140	- 13,484			5,656
The National Lottery Community Fund - Reaching Communities	R	Project Funded	1,274	69,187	- 70,414			47
Mrs Smith and Mount Trust	R	Project Funded	-	5,000	- 5,000			-
South Cambridgeshire District Council	R	Core Funding	-	6,500	- 6,500			-
Thriving Minds Fund - UK Youth	R	Project Funded	-	27,500	- 27,500			-
The Tudor Trust	R	Project Funded	-	36,000	- 36,000			-
Young Health Programme - Plan International & AstraZeneca	R	Unrestricted Project Funding	-	7,500	- 8,077			- 577
Youth Investment Fund	R	Unrestricted Project Funding	19,240	-	- 6,237			13,003
Unrestricted	UR	Unrestricted Core Funding	13,257	130,419	- 183,921	40,245		-
Reserves	UR	Unrestricted Reserves	145,600			- 39,049		106,551
Total Funds			187,900	388,236	- 446,202	-	-	129,933

Section C **Notes to the accounts** **(cont)**

Note 27 **Charity funds (cont)**

27.2 Details of material funds held and movements during the PREVIOUS reporting period

Please give details of the movements of material individual funds in the reporting period together with a balancing figure for 'Other funds'. The 'Total funds' figure below should reconcile to 'Total funds' in the balance sheet.

** Key: PE - permanent endowment funds; EE - expendable endowment funds; R - restricted income funds, including special trusts, of the charity; and U - unrestricted funds*

Fund names	Type PE, EE R or UR *	Purpose and Restrictions	Fund balances brought forward £	Income £	Expenditure £	Transfers £	Gains and losses £	Fund balances carried forward £
Cambridge City Council	R	Core Funding		12,500	- 12,546	46		0
Children in Need	R	Core Funding		30,500	- 30,537	37		- 0
Cambridgeshire Community Foundation	R	Project Funded		12,000	- 11,718	- 282		0
Co-op Foundation and #iWill Fund (via Woodcraft Folk)	R	Project Funded		6,950	- 5,000			1,950
Coronavirus Community Fund	R	Project Funded	14,880		- 14,880			-
Cultivate Fund	R	Project Funded		9,270	- 8,868	- 402		0
VCSE Wellbeing Fund (via Fullscope)	R	Project Funded		43,200	- 36,622			6,578
Healthy Fenland Fund	R	Project Funded	2,233		- 2,271	38		0
LGBT Futures	R	Project Funded	1,000		- 999	- 1		-
Paul Hamlyn Foundation	R	Project Funded	150	30,000	- 30,150			-
The National Lottery Community Fund - Reaching Communities	R	Project Funded		72,452	- 71,178			1,274
The Tudor Trust	R	Project Funded		36,000	- 36,000			-
Youth Investment Fund	R	Unrestricted Project Funding		30,000	- 10,760			19,240
Restricted Target	R	Project Funded		12,863	- 13,107	244		-
UK Youth Covid Relief Fund	UR	Unrestricted Project Funding		25,000	- 25,000			-
Unrestricted	UR	Unrestricted Core Funding	61,923	111,572	- 68,005	- 92,233		13,257
Reserves	UR	Unrestricted Reserves	53,047			92,553		145,600
Total Funds			133,233	432,307	- 377,640	-	-	187,900

Section C**Notes to the accounts****(cont)****Note 27****Charity funds (cont)****27.3 Transfers between funds****This year**

	Reason for transfer and where endowment is converted to income, legal power for its conversion	Amount
Between unrestricted and restricted funds	Restricted fund overspends transferred to unrestricted funds	£34
Between unrestricted and restricted funds	Transfer of reward and travel contribution from Woodcraft/Co-op fund to core costs	£1,230
Between endowment and unrestricted funds		

Last year

	Reason for transfer and where endowment is converted to income, legal power for its conversion	Amount
Between unrestricted and restricted funds	Restricted fund overspends transferred to unrestricted funds	£698
Between endowment and restricted funds		
Between endowment and unrestricted funds		

27.4 Designated funds**This year**

Planned use	Purpose of the designation	Amount

Last year

Planned use	Purpose of the designation	Amount



Section A

Independent Examiner's Report

Report to the trustees/
members of

Charity Name
The Kite Trust

On accounts for the year
ended

31 March 2023

Charity no
(if any)

1189936

Set out on pages

1 – 2

I report to the trustees on my examination of the accounts of the above charity ("the Trust") for the year ended 31 / 03 / 2022.

Responsibilities and
basis of report

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

I report in respect of my examination of the Trust'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 Act.

Independent
examiner's statement

The charity's gross income exceeded £250,000 and I am qualified to undertake the examination by being a qualified member of the Institute of Chartered Accountants of England and Wales (ICAEW).

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

- the accounting records were not kept in accordance with section 130 of the Charities Act; or
- the accounts did not accord with the accounting records; or
- the accounts did not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a 'true and fair' view which is not a matter considered as part of an independent examination.

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.

Signed: MP

Date: 4 December 2023

Name: Mary Price

Relevant professional
qualification(s) or body
(if any):

ACA, ICAEW

Address:	29 Cliveden Close
	Cambridge
	CB4 3LX

Section B	Disclosure
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Only complete if the examiner needs to highlight material matters of concern (see CC32, Independent examination of charity accounts: directions and guidance for examiners).

Give here brief details of any items that the examiner wishes to disclose.

No matters to report.



The Kite Trust is a registered charity in England & Wales (1189936),
registered office: 70 Market Street, Ely, CB7 4LS



Annual Report April 2022 to March 2023



**Gender and sexuality
Supporting young people**

Registered Charity No. 1189936

Chair of Trustees Introduction

In a year where the media and political climate has remained both polarising and persecutory, the work of The Kite Trust has remained vitally important in providing a sense of support and community for LGBTQ+ young people and their families.

During 2022/23 we worked with 500 LGBTQ+ young people across Cambridgeshire and Peterborough, as well as a further 88 of their parents, carers and family members. The youngest was 7 at the start of the year and young adults have stayed involved through to their 30th birthdays, though the majority of those engaged with our services continued to be 15 to 25 year olds.

We undertook 477 hours of individual support for young people during the year and a further 30 hours of direct support to parents and carers. We ran a total of 201 group sessions and events in 2022/23, with regular provision now in every district and city.

Through our services we provide not only an essential sense of community, solidarity and support, but also actively celebrate, discuss and enjoy difference and this is evident in the diversity of the young people accessing our services as well as our staff team and Board.

