

A Year of Community, Solidarity and Awesomeness

The Kite Trust Impact Report 2024-25

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Introduction from the Chair of Trustees

It is my great pleasure to introduce this year's Annual Report for The Kite Trust. Over the past twelve months, we have continued to see how vital our work is in ensuring that LGBTQ+ young people across Cambridgeshire, Peterborough and surrounding areas feel supported, celebrated and empowered to thrive. In a year marked by unprecedented challenge for LGBTQ+ communities nationally, The Kite Trust has remained a constant source of hope, support and safe spaces and has fostered strong, collaborative networks to achieve our charitable mission.

As Chair of Trustees, I am immensely proud of the resilience, creativity and commitment shown by our staff team and our volunteers. They have worked tirelessly to expand our services, strengthen our partnerships and meet rising demand with professionalism and care. Whether through youth groups, one-to-one support, family outreach, training for schools and professionals or the joyful celebrations at our community events, The Kite Trust continues to make a tangible, life-changing difference to so many.

This year has also seen significant strategic growth: we have applied learnings to strengthen our delivery programmes, ensuring that our work remains grounded in the local community and is shaped by the lived experiences of the young people we serve; our new Turning the Tides project has enabled us to extend our work onto the national stage where we are increasingly shaping policy and amplifying the voices of LGBTQ+ young people to drive wider systemic change.

Our progress would not be possible without the sustained dedication of our supporters. To every volunteer who has given their time, every partner organisation that has collaborated with us and every funder who has invested in our mission: thank you. Your belief in this work strengthens our ability to reach more young people and to advocate for a more inclusive and compassionate society.

I would also like to extend my gratitude to my fellow Trustees. Their stewardship, insight and unwavering commitment have guided us through another year of growth and learning. As a board, we remain focused on ensuring that The Kite Trust is equipped to meet the challenges ahead.

CHAIR OF TRUSTEES
Em Kell

As we look forward, there is still much to do to ensure that every LGBTQ+ young person can thrive but I am confident that we will continue to rise to the task.

Thank you for being a key part of our journey.

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 we want to reflect on the progress against these respective 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. We also 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.

“[The best thing about The Kite Trust is] safe, supportive spaces for young people to meet others, which has a huge impact on confidence and wellbeing.”- Parent

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.

Our Framework

At The Kite Trust, our activities are based on a theory of change, set out in our 2020-25 strategy, which seeks to address discrimination against LGBTQ+ young people and the negative impacts it has on them. We work directly with young people, their families and their communities and seek to improve inclusion within spaces young people access such as schools, healthcare, social care, the 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.

Through our theory of change, we seek to deliver the following outcomes:

- Increased confidence and self-esteem for young people
- Increased skill and knowledge for young people
- Increased sense of belonging, safety and feeling valued at The Kite Trust for young people
- 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
- Increased positive health and wellbeing outcomes for young people
- Increased levels of understanding about LGBTQ+ topics amongst schools/colleges, students and families, services users and families, the family and professionals
- Increased sense of belonging, safety and feeling valued at school/college for young people and educational professionals
- Improvements in academic achievement and attendance

[The Kite Trust] means having a family of people who all understand and support each other by simply being in the same room as each other.” - Young person

Our Activities

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.

Youth Leadership is essential for all we do at The Kite Trust, and this year it has been more visible, more impactful than ever before. In 2024–25, we created multiple opportunities for young people to shape not only our programmes but also national conversations about LGBTQ+ rights and wellbeing. Young people were supported to attend meetings with senior policymakers including the Minister for Women and Equalities and the Secretary of State for Health and Social Care where they shared lived experiences, challenged misconceptions, and advocated for policies that protect and uplift LGBTQ+ youth. These moments ensured that discussions about gender-affirming healthcare, safeguarding, mental health, and education were grounded in the real stories and expertise of the young people most affected.

Our Youth Panel continued to thrive as a central leadership structure within the organisation. Their influence extended across many areas of our work:

- Programme design: shaping group activities, residential content, and holiday programmes to ensure they reflect young people's interests and needs.
- Recruitment: taking part in staff interviews and helping to select youth workers, sessional staff, and senior leadership positions — bringing youth voice into organisational decision-making.
- Research & policy: contributing insights to consultations, supporting Turning the Tide's national work, and collaborating on resources to support LGBTQ+ young people.
- Fundraising & events: planning and delivering two major youth-led events — a film night at the LGBTQ+ Centre in Ely and a Drag Brunch showcasing young people's creativity, hospitality, and organisational skills.
- Strategic direction: advising trustees and the CEO on organisational priorities, emerging issues, and the changing context for LGBTQ+ young people.

This year's Youth Panel embodied our values of accessibility, inclusion, and community-led practice. Young people repeatedly told us that being trusted with meaningful responsibility helped them gain confidence, feel valued, and recognise their own leadership potential.

"Being part of the Youth Panel made me feel like my voice genuinely matters. I'm not just being heard — I'm helping to make things better for other young people too." [Youth panel member]

By placing youth leadership at the heart of our organisation, we ensure that The Kite Trust remains deeply rooted in lived experience, authentically responsive to young people's needs, and committed to nurturing the next generation of LGBTQ+ leaders.

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

Providing a safe, accessible and identity-affirming environment is at the core of The Kite Trust's mission, and this year's data demonstrates the scale and strength of that commitment. In 2024–25, we supported 366 young people and 71 parents and carers, offering a wide range of accessible programmes designed to meet the diverse needs of LGBTQ+ communities across Cambridgeshire and Peterborough.

We delivered 266 youth groups, ensuring consistent weekly provision across all our geographical areas of operation — Cambridge, Ely, Peterborough, Huntingdon, Wisbech, St Neots, and March. These groups provided opportunities for young people to build friendships, explore identity, develop confidence, and experience joyful community, all within spaces where 100% of young people reported feeling safe, valued, and like they belong.

Recognising the diversity within our community, we continued to run our Disabled and Neurodiverse Online Youth Group, which provided a vital accessible alternative for young people who benefit from reduced sensory input, flexible participation formats, or remote access due to physical, mental health, or neurodiversity-related barriers. Given that 93% of young people accessing our services identified as neurodivergent, this group ensured equitable access to social connection and emotional support.