Over two-thirds of the young people we worked with shared with us that they have a disability, neurodivergence or long term health condition. 80% of our services users are White British, 10% are White European or from another White background, and 10% are from the Global Majority.

It's my final year of being Chair of Trustees, and I have been extremely proud to work alongside such a dedicated and passionate group of staff and Trustees providing such essential support. I'm looking forward to supporting my fellow Trustee Trowan Midgley into the role going forward.

It's crucial during times like these to celebrate everything about being LGBTQ+ where we find safety to. Our claiming of joy is now, and always has been, a form of resistance against prejudice and discrimination.

Onwards with pride, Ceri

Ceri Littlechild, Chair of Trustees



About The Kite Trust

In 2020 The Kite Trust adopted a new strategic plan to provide clarity for how we will work towards our vision and purpose over the following five years. This plan centred on 'Cultivating Community' and as we pass the mid-point of implementing this plan it will be useful to reflect on the progress against key areas in this impact report. We set out to focus on the lives, needs and interests of LGBTQ+ young people in Cambridgeshire, Peterborough and the surrounding areas. We set out to connect LGBTQ+ young people with role models, other services and each other. And we set out to strengthen the charity's reputation, resilience and key resources to ensure its sustainability. Supporting us across these three areas, we also refreshed our vision, purpose and values.

Our Vision

We envisage an inclusive society where LGBTQ+ young people are healthy, successful and celebrated.

Our Purpose

We support the wellbeing and creativity of LGBTQ+ young people in Cambridgeshire, Peterborough and surrounding areas through information, support and groups. We build inclusive communities to tackle inequalities through consultancy, training and education to all sectors.

Our Values

Relevant - Our learning and development is continuous.

Engaging - We are warm and welcoming.

Accessible - We create inclusive communities and safe spaces.

Community Led – We are motivated by the voices of LGBTQ+ young people.

High Quality - Our support and guidance are of the highest quality.



"I can't thank you enough for providing a safe environment for my 14-year-old to make friends and feel comfortable." - Parent

Our Framework

At The Kite Trust, our activities are based on a theory of change which seeks to address discrimination against LGBTQ+ young people and the negative impacts it has on them. We work directly with young people, but also with their families and communities, and seek to improve inclusion within spaces they access such as schools, healthcare, social care, voluntary sector and employers.

We can empower LGBTQ+ young people, but unless we address the sources of discrimination and disadvantage that they face, we will not be able to fully eliminate the negative impacts.

What problem are you trying to solve?	Who is your key audience?	What is your entry point to reaching your audience?	What steps are needed to bring about change?	What is the measurable effect of your work?	What are the wider benefits of your work?	What is the long-term change you see as the goal?
Discrimination against LGBTQ+ people. (which leads to) High levels of homelessness and NEET status amongst LGBTQ+ young people. Poor health and wellbeing outcomes for LGBTQ+ young people.	LGBTQ+ Young People	Individual contacts with us from LGBTQ+ young people and their families.	One-to-one youth work. Group-based youth work. Residential youth work. Access to information and advocacy.	Increased confidence and self-esteem. Increased skills and knowledge. Increased sense of belonging, safety and being valued. Increased positive health and wellbeing outcomes for individuals.	Improved educational, employment, health and wellbeing outcomes for LGBTQ+ young people and their families.	Elimination of discrimination against LGBTQ+ people.
	Their families	Desire for social and support group spaces for LGBTQ+ young people and their families.	Access to information Group-based support.	Increased confidence and self-esteem for young people and families. Increased knowledge for families. Increased sense of belonging, safety and being valued for young people.	Reduced demand on crisis services in NHS and local council from LGBTQ+ young people and their families.	(which leads to) Equalisation of levels of homelessness and NEET status between LGBTQ+ young people and their peers. Equalisation of health and wellbeing outcomes between LGBTQ+ young people and their peers.
	Those who provide services to LGBTQ+ young people including education, health, local government, and employers.	Schools/colleges duty of care. Service providers' equality and diversity responsibility.	Access to information. Training. A whole-school or -workplace or -organisation approach to LGBTQ+ inclusion.	Increased skills and knowledge for professionals providing services. Increase sense of belonging, safety and being valued for LGBTQ+ individuals.	Decreased incidences of discrimination against LGBTQ+ individuals in services. Positive outcomes for individuals and benefits in education outcomes, staff retention, productivity etc. for services and employers.	

“I enjoy connecting with people and feeling accepted. I go to a very trans-queer hostile school so it helps me feel more welcome.” - Young Person

Our Activities

Our activities all contribute towards the aims of our strategic plan - 'Cultivating Community 2020-2025'. Here we reflect on what we have done over the last year under the headings of our three strategic strands: Focus, Connect and Grow.

Focus: To focus on the lives, needs and interests of LGBTQ+ young people in Cambridgeshire, Peterborough and the surrounding areas, we set out to:

1. Ensure our values and a culture of youth leadership and appreciation of intersectional experiences are embedded in all of our activities.

We have continued to embed our organisational values and youth leadership across our programming. This has included:

- Continuing to devise and produce collaborative group behaviour agreements with the young people we support, allowing them to feed into these agreements with the issues and areas that are most important to them – listening to their needs and requirements.
- Providing a wealth of youth-led activities across our programming.
- Incorporating youth leadership opportunities throughout our programming – running skill and confidence development activities focused on youth leadership, including providing specific youth leadership residentials.
- Onboarding service users into both voluntary and paid roles within the organisation.



2. Provide a safe and accessible environment and encourage participation in ways that take into account the diversity of LGBTQ+ young people.

In 2022-23 our Youth Work Programme consisted of a diverse range of activities across all districts and cities of Cambridge and Peterborough, to ensure that we are supporting all LGBTQ+ young people - including accessible events, 100% sober spaces, a neurodiverse group and remote/online offerings.

We provided 180 youth groups in seven different locations to ensure that LGBTQ+ young people across the county could access support. These included weekly provisions in Cambridge, Ely and Peterborough and fortnightly provisions in Huntingdon, Wisbech, March and St Neots. In addition, we provided two online youth groups – our Disabled and Neurodiverse group, and Trans, Non-Binary and Gender Questioning group.

3. Continue to invest in youth participation and leadership in all aspects of The Kite Trust's work by providing space for young people to explore their experiences and communicate priorities to staff and trustees.

This year saw the establishment and commencement of our Youth Panel in October 2022. Young people were invited to apply to become members and have since met regularly. Their first project was the organisation and planning of our Queer Prom event. Unfortunately due to venue difficulties this had to be postponed to December 2023, but they will continue to feed into the event management.

The Panel will also continue to inform the organisation's practices and operate as a sounding board and consultative measure for The Kite Trust going forward.

The Young People's Steering Group for our mental health research project also continued to meet across the year and provided invaluable feedback on the project and the creative output – a zine which was passed over to the youth work team for creation.

"I learnt that I'm able to do things I didn't think possible. My world was very small before I joined The Kite Trust and I was very lonely. But by going to the Youth Clubs, Meet and Eats and The Camp I have meet new people and I am more confident in my ability to manage in scary situations." - Young Person

"Your services have been absolutely life changing for my teenager. After being completely socially isolated - no school or friends - for months, we attended a meet and eat where he immediately felt safe and welcome, and the weekly local group has become a highlight of the week. I can't tell you how much it means to us as parents to see him start to have friends and fun again. Kite Trust has been a big bright light in a dark year - thank you." - Parent

4. Involve young people in leadership roles within The Kite Trust, including as trustees.

This year we onboarded two new young Trustees and retained a service user on our board of Trustees. We supported service users to become volunteers and Youth Work Assistants, and continue to provide youth leadership skill development opportunities for all.

5. Offer practical information and training for LGBTQ+ young people in life skills relevant to their experiences and aspirations.

We continued to provide a diverse range of programme activities to develop a wide range of skills amongst the young people we work with. Sessions included using power tools, building team working skills, and workshops in nail art and make up. We were pleased to run a CV and Interview Skills day with Johnson Matthey and one of the attendees has since been able to secure their first permanent employment position.

6. Advocate for LGBTQ+ young people in policy processes, healthcare, and other contexts.

2022-23 saw the completion of our year-long research project exploring LGBTQ+ young people's experiences of accessing, or trying to access, mental health support, and their views on how to improve access to appropriate support. The findings from this report have been disseminated nationally with a variety of stakeholders including mental health professionals, policy makers, young people and their families. Our findings are actively effecting positive change, improving the experiences of young LGBTQ+ people seeking mental health support through direct work with local health care providers and mental health professionals.

"TKT were the first people to really accept me for who I am. Everyone has always been so welcoming and I feel safe here." - Young Person

Connect: To connect LGBTQ+ young people with role models, other services and each other, we set out to:

1. Provide high quality youth work which connects LGBTQ+ young people with each other to create a sense of belonging and peer support, and with other services.

We continued to diversify the Youth Work programme – providing a wealth of various activities directed by the young people we work with. These included:

- Cambridge 13-17's and 18-30's Youth Groups
- Disabled And Neurodiverse Online Youth Group
- Ely 13-25's Youth Group
- Huntingdon 13-25's Youth Group
- March 13-25's Youth Group
- Meet and Eats
- Online Age Based Youth Groups
- Peterborough 13-17's and 18-30's Youth Groups
- Residential Programme
- School Holiday Programmes
- St Neots 13-25's Youth Group
- Swimming Project
- The Kite Trust Youth Panel
- Trans, Non-Binary and Gender Questioning Youth Group
- Wisbech 13-25's Youth Group
- Young People's Mental Health Project Steering Group

We continued to extend our geographical area, opening an additional group in Fenland at Wisbech, and increased attendance across all of our groups and activities across the year.

In addition, 2022-23 saw the onboarding of a new part-time Youth Work Co-ordinator to support the administration and organisation of the youth work programme, alongside a third full-time Youth Worker.

“Every day I learn something new... I have learnt so much about myself, and how having supportive and encouraging leaders has given me the confidence in my ability that I have today.” - Staff Member

2. Work with schools, colleges and other youth organisations to create inclusive environments for LGBTQ+ young people, including spaces where they can connect with each other.

In 2022-23 we onboarded 23 new schools to the Rainbow Flag Award and renewed 3 schools alongside delivering 23 school workshops – helping to tackle bullying in schools and taking a whole-school approach to LGBTQ+ inclusion.

Throughout the year we developed our relationship with 20Twenty Productions, attending their marketplace day in March 2022 and collaboratively working on both our Thriving Minds and Young Health Programme projects. This relationship is continuing in 2023 as they become the first local youth organisation to take on an amended version of the Rainbow Flag Award.

In November 2022, we ran a workshop at the County Council Youth Work Conference which supported 20 youth workers from different organisations.

In addition, the year saw the completion of the joint 2-year Bereavement Peer Support Project with Woodcraft Folk which supported young people to create youth work resources which support those experiencing peer bereavement.

3. Cultivate a community in which both adults and young people can become role models, inspiring LGBTQ+ young people to live authentic lives.

Our Annual 2023 Staff Survey found that 88% identify as part of the LGBTQ+ community and 56% identify as trans, non-binary, gender non-conforming or gender diverse. Amongst our volunteers, 100% identify as part of the LGBTQ+ community and 83% identify as trans, non-binary, gender non-conforming and/or gender diverse. This provides vital role models throughout our work and this lived experience also provides invaluable experience and knowledge; we understand the challenges and needs of LGBTQ+ young people and we can incorporate these into our programming and across the organisation.

“[TKT activities] brighten up my week and they are fun and accessible.” - Young Person

4. Develop an online presence that is relevant, informative and engaging for both LGBTQ+ young people and other stakeholders of The Kite Trust.

2022-23 saw the implementation of our new website – streamlining information and increasing accessibility for the young people we support. In addition, this allowed us to create a new online resource hub, enabling young people to find invaluable resources and signposting material.

We have continued to bolster our social media presence across all platforms and to a variety of audiences – growing our Facebook following to 1,635, Instagram to 1,302 and LinkedIn to 863.

5. Ensure we identify and use locally accessible and fit for purpose facilities across Cambridgeshire and Peterborough for all of our work.

Across the year we made many venue changes to ensure we were using accessible venues that were easy to reach. In addition, this year saw us move to a new office space in Ely which allowed to open Cambridgeshire LGBTQ+ Centre – a hub for LGBTQ+ youth in particular.

This venue has allowed us to create a static, safe space for LGBTQ+ youth where we are able to undertake multiple activities including our weekly Ely youth group and our School Holiday Programmes. In addition, this has enabled us to launch the TKT Free Shop and physical access to our LGBTQ+ library.

“It’s a great place for me to go and socialise without fear of judgement, and to express myself however I wish, and without feeling as if I owe anyone anything beyond decency.” - Young Person

“TKT is by far the best place I have worked. I feel staff really matter to the organisation and that TKT is always trying to support as much as possible.” - Staff Member

Strengthen: To strengthen the charity's reputation, resilience and key resources to ensure its sustainability, we set out to:

1. Secure a diverse portfolio of income streams and move away from a dependency on project-based work as a primary source of income.