Our Youth Groups were attended by 232 young people, reflecting both strong engagement and the growing need for identity-affirming spaces. Alongside group work, we delivered 295 individual support sessions — including initial meetings, ongoing wellbeing check-ins, and intensive individual support sessions. These sessions enabled young people to explore identity, seek guidance, develop emotional regulation skills, and access tailored support with trained youth workers.

Young people repeatedly emphasised the importance of these safe spaces:

“The Kite Trust makes me feel safe and like I belong when everywhere else in the world doesn't feel like mine.”

“Being able to join online groups meant I finally felt included, even on days I couldn't leave the house.”

By designing accessible, flexible, and welcoming environments, we ensured that every young person — regardless of location, identity, disability, or neurodivergence — had a space where they could show up fully as themselves.

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, The Kite Trust deepened our long-standing commitment to youth participation by expanding the ways young people shape our decision-making, programmes, and public-facing work. We ensured that young people not only had a seat at the table but were actively influencing what the table looks like. Their voices, authentic, diverse, and sharply informed by lived experience, guided our priorities across policy, practice, partnerships, and community engagement.

Our Youth Panel continued to flourish, demonstrating leadership, creativity, and initiative across multiple projects. They planned and delivered two successful youth-led fundraising events in Cambridgeshire. The first, a movie evening at the LGBTQ+ Centre in Ely, created a joyful and welcoming community space. The second, a vibrant Drag Brunch, showcased the group's organisational skills: young people cooked and served food, managed a merchandise stall, ran a tombola, and facilitated the event with professionalism and pride. Through these events, young people developed confidence, leadership, customer service experience, teamwork skills, and pride in their collective achievements.

We also facilitated targeted leadership development, most notably through our Trans Leadership Workshop. This workshop invited trans, non-binary, and gender-questioning young people to explore questions such as: "What skills do you want to develop as a trans leader of the future?". They identified areas including advocacy, communication, emotional resilience, public speaking, and community organising. These sessions strengthened young people's sense of agency and helped them recognise their own leadership potential within a context that celebrates their identities.

Their leadership extended well beyond events and workshops. Young people contributed to programme planning, recruitment processes at all staff levels, research and policy development, and strategic discussions with trustees and senior leaders. Their insight has been central to our ongoing work on national advocacy and system-wide change through projects such as Turning the Tide.

Young people shared that these leadership opportunities had a profound impact on their confidence and wellbeing:

"Being part of the Youth Panel made me feel like I can actually make change happen."

"I didn't realise I could be a leader until TKT treated me like one."

By embedding youth participation at every level, The Kite Trust continues to lead a model of practice where young people's voices are not symbolic — they are structural, valued, and foundational to our work.

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

Young people continued to play a central leadership role within The Kite Trust throughout 2024–25, shaping the strategic direction of the organisation in meaningful and sustained ways. Our Youth Panel served as a key mechanism for embedding youth voice at the heart of decision-making, generating insight that directly informed programme development, policy priorities, and strategic planning. Their contributions ensured that the lived experiences of LGBTQ+ young people remained the foundation of our organisational direction, especially within a national context that has become increasingly challenging for trans and gender-diverse youth.

Youth Panel members were involved in a wide range of co-production activities, from helping design holiday programmes and residencies to reviewing safeguarding approaches and advising on the accessibility of new initiatives. Their perspectives played a significant role in shaping inclusive practices and ensuring that both existing and emerging programmes genuinely reflect young people's needs.

We continued to embed youth voice, as several former service users and young adults now serve as trustees, ensuring that the Board benefits from lived experience expertise. Young people also took part in staff recruitment processes at all levels, from sessional workers to senior leadership roles. Their involvement helped ensure that new staff members reflected the values, attitudes, and understanding that LGBTQ+ young people expect from the adults supporting them.

These leadership opportunities had a demonstrable impact on confidence and belonging. As one young person shared:

“Being trusted to help choose staff made me feel powerful in a way I hadn’t experienced before. It felt like the organisation really believed in us.”

By ensuring young people's leadership is not symbolic but embedded, we continue to strengthen The Kite Trust as a genuinely youth-led organisation.

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

This year, we prioritised the delivery of practical life skills training that supports LGBTQ+ young people's independence, wellbeing, and future aspirations. Our programme included a diverse range of sessions designed to build confidence, foster creativity, and equip young people with skills they can use in daily life, education, employment, and community leadership.

Across 2024–25, we delivered sessions on:

- LGBTQ+ sex and relationships education, supporting young people with inclusive and accurate health information they often cannot access in school settings.
- Hair and makeup skills, enabling self-expression and confidence building, particularly valued by trans and gender-diverse youth.
- Local queer history, helping young people build pride in their identities and understand the legacy of activism in their own communities.
- DIY and practical home skills, supporting independence and preparing young people for transitions into adulthood.
- Cooking sessions, building essential life skills and creating opportunities for cultural exchange and community bonding.
- A wide range of creative workshops including digital media, crafting, zine-making, and performance activities.

The impact of these sessions was clear in our annual survey data, where 93% of young people reported gaining new skills or knowledge through their involvement with The Kite Trust. Young people consistently shared that these opportunities made them feel more confident, capable, and empowered to navigate both their identities and their futures.

One young person reflected:

“I learnt skills I never got the chance to learn anywhere else. It makes me feel more ready for adulthood.”

By providing inclusive, accessible, and affirming life skills training, we ensure that young people have the tools they need to thrive both within and beyond our spaces.

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

Advocacy remained a core component of our work in 2024-25, as the national policy landscape continued to place significant pressure on the rights and wellbeing of trans and LGBTQ+ young people. This year, we strengthened our commitment to ensuring that young people’s voices directly shaped the policies and systems that affect them.

We delivered the Making Change Workshop Series, which brought together trans, non-binary, and gender-questioning young people to explore the policy issues most relevant to their lives. Together, they identified priorities including access to healthcare, school inclusion, safeguarding practices, and the need for improved mental health support. These workshops equipped participants with advocacy skills, policy knowledge, and opportunities to co-create our organisational policy positions.