We continued to diversify our income sources – receiving funding from an increased number of regular donors, general supporters, events fundraising, crowdfunders, statutory funding, and grants from trusts and foundations.

We organised a number of fundraising events including Queer Valentine's, Queer Prom, Skydives and an Inflatable Run.

We maintained statutory funding, including funding for 2023-24 and secured a number of grants from a variety of Trusts and Foundations. In addition, we have continued to apply for multi-year and core funding opportunities to ensure organisational sustainability and flexibility.

Our fundraising income breakdown was as follows:

- Donations - £21.5k
- Corporate Partners - £9.5k
- Fundraising Events - £11k
- Statutory Funders - £25k
- Trust, Foundation and Grant Funders - £247k



"I want to thank everyone for making TKT an awesome place of work. Everyone has a massive part of making it an incredible place of work, and even when work load is high and overwhelming, the support and love from everyone is priceless." - Staff Member

2. Become the LGBTQ+ trainer of choice for the East of England.

In 2022-23 we delivered training across the region and beyond, to a variety of schools, charities, local authorities, health care providers and corporate organisations. These were delivered and facilitated by staff and a team of five Associate Trainers, all bringing diverse skills and experience to the team.

We delivered 112 training sessions and workshops to 93 different organisations, reaching approximately 2,699 individuals, broken down as:

- School staff and governors: 601
- School pupils: 920
- Other professionals: 1,078
- Parents/carers: approx. 100

We have already received recommissions for 2023-24 from existing clients, including Addenbrooke's, Essex Social Care Academy (ESCA) and Hertfordshire Applied Mental Health Practitioners

3. Ensure we have a robust policy framework and efficient processes supported by adequate resources.

This year we saw the development and review of key policies and procedures to ensure we are meeting best practice guidance and working as exemplary service provider and employer. We continued to maintain our policy review procedure with the Board of Trustees.

4. Retain a strong frontline staff team.

In our 2023 Annual Staff Survey, 94% rated TKT as an excellent employer and 100% would recommend TKT as an employer.

"TKT is by far the greatest employer of all time. I have never felt as valued, supported and respected as much as I do at TKT. It really is appreciated." – Staff Member

"TKT is the healthiest, most supportive working environment that I've ever been a part of." – Staff Member

Our Outcomes

Our strategic plan and theory of change describe eight intended outcomes from our work. This is how we have achieved against these in 2022-23.

1. Increased confidence and self-esteem for young people

In our 2023 Young People's Annual Survey, 75% rated an increase in confidence since accessing our services and 60% rated an increase in their self-esteem.

2. Increased skills and knowledge for young people

In our 2023 Young People's Annual Survey, 73% shared they had learnt new skills or knowledge as a result of accessing our services, and 84% felt that they have a better understanding of LGBT+ identities.

3. Increased sense of belonging, safety and feeling valued at The Kite Trust for young people, staff, trustees and other volunteers

In our 2023 Annual Surveys, 100% of young people shared that they feel safe, 84% feel a sense of belonging and 86% feel valued at The Kite Trust. 82% feel the voices of young people are important to The Kite Trust.

Amongst our staff, 100% shared they feel safe at The Kite Trust, 100% feel a great deal supported by their colleagues and 100% feel valued. Amongst our volunteers, 100% feel belonging, 100% feel a great deal safe at and 100% feel a great deal valued.

4. Increased awareness of and value of The Kite Trust's services amongst voluntary, public and private sector organisations in Cambridgeshire, East of England and Nationally

Across the year we have delivered training to 93 different organisations across the voluntary, public and private sector. In addition, within our Mental Health Research Project, researching the barriers that young LGBTQ+ people face when trying to access mental health support, we shared our findings within our Professionals Steering Group which was made up of voluntary, health and public sector organisations.

Our continued collaborations within the Fullscope Network and Woodcraft Folk has also increased the awareness and value of our services across the region.

**"I've learnt that sometimes you might feel like you're the only who who's struggling with dysphoria in your city but when I joined youth group I realise I wasn't the only one and that there are people like me." -
Young Person**

5. Increased positive health and wellbeing outcomes for young people

We have continued to use the Five Ways to Wellbeing as a framework for all Youth Work activity across the year and launched our Young Health Programme (YHP) project in December, which uses this framework. The YHP is funded by Plan UK and AstraZeneca whose aim is to improve wellbeing for young people across the region. This project will continue for the next 18 months.

Each year, we run an anonymous feedback survey for our young people. This year 66% rated an increase in their overall wellbeing since accessing The Kite Trust.

When asked what the best thing about services at The Kite Trust is, respondents replied as follows:

"That they brighten up my week and they are fun and accessible."

"The understanding of queer issues. Not many services understand what it's like to be LGBTQ and it makes the Kite Trust feel like coming home."

"The youth workers are very welcoming and kind."

"They provide a space to just be myself and where I don't feel awkward about different parts of my identity."



**“[The best thing about The Kite Trust is that] everyone truly cares and it’s really tailored to my needs” -
Young Person**

6. Increased levels of understanding of LGBTQ+ topics amongst schools/colleges, their students and families, service users and their families, and the general public, public, private and voluntary sector professionals.

Across the year we worked with 26 schools on the Rainbow Flag Award and delivered workshops to 23 schools, supporting schools to develop LGBTQ+ inclusive practices. Participants in the Rainbow Flag Award shared the following:

“The information was extremely helpful and I’m excited to share it with the other staff at school!”

“I feel like I’m a knowledgeable and progressive person and I know I still learned.”

“The Kite Trust Rainbow Flag training was very good. Informative, engaging and incredibly knowledgeable facilitators who were generous in sharing their own stories with the group.”

“It was a very informative and interactive training that created a space for lots of questions and went far beyond the standard (usually terminology only focused) LGBTQ+ trainings I’ve been to.”



7. Increased sense of belonging, safety and feeling valued at school/college for young people and educational professionals.

As noted above, the Rainbow Flag Award aims to improve LGBTQ+ inclusion in schools for both students and staff. Increased inclusion and awareness helps to improve feelings of belonging and safety. Participants in the Award shared:

"This is an area that I am extremely passionate about, but even if I hadn't arrived with this passion, this course would have created it. It presented the need for this training so clearly - considering why our schools need increased support and diversity and the many ways in which we could do this."

"This training is eye-opening. It was great to see how we can implement more inclusivity in our school. Couldn't fault the course one bit. Excellent."

"The training is so invaluable and will provide such a strong foundation for staff at our school to help improve the lives of our LGBTQIA+ students."

8. Improvements in academic achievement and attendance.

Case Study: A young person we worked with this year had not socially transitioned, although her mum and a couple of members of staff at her school knew of her identity. Her attendance was poor on days when she had PE, and school made no reasonable adjustment in helping her to attend on these days. After having several sessions of individual support with her, one of our Youth Workers established that she was absent from school on those days because she was being made to participate in gendered PE lessons. Our Youth Worker advocated for her within the school, and she now does not have to participate in PE class but is able to practice piano during those session instead. Her overall school attendance as a result has improved.



Reflections

After the last few years of lockdowns and pandemic restrictions, the year 2022/23 gave us plenty of opportunity to build back up and then extend our youth work programmes – now delivering both face to face and online across the whole county (and beyond)! Our schools and training team also expanded their reach and continued to champion inclusive education environments, services and employment practices with hundreds of participants.

However, it wasn't an easy year and we found ourselves facing pressures from an inflated cost of living, continued increases in LGBTQphobia (and especially transphobia), and a competitive fundraising climate. The board had to take some tough decisions in autumn 2022 around our budget, though we managed to also make progress on our commitment to staff wellbeing and reduced our full time equivalent working week from 37.5 to 35 hours per week in September 2022 – part of a long-term plan working towards a 4-day week.

I'm also proud of the resilience of The Kite Trust team, young people and our wider LGBTQ+ community, though very much wish they didn't need to be quite so often. In February 2023, a window of the Cambridgeshire LGBTQ+ Centre in Ely was smashed, but it was more remarkable in the community's reaction and outpouring of support. Despite the time that has passed the words we shared with our community following this incident seem pertinent to include in a reflection on our impact this year:

"On Friday night somebody decided to take out their anger and frustration at the world right now on one of our windows. Another local business who prominently display pride flags and symbols of their pagan faith (Positively Magickal) had their windows and some of their stock damaged the same evening. Nobody was hurt in the incidents. We know as LGBTQ+ people it is incredibly scary when someone seeks to cause harm because they fear or feel hatred towards the symbols of our community. But instead I want to highlight to everyone connected to The Kite Trust actually just how much you are loved, valued and how much our wider community cares. Within a couple of hours @rollerbillies have fundraised more than enough for our repairs and any additional donations we'll make sure go towards LGBTQ+ young people feeling cared for within our building and wider services! Our community is full of love and that is a powerful force in the face of hate! We won't be intimidated." - Posted to The Kite Trust's Instagram page

By spring 2023, though, we were ending the financial year with optimism and hope – a number of successful grants put us on a more secure footing and new collaborations were developing to help us expand services even further. A reflection on 2022/23 can only touch upon the germination of those developments though, and I will leave you here with the hope of hearing more about what we achieved next year.

Dr. Pip Gardner, Chief Executive

Trustees

The Kite Trust is overseen by a board of experienced and knowledgeable trustees who bring a range of professional skills, as well as diverse lived experience, to our strategic decision-making and governance.

The following individuals were trustees for the period April 1st 2022 - 31st March 2023:

- Catherine Allen
- Ceri Ann Littlechild (Chair)
- Millie Wadkin
- Emily Kell
- Tracey Mwaniki
- Paul R. Owens

Three individuals were trustees at April 1st 2022 and stepped down during the year. We thank them for their contributions to the charity during their time as trustees. These were:

- Jack Lilley
- Catherine Lee
- Ellie DeVries

Two individuals joined as trustees during the year having previously been part of The Kite Trust in other capacities. They were trustees at the 31st March 2022 and are:

- Victoria Simms
- Synneva Spittel

“Volunteering for The Kite Trust has enabled me to feel more a part of the community, and given me opportunities to learn and meet people from the community. These opportunities feed into the rest of my life in terms of my own wellbeing but also making me better at my job, and a better advocate for the community of which I am a part.” - Volunteer

Funding 2022/23

Total income: £388,236

Total expenditure: £446,203

We would like to thank all our funders and supporters, including:

- Cambridge City Council
- Cambridgeshire Community Foundation
- Cambridgeshire County Council
- Children in Need
- Co-op Foundation and #iWill Fund (via Woodcraft Folk)
- Ely City Council
- Garfield Weston Foundation
- Hinchingsbrooke Foundation
- James Knott Family Trust
- Know Your Neighbourhood Fenland Fund
- Leys Community Fund
- Living Sport
- Mrs Smith & Mount Trust
- People's Health Trust using money raised by Health Lottery East
- South Cambridgeshire District Council
- The National Lottery Community Fund
- The Tudor Trust
- Thriving Minds Fund - UK Youth supported by Julia & Hans Rausing Trust with additional support from Westminster Foundation
- Young Health Programme - Plan International & AstraZeneca
- VCSE Wellbeing Fund (via Fullscope)





CHARITY COMMISSION
FOR ENGLAND AND WALES

The Kite Trust			Charity No (if any)	1189936	
Annual accounts for the period					
Period start date	01/04/2022	To	Period end date	31/03/2023	

Section A Statement of financial activities

Recommended categories by activity	Guidance Notes	Unrestricted funds	Restricted income funds	Endowment funds	Total funds	Prior year funds
		£	£	£	£	£
		F01	F02	F03	F04	F05
Incoming resources (Note 3)						
Income and endowments from:						
Grants for services	S01	16,547	257,817	-	274,364	327,285
Donations and gifts	S02	21,640	-	-	21,640	28,266
Fundraising	S03	20,791	-	-	20,791	15,017
Schools and training	S04	71,297	-	-	71,297	61,712
Interest	S05	131	-	-	131	28
Other	S06	13	-	-	13	-
Total	S07	130,419	257,817	-	388,236	432,307
Resources expended (Note 6)						
Expenditure on:						
Raising funds	S08	1,786	-	-	1,786	1,425
Activity costs	S09	3,701	24,969	-	28,670	32,586
Salaries and associated costs	S10	154,382	227,667	-	382,049	312,722
General overheads	S11	7,432	-	-	7,432	19,465
Property & Office Costs	S11	16,530	3,409	-	19,939	10,183
Governance costs	S11	90	-	-	90	1,259
Depreciation	S11	-	6,237	-	6,237	-
Total	S12	183,921	262,282	-	446,203	377,640
Net income/(expenditure) before investment gains/(losses)						
Net gains/(losses) on investments	S13	- 53,502	- 4,465	-	- 57,967	54,667
	S14	-	-	-	-	-
Net income/(expenditure) Extraordinary items	S15	- 53,502	- 4,465	-	- 57,967	54,667
	S16	-	-	-	-	-
Transfers between funds	S17	1,195	- 1,195	-	-	-
Other recognised gains/(losses):						
Gains and losses on revaluation of fixed assets for the charity's own use	S18	-	-	-	-	-
Other gains/(losses)	S19	-	-	-	-	-
Net movement in funds	S20	- 52,307	- 5,660	-	- 57,967	54,667
Reconciliation of funds:						
Total funds brought forward	S21	158,858	29,042	-	187,900	133,233
Total funds carried forward	S22	106,551	23,382	-	129,933	187,900