In October 2024, young people and parents took part in a significant meeting with the Secretary of State for Health and Social Care, Wes Streeting, where they shared concerns about the proposed ban on puberty blockers. Their contributions were deeply impactful — grounded in lived experience, emotional honesty, and a clear articulation of the risks posed by restrictive healthcare policies.

We continued to participate in the Trans Organisations Network and other national working groups, ensuring that the expertise of our young people and staff informed wider sector advocacy. We also contributed to a multi-organisational response following the Supreme Court ruling and EHRC guidance, helping shape a unified and evidence-based sector-wide position.

In partnership with Cambridgeshire, Peterborough and South Lincolnshire Mind, we completed a suicide prevention project that developed tailored resources for LGBTQ+ community groups and individuals. This collaboration strengthened local capacity to recognise risk, respond effectively, and offer compassionate support; a vital intervention given the disproportionately high levels of mental health challenges reported by LGBTQ+ young people nationally.

Our advocacy work is grounded in the belief that young people are not passive recipients of policy; they are experts in their own lives, and their experiences must guide decision-making. As one young person expressed:

“Being part of these workshops made me realise my voice matters. We deserve to be part of every conversation about our rights.”

Through sustained, values-driven advocacy, The Kite Trust continues to push for systems where LGBTQ+ young people are safe, supported, and heard.

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.

Youth work remained a significant pillar of our work in 2024-25. We continued to deliver our youth work programming through groups in Cambridge, Ely, Huntingdon, March, Peterborough, St Neots and Wisbech, in addition to the Disabled and Neurodiverse Online Youth Group and the Trans, non-binary and gender questioning youth group. This includes groups for young people and young adults, meet and eat sessions, programmes for families and school holiday programmes.

Our residential programme has continued to be one of our most popular areas of programming and have run 3 residencies throughout the year. Activities included high ropes, campfires, zine making and archery.

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.

Supporting safe, inclusive, and affirming school environments remained a central pillar of our work this year. Schools play a critical role in shaping the wellbeing and life chances of LGBTQ+ young people, yet many still face environments where misunderstanding, exclusion, or bullying are present. The Kite Trust continued to address this by strengthening whole-school cultures of inclusion through the Rainbow Flag Award (RFA) and direct training and engagement with staff and students.

In 2024-25:

- 10 schools successfully renewed their Rainbow Flag Award
- 2 more schools began the renewal process
- 10 new schools- including 2 colleges achieved the RFA for the first time
- 1 youth organisation completed the RFA
- 2 additional schools have begun the award journey

This growth demonstrates a widening commitment across the region to embedding LGBTQ+ inclusion not just in policy, but in daily practice, curriculum, environment, and staff culture. The RFA continues to be a powerful mechanism for reducing bullying, increasing visibility, and building safer educational spaces for LGBTQ+ young people.

Alongside this, we delivered:

- Staff training sessions to help educators build confidence and competence in supporting LGBTQ+ students
- Pupil workshops reaching over 800 students, promoting understanding, challenging stereotypes, and fostering empathy and allyship

These workshops provided spaces for students to explore identity, challenge misinformation, and connect with supportive peers. Many young people described these sessions as the first time they felt "seen" within their school environment.

This work aligns closely with our outcome's framework, strengthening the sense of belonging, safety, and visibility of LGBTQ+ young people not only within our own groups but in the schools they attend daily.

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

The Kite Trust is an organisation which is run by and for the community that we exist to serve. We pride ourselves on having a staff team which reflects the identities of our service users. Our Annual 2025 Staff Survey found that 92% of colleagues identify as part of the LGBTQ+ community and 55% identify as trans, non-binary, gender non-conforming, and/or gender diverse. Additionally, 75% of colleagues identify as neurodivergent, reflecting the diversity within the young people we serve. Amongst our volunteers, those who responded to the 2025 Volunteer Survey, 100% identify as part of the LGBTQ+ community and 25% identify as trans, non-binary, gender non-conforming or gender diverse.

We understand the intersections of identity and privilege and the nuances associated with this within our communities. We seek to amplify the voices of groups who are most marginalised and are uniquely well placed to understand first-hand the needs of these communities.

While we are committed to embedding anti-racist practices across our work, we recognise that individuals from the global majority remain underrepresented within our staff and volunteer teams. We acknowledge the ongoing need to improve access to visible local role models for global majority LGBTQ+ young people and are committed to addressing this gap.

“The Kite Trust means a lot more to me than just a job. It’s a cliché but it really does feel like a family and has given me confidence in understanding my own identity. It is a privilege to work with all the young people who use our services, and see the difference TKT makes to their lives” – Staff member

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

Our online presence plays an increasingly important role in how young people engage with us, access information, and stay connected with our services. This year saw continued growth across all digital platforms, reflecting the demand for accessible, affirming content and the trust placed in The Kite Trust as a reliable source of support.

As of 2025:

- Facebook: 2,113 followers
- Instagram: 1,869 followers
- LinkedIn: 1,320 followers

Across platforms, we shared information about identity, wellbeing, upcoming events, policy updates, youth voice achievements, and opportunities to get involved. The increase in engagement reflects both strong connection with existing service users and growing public awareness of our work across the region.

Our online spaces also provide an alternative entry point for young people who may not yet feel safe attending in-person services, who are exploring their identity privately, or who face barriers related to disability, neurodivergence, geography, or family situations. Social media has become both a support tool and a community connector- a way for young people to “test the water” and find reassurance before stepping into group spaces.

Young people regularly tell us that our social media presence makes them feel seen and less alone:
“TKT’s posts helped me feel connected even before I joined a group.”

By maintaining a dynamic, informative and welcoming online presence, we ensure that LGBTQ+ young people can access community and support in ways that work for them; wherever they are in their journey.

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

We have continued to ensure that we deliver our work in spaces which are accessible, fit for purpose and close to the communities that we serve, with good transport links. This is particularly important for our more rural groups where public transport is often limited, and where we see a much higher level of need.

Our Cambridgeshire LGBTQ+ Community Centre in Ely continued to be well utilised for events and groups.

We also recognise that in person programming isn't right for everyone, so continued to deliver online groups, including our Disabled and Neurodiverse Online Youth Group.