Section B Balance sheet

		Guidance Notes	Unrestricted funds £ F01	Restricted income funds £ F02	Endowment funds £ F03	Total this year £ F04	Total last year £ F05
Fixed assets							
Intangible assets	(Note 15)	B01				-	
Tangible assets	(Note 14)	B02		13,003		13,003	19,240
Heritage assets	(Note 16)	B03				-	
Investments	(Note 17)	B04				-	
Total fixed assets		B05	-	13,003	-	13,003	19,240
Current assets							
Stocks	(Note 18)	B06				-	
Debtors	(Note 19)	B07	61,412	-		61,412	13,873
Investments	(Note 17.4)	B08				-	-
Cash at bank and in hand	(Note 24)	B09	108,996	20,965		129,961	175,662
Total current assets		B10	170,408	20,965	-	191,373	189,535
Creditors: amounts falling due within one year	(Note 20)	B11	63,857	10,586	-	74,443	20,875
Net current assets/(liabilities)		B12	106,551	10,379	-	116,930	168,660
Total assets less current liabilities		B13	106,551	23,382	-	129,933	187,900
Creditors: amounts falling due after one year	(Note 20)	B14		-	-	-	-
Provisions for liabilities		B15	-	-	-	-	-
Total net assets or liabilities		B16	106,551	23,382	-	129,933	187,900
Funds of the Charity							
Endowment funds	(Note 27)	B17	-			-	-
Restricted income funds	(Note 27)	B18		23,382		23,382	28,925
Unrestricted funds		B19	106,551		-	106,551	158,975
Revaluation reserve		B20				-	
Total funds		B21	106,551	23,382	-	129,933	187,900
Signed by one or two trustees on behalf of all the trustees			Signature		Print Name		Date of approval dd/mm/yyyy
					Ceri Ann Littlechild		11/12/2023
					Catherine Allen		11/12/2023

Note 3

Analysis of income

		Unrestricted funds	Restricted income funds	Endowment funds	Total funds £	Prior year £
Analysis						
Donations and legacies:	Donations and gifts	30,003	-	-	30,003	28,266
	Gift Aid	1,200	-	-	1,200	-
	Legacies	-	-	-	-	-
	General grants provided by government/other charities	16,547	255,557	-	272,104	327,285
	Membership subscriptions and sponsorships which are in substance donations	-	-	-	-	-
	Donated goods, facilities and services	-	-	-	-	-
	Other	-	-	-	-	-
	Total	47,750	255,557	-	303,307	355,551
Charitable activities:						
		-	-	-	-	-
	Fundraising	11,228	-	-	11,228	15,017
	Youth Work activity	2,803	-	-	2,803	-
	Other	13,168	2,260	-	15,428	-
	Total	27,199	2,260	-	29,459	15,017
Other trading activities:						
		-	-	-	-	-
	Training and schools	55,339	-	-	55,339	61,712
		-	-	-	-	-
	Other	-	-	-	-	-
	Total	55,339	-	-	55,339	61,712
Income from investments:						
	Interest income	131	-	-	131	28
	Dividend income	-	-	-	-	-
	Rental and leasing income	-	-	-	-	-
	Other	-	-	-	-	-
	Total	131	-	-	131	28
Separate material item of income:						
		-	-	-	-	-
		-	-	-	-	-
		-	-	-	-	-
		-	-	-	-	-
	Total	-	-	-	-	-
Other:						
	Conversion of endowment funds into income	-	-	-	-	-
	Gain on disposal of a tangible fixed asset held for charity's own use	-	-	-	-	-
	Gain on disposal of a programme related investment	-	-	-	-	-
	Royalties from the exploitation of intellectual property rights	-	-	-	-	-
	Other	-	-	-	-	-
	Total	-	-	-	-	-
TOTAL INCOME		130,419	257,817	-	388,236	432,307

Other information:

All income in the prior year was unrestricted except for:
(please provide description and amounts)

Where any endowment fund is converted into income in the reporting period, please give the reason for the conversion.

Where any endowment fund is converted into income in the prior period, please give the reason for the conversion.

Within the income items above the following items are material: (please disclose the nature, amount and any prior year amounts)

Note 4 Analysis of receipts of government grants

	Description	This year £
Government grant 1	City Council	14,500
Government grant 2	South Cambridgeshire District Council	6,500
Government grant 3	Cambridgeshire County Council	50,000
Other		-
	Total	71,000

	Description	Last year £
Government grant 1		-
Government grant 2		-
Government grant 3		-
Other		-
	Total	-

	This year	Last year
<i>Please provide details of any unfulfilled conditions and other contingencies attaching to grants that have been recognised in income.</i>		

	This year	Last year
<i>Please give details of other forms of government assistance from which the charity has directly benefited.</i>		

Section C	Notes to the accounts	(cont)
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Note 11 **Paid employees**
Please complete this note if the charity has any employees.

11.1 Staff Costs

	This year £	Last year £
Salaries and wages	296,950	249,725
Social security costs	20,641	16,642
Pension costs (defined contribution scheme)	22,329	18,861
Other employee benefits	-	-
Total staff costs	339,920	285,228

This year:

Please provide details of expenditure on staff working for the charity whose contracts are with and are paid by a related party

N/A

Last year:

Please provide details of expenditure on staff working for the charity whose contracts are with and are paid by a related party

N/A

Please give details of the number of employees whose total employee benefits (excluding employer pension costs) fell within each band of £10,000 from £60,000 upwards. If there are no such transactions, please enter 'true' in the box provided.

No employees received employee benefits (excluding employer pension costs) for the reporting period of more than £60,000

TRUE

Band	Number of employees	
	This year	Last year
£60,000 to £69,999	-	-
£70,000 to £79,999	-	-
£80,000 to £89,999	-	-
£90,000 to £99,999	-	-
£100,000 to £109,999	-	-

Please provide the total amount paid to key management personnel (includes trustees and senior management) for their services to the charity. For specific amounts paid to trustees, see Note 28.