"The Kite Trust provides a truly safe and enjoyable space to be in. I'm able to spend time with other queer young people and be who I am, exploring my queer identity, without fear of being considered wrong or weird. I love the other people that go to group, and our youth worker is amazing. I truly love my time at TKT." – Young person

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.

In 2024/25 £588,802 of our income was received in the form of grants for services. £188,602 of this was in the form of unrestricted grants, from statutory funders (such as local councils) and trusts and foundations. This formed 89% of the charity's income for 2024/25.

In addition, we received £41,005 in donations from diverse sources including £19,945 in individual donations and gift aid, £12,544 in corporate donations, £6,081 through fundraising events led by the Youth Panel and received a £14,500 legacy with great thanks. The charity also received £2,502 in interest payments and £33,385 trading income, across schools and training, youth work activity fees and partnership work.

Whilst project-based grant funding remained the primary source of income for The Kite Trust this year, we are pleased that we continue to grow our funding from other sources, enabling us to become more financially resilient and able to respond to changing needs locally.

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

In 2024-25, we delivered training across the East of England and beyond, reaching as far as Bristol. Those trained include school staff, healthcare providers, and support workers. These sessions were delivered and facilitated by our staff and a team of associate trainers and developed alongside our service users.

The appetite for LGBTQ+ focused training has decreased over the year, due in large part to changes in the external environment. Despite this we delivered 27 sessions to 10 different organisations, reaching over 300 individuals.

As we look to 2025/26 and beyond, we are excited that Turning The Tide will enable us to grow the reach of our training offer through subsidised training for those organisations who will benefit most from upskilling in this area.

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

This year, we focused on developing and reviewing essential policies and procedures to align with best practice standards and reinforce our position as a leading service provider and employer. We also maintained our established policy review process.

4. Retain a strong frontline staff team.

A strong, stable, and skilled frontline staff team is essential to delivering high-quality, identity-affirming support for LGBTQ+ young people. Throughout 2024-25, we continued to prioritise staff wellbeing, professional development, and recruitment processes that ensure our team reflects the communities we serve.

TKT currently employs 14 staff members, supported by a team of 6 sessional workers who help deliver youth groups, workshops, residentials, and targeted programmes. With demand continuing to rise across the region, we are actively recruiting additional sessional workers to strengthen our capacity and ensure that every young person who needs support can access it safely and promptly.

Our commitment to building a positive, inclusive, and supportive workplace is reflected strongly in the 2025 Annual Staff Survey.

Staff told us that:

- 96% rated TKT as a good or excellent employer, and
- 100% would recommend The Kite Trust as a place to work

These results demonstrate the depth of trust and belonging within our team. Staff reported feeling valued, listened to, and supported to bring their full selves to their roles- a crucial foundation for the relational, emotionally demanding frontline work they deliver.

We continue to invest in reflective practice, clinical supervision, and ongoing training to ensure staff feel equipped and confident in providing specialist support to LGBTQ+ young people, including those experiencing complex needs related to mental health, identity, disability, neurodivergence, trauma, and family rejection.

As one staff member shared in the survey:

"I feel proud to work somewhere that aligns with my values and genuinely cares about staff as people." Staff member

By retaining a committed, skilled, and diverse staff team, The Kite Trust ensures consistent, high quality support for young people across all our services strengthening the organisation's resilience for the future.



Our Outcomes

1. Increased confidence and self-esteem for young people

Developing confidence and self-esteem remains one of the most significant outcomes of young people's engagement with The Kite Trust. For many LGBTQ+ young people, experiences of marginalisation, bullying, isolation, or lack of affirmation can severely impact their belief in themselves and their sense of worth. Our work continues to counter this by providing supportive relationships, safe community spaces, and opportunities for young people to express themselves without fear of judgement.

In our 2025 Young People's Annual Survey:

- 80% reported an increase in confidence
- 65% reported an increase in self-esteem

These results highlight the transformative impact of consistent, identity-affirming support. Across youth groups, individual sessions, residential, and leadership opportunities, young people developed social confidence, improved communication skills, and a stronger sense of who they are. Many told us that TKT was the first place they felt able to speak openly, try new things, or explore their interests without fear.

"I feel like a more confident version of myself now. Being here makes me feel like I matter." – Young Person

These increases were consistent across age ranges, genders, ethnic backgrounds, disabilities, and neurodivergence, demonstrating that our approach is accessible and effective for young people with diverse needs and experiences.

2. Increased skills and knowledge for young people.

Alongside emotional and social development, young people consistently report gaining practical skills and knowledge that support them both now and in their futures. Through structured programmes, creative sessions, life skills workshops, and LGBTQ+ identity education, our services give young people the tools to navigate adolescence, relationships, and adulthood with greater understanding and confidence.

In our 2025 Young People's Annual Survey:

- 93% said they had learned new skills or knowledge through TKT
- 93% felt they had a better understanding of LGBTQ+ identities

These skills covered a wide spectrum, from cooking and DIY to self-advocacy, emotional regulation, and community leadership. Sessions such as LGBTQ+ inclusive relationships and sex education, queer history, creative expression, and practical life skills helped young people feel more informed, capable, and empowered.

For many, this was information they had never accessed elsewhere due to gaps in school curricula or unsupportive environments.

“I’ve learned so much that I just wouldn’t have been taught anywhere else.” – Young person

This outcome was consistently reported across demographic groups, demonstrating that young people from different backgrounds and circumstances are benefiting from accessible, relevant, and affirming learning opportunities.

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

“The Kite Trust offers young people the support and acceptance that I wish I had growing up.” - Volunteer

A strong sense of belonging is one of the most powerful protective factors for LGBTQ+ young people. This year’s data shows that The Kite Trust continues to be a place where young people, and the adults who support them experience profound safety, acceptance, and value.

In the 2025 Annual Surveys:

- 100% of young people reported feeling safe at TKT
- 100% said they feel a sense of belonging
- 100% said they feel valued

This reflects the depth of care, trust, and community built across our groups, residential, online spaces, and individual sessions. Young people repeatedly describe TKT as a place where they can be fully themselves — a stark contrast to experiences of exclusion or hostility in other parts of their lives.

Staff and volunteers also reflected strong feelings of safety and belonging:

- 100% of staff feel safe at TKT
- 67% feel very supported by colleagues
- 100% feel valued by the organisation
- 100% of volunteers feel safe, belong, and feel valued

These results highlight a culture of mutual respect, compassion, and inclusion that extends across the organisation. The strong internal culture among staff and volunteers directly enhances the quality of support provided to young people.

“This is the only place I feel like I truly belong.” – Young person

“I feel proud to work somewhere that aligns with my values.” – Staff member

By cultivating environments where everyone feels safe, welcomed, and valued, The Kite Trust continues to build the foundations of a resilient, connected, and empowered LGBTQ+ community.

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.

This year saw significant growth in awareness, recognition, and appreciation of The Kite Trust's work across the voluntary, public and private sectors. We continued to build strong relationships and influence conversations at local, regional, national and even international levels. This work is essential to ensuring LGBTQ+ young people are represented in decision-making processes and that organisations understand both their needs and the specialist support TKT offers.

Across 2024-25, our staff team participated in a wide range of strategic meetings, working groups and cross-sector networks, including national and international forums focused on LGBTQ+ rights, youth wellbeing, and inclusive practice. These spaces not only allow us to advocate for the voices and experiences of LGBTQ+ young people, but also raise the profile and credibility of The Kite Trust as a leading organisation in this field.

A key highlight was our Chief Executive delivering the opening speech at the County Youth Work Conference, a major platform that showcased the importance and impact of our work to professionals across the region. This high-profile visibility has strengthened relationships with local authorities, health services, education providers, and other youth organisations.

Our partnerships with organisations such as Fullscope Network, CPSL Mind, and multiple LGBTQ+ sector partners have played a key role in amplifying awareness of our services. These collaborations have helped:

- share best practice and specialist insight
- develop joint resources
- expand our reach into new communities
- build confidence in referral pathways
- demonstrate the regional value of LGBTQ+ youth support

Feedback from sector partners consistently highlights the reliability, expertise and relational approach that TKT brings. This growing recognition supports better outcomes for young people by strengthening trust, increasing referrals, and embedding LGBTQ+ inclusion across the systems that surround them.

5. Increased positive health and wellbeing outcomes for young people

“While I have a generally supportive family, I felt quite alone before as I didn't know anyone who was like me. Now I feel much less isolated in my experience, and I have a place where I can be instantly understood without having to answer questions.” – Young person

Improving the health and wellbeing of LGBTQ+ young people remains at the heart of The Kite Trust's mission, and this year's survey results demonstrate the significant impact of our support. Through safe spaces, identity-affirming relationships, skills-building programmes, and opportunities for community connection, we have created environments where young people can flourish across their emotional and social development.

Each year, we run an anonymous annual feedback survey to evaluate outcomes directly from the experiences of young people. In the 2025 Young People's Annual Survey, young people reported the following:

- 80% rated an increase in confidence
- 65% rated an increase in self-esteem
- 65% rated an increase in overall wellbeing
- 93% said they had learned new skills or knowledge
- 100% feel a sense of belonging at TKT
- 100% feel safe at TKT
- 100% feel valued at TKT
- 95% said they have a better understanding of LGBTQ+ identities
- 100% feel listened to at TKT

These outcomes demonstrate that our services consistently provide the essential protective factors that LGBTQ+ young people need- belonging, validation, connection, practical guidance and emotional support. The combination of group work, individual support sessions, residential, and inclusive life-skills programmes ensures we meet young people's needs holistically.

Notably, almost all outcome areas improved compared to last year, reflecting the continual refinement of our programmes, the quality of relational support, and the skill of our staff team. These results are particularly important given the national rise in mental health challenges faced by LGBTQ+ young people, especially those experiencing marginalisation around gender identity, dysphoria, racism, disability or neurodivergence.

"I feel happier and more myself here. I didn't know I could feel safe anywhere." – Young person

"TKT helped me believe I'm worth something." – young person

These outcomes affirm that The Kite Trust continues to deliver high-impact, life-changing support that strengthens young people's resilience, wellbeing, and capacity to thrive.

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.

Raising awareness and strengthening understanding of LGBTQ+ identities is a crucial part of creating safer, more inclusive communities for young people. This year, The Kite Trust continued to expand its reach across the education, community and professional sectors, supporting organisations to build environments where LGBTQ+ young people can be visible, respected and affirmed.

Across 2024-2025, we worked with 24 schools and colleges and one youth organisation through the Rainbow Flag Award (RFA). This included first-time awardees, renewals, and schools beginning their RFA journey. Each organisation engaged with structured training, policy development, curriculum reviews and practical steps to embed LGBTQ+ inclusion throughout their setting.

In addition to RFA work, we delivered a wide range of workshops on topics such as identity, allyship, challenging discrimination, and inclusive language. These sessions reached students, school staff, and parents, providing accessible, age-appropriate knowledge and encouraging open conversation.

Our wider training offer also supported professionals across health, youth work, higher education, mental health services and voluntary sector organisations. Through this, we helped build confidence and competence among practitioners who regularly support LGBTQ+ young people, enabling them to challenge myths, reduce harm, and improve outcomes.

By increasing understanding across multiple sectors and age groups, we help ensure that LGBTQ+ young people experience affirmation not only within our groups, but in their schools, families, and wider communities.

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

A strong sense of belonging in school is a vital protective factor for mental health and academic success- yet LGBTQ+ young people often face barriers to this. Through the Rainbow Flag Award, we work alongside schools to create environments where young people and staff feel seen, supported and valued.

This year, we continued to deliver the RFA across the region, helping schools embed LGBTQ+ inclusion into every aspect of school life: curriculum, policies, pastoral support, student leadership and staff training. Schools reported that the process not only increased understanding but also strengthened relationships between staff and students, improved staff confidence, and supported a more respectful school culture.

By strengthening inclusive practice, RFA supports:

- increased feelings of safety
- greater connection with peers and teachers
- reduced bullying
- more confidence to access support
- improved overall wellbeing

Educational professionals also benefit from the programme. Teachers frequently tell us that the RFA gives them the tools and reassurance they need to respond confidently and compassionately to LGBTQ+ students' needs.

"The RFA helped us create a school where students feel safe to be themselves- and where staff feel equipped to support them." – RFA Lead Teacher

Through this work, The Kite Trust directly contributes to building safer schools where everyone - students and staff, can thrive.