This year £	Last year £
-	-

11.2 Average head count in the year

The parts of the charity in which the employees work

	This year Number	Last year Number
Senior Management	1.00	1.00
Management	3.00	2.00
Youth Workers	4.00	2.60
Admin	2.00	0.75
Total	10.00	6.35

11.3 Ex-gratia payments to employees and others (excluding trustees)

Please complete if an ex-gratia payment is made.

Please explain the nature of the payment

This year	
Last year	

Please state the legal authority or reason for making the payment

This year	
Last year	

Please state the amount of the payment (or value of any waiver of a right to an asset)

This year	Last year
£	£
-	-

Section C	Notes to the accounts	(cont)
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Note 12 **Defined contribution pension scheme or defined benefit scheme accounted for as a defined contribution scheme.**

12.1 *Please complete this note if a defined contribution pension scheme is operated.*

	This year £	Last year £
Amount of contributions recognised in the SOFA as an expense	22,329	18,861

Please explain the basis for allocating the liability and expense of defined contribution pension scheme between activities and between restricted and unrestricted funds.

Pension costs are allocated with gross salary and national insurance contributions to the restricted funds	Pension costs are allocated with gross salary and national insurance contributions to the restricted funds
--	--

12.2 *Please complete this section where the charity participates in a defined benefit pension plan but is unable to ascertain its share of the underlying assets and liabilities.*

Please confirm that although the scheme is accounted for as a defined contribution plan, it is a defined benefit plan.	N/A
Please provide such information as is available about the plan's surplus or deficit and the implications, if any, for the reporting charity for this year and last year, if different	N/A

12.3 *Please complete this section where the charity participates in a multi-employer defined benefit pension plan that is accounted for as a defined contribution plan.*

Describe the extent to which the charity can be liable to the plan for other entities' obligations under the terms and conditions of the multi-employer plan. If this is different for last year, provide details	N/A
Provide an explanation of how any liability arising from an agreement with a multi-employer plan to fund a deficit has been determined. If this is different for last year, provide details	N/A

Section C**Notes to the accounts****(cont)****Note 14****Tangible fixed assets***Please complete this note if the charity has any tangible fixed assets***14.1 Cost or valuation**

	Fixtures, fittings and equipment	Technology	Plant, machinery and motor vehicles	Fixtures, fittings and equipment	Total
	£	£	£	£	£
At the beginning of the year	2,110	17,130	-	-	19,240
Additions	-	-	-	-	-
Revaluations	-	-	-	-	-
Disposals	-	-	-	-	-
Transfers *	-	-	-	-	-
At end of the year	2,110	17,130	-	-	19,240

14.2 Depreciation and impairments

**Basis	SL	SL	SL	SL	SL
** Rate	25%	33%			

At beginning of the year	-	-	-	-	-
Disposals	-	-	-	-	-
Depreciation	528	5,710	-	-	6,237
Impairment	-	-	-	-	-
Transfers*	-	-	-	-	-
At end of the year	528	5,710	-	-	6,237

14.3 Net book value

Net book value at the beginning of the year	2,110	17,130	-	-	19,240
Net book value at the end of the year	1,583	11,420	-	-	13,002

Section C	Notes to the accounts	(cont)
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Note 19 Debtors and prepayments

Please complete this note if the charity has any debtors or prepayments.

19.1 Analysis of debtors

Trade debtors
Prepayments and accrued income
Other debtors

This year	Last year
£	£
55,412	12,207
3,000	1,066
3,000	600
61,412	13,873

Total

Please complete 19.2 where a material debtor is recoverable more than a year after the reporting date.

19.2 Analysis of debtors recoverable in more than 1 year (included in debtors above)

Trade debtors
Prepayments and accrued income
Other debtors

This year	Last year
£	£
-	-
-	-
-	-
-	-
Total -	-

Section C	Notes to the accounts	(cont)
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Note 20 **Creditors and accruals**

Please complete this note if the charity has any creditors or accruals.

20.1 Analysis of creditors

	Amounts falling due within one year		Amounts falling due after more than one year	
	This year £	Last year £	This year £	Last year £
Accruals for grants payable	-	-	-	-
Bank loans and overdrafts	-	-	-	-
Trade creditors	5,263	2,604	-	-
Payments received on account for contracts or performance-related grants	-	-	-	-
Accruals and deferred income	60,587	18,271	-	-
Taxation and social security	8,593	-	-	-
Other creditors	-	-	-	-
Total	74,443	20,876	-	-

20.2 Deferred income

Please complete this note if the charity has deferred income.

Please explain the reasons why income is deferred.

This year	Last year
<i>Income invoiced 31st March 2023 for funding for 2023/2024. Training invoiced in 2022/23 delivered in 2023/24.</i>	<i>Income invoiced 31st March 2022 for funding for 2022/2023. Training invoiced in 2021/22 delivered in 2022/23.</i>

Movement in deferred income account

Balance at the start of the reporting period

Amounts added in current period

Amounts released to income from previous periods

Balance at the end of the reporting period

This year £	Last year £
15,135	42,495
57,816	15,135
- 15,135	- 42,495
57,816	15,135

Section C	Notes to the accounts	(cont)
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Note 24 **Cash at bank and in hand**

Short term cash investments (less than 3 months maturity date)
Short term deposits
Cash at bank and on hand
Other
Total

This year £	Last year £
-	-
-	-
128,964	174,642
997	1,020
129,961	175,662

Section C **Notes to the accounts** **(cont)**

Note 27 **Charity funds**

27.1 Details of material funds held and movements during the CURRENT reporting period

Please give details of the movements of material individual funds in the reporting period together with a balancing figure for 'Other funds'. The 'Total funds' figure below should reconcile to 'Total funds' in the balance sheet.

** Key: PE - permanent endowment funds; EE - expendible endowment funds; R - restricted income funds, including special trusts, of the charity; and U - unrestricted funds*