8. Improvements in academic achievement and attendance.

Creating inclusive school environments through the Rainbow Flag Award contributes to improvements in attendance, engagement and academic achievement for LGBTQ+ learners. When young people feel safe, accepted and valued in their educational setting, they are more likely to attend regularly, participate confidently in lessons, and achieve their potential.

While academic progress is influenced by many factors, national evidence shows that LGBTQ+ students in inclusive schools experience fewer absences, reduced anxiety related to attending school, improved concentration and engagement and higher levels of motivation and wellbeing.

Our work supports these outcomes by ensuring that LGBTQ+ students experience:

- safer classrooms
- visible role models
- inclusive teaching
- staff who understand and affirm their identities
- peers who are more aware and supportive

Beyond school walls, we also recognise the importance of informal and experiential learning. This year we delivered enriching Family Days at locations such as IWM Duxford and Grafham Water, offering interactive learning experiences connected to history, nature, teamwork and practical creativity. These events support family relationships, cultural learning and confidence-building outside traditional educational structures.

Our residential programme also plays a significant role in young people's development. Residential offers a safe, structured and supportive space for young people to try new things, build friendships, and develop key competencies such as teamwork, leadership, communication and problem-solving. These skills translate directly into improved resilience, engagement and performance in school.

Young people consistently share that these experiences help them feel more capable and confident:
"After camp, I felt more confident speaking in lessons. I know I can do things I didn't think I could."
Young person

By supporting learning both inside and outside the classroom, The Kite Trust helps young people develop the skills, confidence and resilience that underpin academic progress and lifelong achievement.



Conclusions and Reflections

The 2024-2025 year has been one of significant growth, resilience and impact for The Kite Trust. Against a backdrop of increasing national scrutiny and ongoing challenges for LGBTQ+ young people, our work has continued to provide essential support, advocacy and community-building across Cambridgeshire, the East of England and nationally. The data gathered through our Annual Surveys, Rainbow Flag Award engagement and programme monitoring demonstrates clear, measurable progress across all areas of our outcomes framework.

We have strengthened young people's confidence, wellbeing and leadership while fostering environments where they feel valued, safe and able to explore their identities without fear or judgement. Consistently high wellbeing outcomes—including 100% of young people reporting feeling safe, valued and experiencing belonging at TKT, reflect the importance of identity-affirming practice and the deep relational trust built between staff, volunteers and young people. These results also highlight the effectiveness of our holistic approach, combining group work, individual support, life-skills development and leadership opportunities.

Our commitment to youth leadership has remained central, with young people shaping programmes, influencing strategy, contributing to recruitment processes, and engaging in national advocacy. Their input has strengthened organisational decision-making and ensured our work remains grounded in the realities of LGBTQ+ young people's lives. This empowerment not only benefits our organisation but helps young people develop skills, confidence and a sense of agency that will support them far into their futures.

Across schools and colleges, our work through the Rainbow Flag Award continues to drive meaningful cultural change. More schools engaged with the award this year than ever before, and our training and workshops reached more than 800 students. As a result, educational staff and pupils have developed stronger awareness and understanding of LGBTQ+ identities, and schools have become safer, more inclusive environments. These improvements have a direct impact on attendance, engagement and academic achievement for LGBTQ+ young people and help lay foundations for long-term systemic change.

Our organisational culture remains a core strength. With exceptionally high satisfaction rates among staff and volunteers, we have maintained a team that reflects the identities, experiences and diversity of the young people we support. This alignment between staff lived experience and service user demographics enhances the quality and authenticity of our practice. We also recognise areas for further development, particularly around increasing representation of individuals from the global majority within our staff and volunteer teams. This remains a strategic priority moving forward.

Externally, our visibility and influence have grown. Through the Policy and Advocacy Programme, participation in national networks and high-profile meetings with government ministers, The Kite Trust has played a vital role in amplifying young people's voices at a time when LGBTQ+ rights- especially trans rights, are under unprecedented pressure. Our partnerships with organisations such as Fullscope and CPSL Mind have strengthened the local support ecosystem and improved community capacity around wellbeing and suicide prevention.

Overall, the reflections drawn from this year's work illustrate an organisation that is deeply embedded in its community, highly trusted by young people and families, and increasingly recognised across sectors as a leader in LGBTQ+ youth support. The challenges facing LGBTQ+ young people remain significant, but this year's achievements show that affirming spaces, informed advocacy and community-led practice can create meaningful, lasting change.

Looking ahead, we are committed to building on this momentum- expanding our capacity, strengthening our partnerships, elevating youth leadership even further, and continuing to advocate for the rights and wellbeing of LGBTQ+ young people.

With a strong team, a vibrant community and a clear strategic direction, The Kite Trust is well positioned to continue delivering impact in the years to come.

Em Kell, Chair of Trustees

THE KITE TRUST

STATEMENT OF FINANCIAL ACTIVITIES INCORPORATING INCOME AND EXPENDITURE ACCOUNT FOR THE YEAR ENDED 31 MARCH 2025

Financial Accounts – The Kite Trust

Charity Number

1189936

Correspondence address

70 Market Street
Ely
Cambridgeshire
CB7 4LS

Trustees

Trustees who served during the year and up to the date of this report were as follows

Emily Kell	Chair
Catherine Allen	Treasurer
Millie Wadkin	Resigned 8 August 2025
Ceri Littlechild	Resigned 8 August 2025
Paul R Owens	Resigned 8 December 2025
Katherine Parsons	Appointed 22 July 2024
Rosemary Jack	Appointed 6 December 2024
Seweryn Ptak	Appointed 6 December 2024