Fund names	Type PE, EE R or UR *	Purpose and Restrictions	balances £	Income £	Expenditure £	Transfers £	losses £	balances £
Cambridge City Council	R	Core Funding	0	14,500	- 14,500			0
Children in Need	R	Core Funding	- 0	30,000	- 30,087			- 87
Cambridgeshire Community Foundation	R	Project Funded	0	8,000	- 4,000			4,000
Co-op Foundation and #iWill Fund (via Woodcraft Folk)	R	Project Funded	1,950	1,230	- 1,950	- 1,230		-
Know Your Neighbourhood Fenland Fund	R	Core Funding	-	12,500	- 12,500			-
VCSE Wellbeing Fund (via Fullscope)	R	Project Funded	6,578		- 6,612	34		0
Garfield Weston Foundation	R	Project Funded	-	10,000	- 10,000			-
James Knott Family Trust	R	Core Funding	-	8,500	- 8,500			-
Living Sport	R	Project Funded	-	2,260	- 921			1,339
People's Health Trust	R	Project Funded	-	19,140	- 13,484			5,656
The National Lottery Community Fund - Reaching Communities	R	Project Funded	1,274	69,187	- 70,414			47
Mrs Smith and Mount Trust	R	Project Funded	-	5,000	- 5,000			-
South Cambridgeshire District Council	R	Core Funding	-	6,500	- 6,500			-
Thriving Minds Fund - UK Youth	R	Project Funded	-	27,500	- 27,500			-
The Tudor Trust	R	Project Funded	-	36,000	- 36,000			-
Young Health Programme - Plan International & AstraZeneca	R	Unrestricted Project Funding	-	7,500	- 8,077			- 577
Youth Investment Fund	R	Unrestricted Project Funding	19,240	-	- 6,237			13,003
Unrestricted	UR	Unrestricted Core Funding	13,257	130,419	- 183,921	40,245		-
Reserves	UR	Unrestricted Reserves	145,600			- 39,049		106,551
Total Funds			187,900	388,236	- 446,202	-	-	129,933

Section C **Notes to the accounts** **(cont)**

Note 27 **Charity funds (cont)**

27.2 Details of material funds held and movements during the PREVIOUS reporting period

Please give details of the movements of material individual funds in the reporting period together with a balancing figure for 'Other funds'. The 'Total funds' figure below should reconcile to 'Total funds' in the balance sheet.

** Key: PE - permanent endowment funds; EE - expendable endowment funds; R - restricted income funds, including special trusts, of the charity; and U - unrestricted funds*

Fund names	Type PE, EE R or UR *	Purpose and Restrictions	Fund balances brought forward £	Income £	Expenditure £	Transfers £	Gains and losses £	Fund balances carried forward £
Cambridge City Council	R	Core Funding		12,500	- 12,546	46		0
Children in Need	R	Core Funding		30,500	- 30,537	37		- 0
Cambridgeshire Community Foundation	R	Project Funded		12,000	- 11,718	- 282		0
Co-op Foundation and #iWill Fund (via Woodcraft Folk)	R	Project Funded		6,950	- 5,000			1,950
Coronavirus Community Fund	R	Project Funded	14,880		- 14,880			-
Cultivate Fund	R	Project Funded		9,270	- 8,868	- 402		0
VCSE Wellbeing Fund (via Fullscope)	R	Project Funded		43,200	- 36,622			6,578
Healthy Fenland Fund	R	Project Funded	2,233		- 2,271	38		0
LGBT Futures	R	Project Funded	1,000		- 999	- 1		-
Paul Hamlyn Foundation	R	Project Funded	150	30,000	- 30,150			-
The National Lottery Community Fund - Reaching Communities	R	Project Funded		72,452	- 71,178			1,274
The Tudor Trust	R	Project Funded		36,000	- 36,000			-
Youth Investment Fund	R	Unrestricted Project Funding		30,000	- 10,760			19,240
Restricted Target	R	Project Funded		12,863	- 13,107	244		-
UK Youth Covid Relief Fund	UR	Unrestricted Project Funding		25,000	- 25,000			-
Unrestricted	UR	Unrestricted Core Funding	61,923	111,572	- 68,005	- 92,233		13,257
Reserves	UR	Unrestricted Reserves	53,047			92,553		145,600
Total Funds			133,233	432,307	- 377,640	-	-	187,900

Section C**Notes to the accounts****(cont)****Note 27****Charity funds (cont)****27.3 Transfers between funds****This year**

	Reason for transfer and where endowment is converted to income, legal power for its conversion	Amount
Between unrestricted and restricted funds	Restricted fund overspends transferred to unrestricted funds	£34
Between unrestricted and restricted funds	Transfer of reward and travel contribution from Woodcraft/Co-op fund to core costs	£1,230
Between endowment and unrestricted funds		

Last year

	Reason for transfer and where endowment is converted to income, legal power for its conversion	Amount
Between unrestricted and restricted funds	Restricted fund overspends transferred to unrestricted funds	£698
Between endowment and restricted funds		
Between endowment and unrestricted funds		

27.4 Designated funds**This year**

Planned use	Purpose of the designation	Amount

Last year

Planned use	Purpose of the designation	Amount



Section A

Independent Examiner's Report

Report to the trustees/
members of

Charity Name
The Kite Trust

On accounts for the year
ended

31 March 2023

Charity no
(if any)

1189936

Set out on pages

1 – 2

I report to the trustees on my examination of the accounts of the above charity ("the Trust") for the year ended 31 / 03 / 2022.

Responsibilities and
basis of report

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

I report in respect of my examination of the Trust'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 Act.

Independent
examiner's statement

The charity's gross income exceeded £250,000 and I am qualified to undertake the examination by being a qualified member of the Institute of Chartered Accountants of England and Wales (ICAEW).

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

- the accounting records were not kept in accordance with section 130 of the Charities Act; or
- the accounts did not accord with the accounting records; or
- the accounts did not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a 'true and fair' view which is not a matter considered as part of an independent examination.

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.

Signed: MP

Date: 4 December 2023

Name: Mary Price

Relevant professional
qualification(s) or body
(if any):

ACA, ICAEW

Address:	29 Cliveden Close
	Cambridge
	CB4 3LX

Section B**Disclosure**

Only complete if the examiner needs to highlight material matters of concern (see CC32, Independent examination of charity accounts: directions and guidance for examiners).

Give here brief details of any items that the examiner wishes to disclose.

No matters to report.



The Kite Trust is a registered charity in England & Wales (1189936),
registered office: 70 Market Street, Ely, CB7 4LS



Section A

Independent Examiner's Report

Report to the trustees/
members of

Charity Name
The Kite Trust

On accounts for the year
ended

31 March 2023

Charity no
(if any)

1189936

Set out on pages

1 – 2

Responsibilities and
basis of report

I report to the trustees on my examination of the accounts of the above charity ("the Trust") for the year ended 31 / 03 / 2022.

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examiner's statement

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

- the accounting records were not kept in accordance with section 130 of the Charities Act; or
- the accounts did not accord with the accounting records; or
- the accounts did not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a 'true and fair' view which is not a matter considered as part of an independent examination.

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.

Signed:

MP

Date:

4 December 2023

Name:

Mary Price

Relevant professional
qualification(s) or body
(if any):

ACA, ICAEW

Address:	29 Cliveden Close
	Cambridge
	CB4 3LX

Section B

Disclosure

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Give here brief details of any items that the examiner wishes to disclose.

No matters to report.