Key Management Personnel

Dr. Pip Gardner	Resigned 31 August 2025
Dr. Mike Finn	Appointed 1 June 2025

Bankers

The Co-Operative Bank
1 Balloon Street
Manchester
M4 4BE

External Examiners

Amy Beecroft FCA
19 Newton Road
Lindfield
West Sussex
RH16 2NB

THE KITE TRUST

STATEMENT OF FINANCIAL ACTIVITIES INCORPORATING INCOME AND EXPENDITURE ACCOUNT
FOR THE YEAR ENDED 31 MARCH 2025

	Note	Unrestricted funds 2025 £	Restricted funds 2025 £	Total funds 2025 £	Total funds 2024 £
Income from:					
Grants for services	2	188,602	401,200	589,802	513,968
Donations and gifts	3	41,005	-	41,005	68,910
Interest income	4	2,502	-	2,502	1,203
Other income	5	33,385	-	33,385	82,704
Total income		265,494	401,200	666,694	666,785
Expenditure on:					
Raising funds	6	(1,348)	-	(1,348)	(210)
Charitable activities	7	(312,574)	(399,195)	(711,769)	(595,575)
Total expenditure		(313,922)	(399,195)	(713,117)	(595,785)
Net income / (expenditure)		(48,428)	2,005	(46,423)	71,000
Transfer between funds	19	(1,534)	1,534	-	-
Net movement in funds		(49,962)	3,539	(46,423)	71,000
Reconciliation of funds:					
Total funds brought forward		190,970	9,963	200,933	129,933
Net movement in funds	19	(49,962)	3,539	(46,423)	71,000
Total funds carried forward		141,008	13,502	154,510	200,933

The Statement of Financial Activities includes all gains and losses recognised in the year.

The above results are from continuing activities and there are no other gains and losses except as stated above.

The notes on pages 28 to 30 form part of these financial statements.

THE KITE TRUST**BALANCE SHEET****FOR THE YEAR ENDED 31 MARCH 2025**

	Note	2025 £	2024 £
Fixed assets			
Tangible assets	12	527	6,764
Current assets			
Debtors	13	31,022	34,434
Cash at bank and in hand		147,298	175,137
		178,320	209,571
Creditors: amounts falling due within one year	14	(24,336)	(15,402)
Net current assets		153,983	194,169
Net assets		154,510	200,933
Charity funds			
Restricted funds	18	13,502	9,963
Unrestricted funds	18	141,008	190,970
Total funds		154,510	200,933

The financial statements were approved and authorised for issue by the Trustees and signed on their behalf by:

Catherine Allen, Trustee

Date:

The notes on pages 28 to 30 form part of these financial statements.

THE KITE TRUST**STATEMENT OF CASH FLOWS****FOR THE YEAR ENDED 31 MARCH 2025**

	Note	2025 £	2024 £
Cash flows from operating activities			
Net cash provided by / (used in) operating activities		(30,341)	43,973
Cash flows from investing activities			
Interest received		2,502	1,203
Net cash used in investing activities		2,502	1,203
Change in cash and cash equivalents in the year		(27,839)	45,176
Cash and cash equivalents at the beginning of the year		175,137	129,961
Cash and cash equivalents at the end of the year		147,298	175,137

The notes on pages 28 to 30 form part of these financial statements.

1. Accounting policies

1.1 Basis of preparation of financial statements

These financial statements have been prepared in compliance with FRS 102, 'The Financial Reporting Standard applicable in the UK and the Republic of Ireland', the Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Finance Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (Charities SORP (FRS 102)) and the Charities Act 2011.

The Kite Trust meets the definition of a public benefit entity and a registered charity in England and Wales, and is unincorporated. The address of the principal office is 70 Market Street, Ely, Cambridgeshire, CB7 4LS.

The Charity accounts are prepared in accordance with FRS 102 and Charities SORP (FRS 102) and the Charities Act 2011.

The financial statements are prepared in sterling, which is the functional currency of the entity.

The principal accounting policies, which have been applied consistently, are set out below:

1.2 Going concern

The ability to secure future funding may be impacted by several sources of uncertainty: the extent of economic uncertainty in the UK, with inflationary increases and decline in charitable giving and regulatory changes impacting delivery of training around LGBTQ+ issues. The Charity has prepared projected cash flow information, including sensitivity analyses. These cash flows consider projected cash outflows from charitable activities and support costs, and inflows from grants and donations.

On the basis of this cash flow information, which covers a period of at least one year from the approval of the financial statements, and the level of available reserves and cash funds, the Trustees continue to adopt the going concern basis of accounting in preparing the annual financial statements.

1.3 Income

All income is recognised once the Charity has entitlement to the income, it is probable that the income will be received, and the amount of income receivable can be measured reliably.

Donations

Donations received with imposed restrictions are classified as restricted funds.

Grants receivable

Income from government and other grants, whether "capital" or "revenue" grants, is recognised when the charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably and is not deferred.

Legacies

Legacy gifts are recognised on a case-by-case basis when the charity is notified and when the value and entitlement of the legacy is known with reasonable certainty.

Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the Charity; this is normally upon notification of the interest paid or payable by the Bank.

THE KITE TRUST

STATEMENT OF FINANCIAL ACTIVITIES

FOR THE YEAR ENDED 31 MARCH 2025

1. Accounting policies (continued)

1.4 Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is classified under the following activity headings:

- Cost of raising funds – comprise the cost incurred in seeking voluntary contributions
- Expenditure on charitable activities includes the cost of the activities identified in the notes, undertaken to further the purposes of the charity.

The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources.

Expenditure on charitable activities includes all costs incurred on directly undertaking the activities which further the Charity's aims for the benefit of its beneficiaries, as well as any associated support costs.

1.5 Fund accounting

Unrestricted funds are available for use at the discretion of the trustees to further any of the charity's purposes.

Restricted funds are funds which are subjected to restrictions on their expenditure declared by the donor. The costs of administering such funds are charged against the specific fund. The aim and use of each restricted fund are set out in the notes to the financial statements.

1.6 Operating leases

Lease payments are recognised as an expense over the lease term on a straight-line basis. The aggregate benefit of lease incentives is recognised as a reduction to expense over the lease term on a straight line basis.

1.7 Tangible fixed assets and depreciation

Tangible fixed assets costing £500 or more are capitalised and recognised when future economic benefits are probable, and the cost or value of the asset can be measured reliably.

Tangible fixed assets are initially recognised at cost. After recognition, under the cost model, tangible fixed assets are measured at cost less accumulated depreciation and any accumulated impairment losses. All costs incurred to bring a tangible fixed asset into its intended working condition are included in the measurement of cost.

A review for impairment of a fixed asset is carried out if events or changes in circumstances indicate that the carrying value of any fixed asset may not be recoverable. Shortfalls between the carrying value of fixed assets and their recoverable amounts are recognised as impairments. Impairment losses are recognised in the Statement of Financial Activities.

Depreciation is charged so as to allocate the cost of tangible fixed assets less their residual value over their estimated useful lives, using the straight-line method.

THE KITE TRUST

STATEMENT OF FINANCIAL ACTIVITIES

FOR THE YEAR ENDED 31 MARCH 2025

Depreciation is provided on the following bases:

Fixtures and fittings	- over 4 years
Computer equipment	- over 3 years

1.8 Debtors

Trade and other debtors are recognised at the settlement amount after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

1.9 Cash at bank and in hand

Cash at bank and in hand includes cash and short-term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

1.10 Liabilities

Liabilities are recognised when there is an obligation at the Balance Sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably. Liabilities are recognised at the amount that the Charity anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide.

1.11 Financial instruments

The charity's basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value.

1.12 Pensions

Contributions to defined contribution plans are recognised as an expense in the period in which the related service is provided.

1.13 Critical Estimates and areas of Significant Judgement

In the view of the Trustees, no assumptions concerning the future or estimation uncertainty affecting assets and liabilities at the Balance Sheet date are likely to result in a material adjustment to their carrying amounts in the next financial year.

THE KITE TRUST

STATEMENT OF FINANCIAL ACTIVITIES

FOR THE YEAR ENDED 31 MARCH 2025

2. Income from grants

Current year

	Unrestricted funds 2025 £	Restricted funds 2025 £	Total funds 2025 £
Government grant income	32,502	-	32,502
Trusts & Foundations grants and donations	156,100	401,200	557,300
Total 2025	188,602	401,200	589,802

Prior year

	Unrestricted funds 2024 £	Restricted funds 2024 £	Total funds 2024 £
Government grant income	67,747	-	67,747
Trusts & Foundations grants and donations	71,836	374,385	446,221
Total 2024	139,583	374,385	513,968

Government grant income comprises:

	2025 £	2024 £
Cambridge City Council	21,500	12,500
Cambridgeshire County Council	7,852	50,000
Peterborough City Council	2,400	
City of Ely Council	750	-
South Cambridgeshire District Council	-	5,247
Total	32,502	67,747

3. Donations and gifts

	Unrestricted funds 2025 £	Restricted funds 2025 £	Total funds 2025 £
Donations and gifts	21,386	-	21,386
Corporate donations	14,421	-	14,421
Fundraising	5,073		5,073
Legacies	-	-	-
Gift aid	125	-	125
Total 2025	41,005	-	41,005

THE KITE TRUST

STATEMENT OF FINANCIAL ACTIVITIES

FOR THE YEAR ENDED 31 MARCH 2025

3. Donations and gifts (continued)

Prior year

	Unrestricted funds 2024 £	Restricted funds 2024 £	Total funds 2024 £
Donations and gifts	18,987	-	18,987
Corporate donations	12,544	15,750	28,294
Fundraising	6,081	-	6,081
Legacies	14,500	-	14,500
Gift aid	1,048	-	1,048
Total 2024	53,160	15,750	68,910

4. Interest income

	Total funds 2025 £	Total funds 2024 £
Bank interest receivable	2,502	1,203

The 2025 amount consists solely of unrestricted income (2024: amount consists solely of unrestricted income)

5. Other income

Current year

	Unrestricted funds 2025 £	Restricted funds 2025 £	Total funds 2025 £
Other funding (partnership work)	5,596	-	5,596
Schools and training	23,664	-	23,664
Youth Work Activity fees	3,790	-	3,790
Merchandise sales	335	-	335
Total 2025	33,385	-	33,385

Prior year

	Unrestricted funds 2024 £	Restricted funds 2024 £	Total funds 2024 £
Other funding (partnership work)	13,215	-	13,215
Schools and training	66,204	-	66,204
Youth Work Activity fees	3,182	-	3,182
Merchandise sales	103	-	103
Total 2024	82,704	-	82,704

6. Expenditure on raising funds

THE KITE TRUST

STATEMENT OF FINANCIAL ACTIVITIES

FOR THE YEAR ENDED 31 MARCH 2025

	Total funds 2025 £	Total funds 2024 £
General expenditure on raising funds	1,348	210
Total	1,348	210

The 2025 amount consists solely of unrestricted expenditure (2024: amount consists solely of unrestricted expenditure).

7. Analysis of expenditure on charitable activities

Summary by fund type

	Restricted funds 2025 £	Unrestricted funds 2025 £	Total funds 2025 £	Total funds 2024 £
Youth Work	349,473	215,821	565,294	476,637
Schools and Training	16,834	36,891	53,725	116,148
Policy	32,888	61,210	94,098	-
Total 2025	399,195	313,922	713,117	595,785

Summary by expenditure type

	Staff costs 2025 £	Other costs 2025 £	Total funds 2025 £	Total funds 2024 £
Youth Work	457,395	107,899	565,294	479,637
Schools and Training	42,161	11,564	53,725	116,148
Policy	77,302	16,796	94,098	-
Total 2025	576,858	136,259	713,117	595,785

Analysis of expenditure by activities

	Direct costs 2025 £	Support costs 2025 £	Total funds 2025 £	Total funds 2024 £
Youth Work	387,689	177,604	565,294	479,637
Schools and Training	9,324	44,401	53,725	116,148
Policy	20,096	74,002	94,098	-
Total 2025	417,110	296,007	713,117	595,785

THE KITE TRUST

STATEMENT OF FINANCIAL ACTIVITIES

FOR THE YEAR ENDED 31 MARCH 2025

8. Analysis of support costs

	Youth Work 2025 £	Schools and Training 2025 £	Policy 2025 £	Total funds 2025 £	Total funds 2024 £
Wages and salaries	138,976	34,744	57,907	231,627	84,924
Other staff costs	4,307	1,077	1,795	7,179	8,977
Premises costs	10,263	2,566	4,276	17,105	20,209
General overhead costs	18,950	4,737	7,895	31,582	13,401
Accountancy fees	3,442	860	1,434	5,736	7,762
Fundraising costs	602	151	251	1,004	210
Activity costs	746	186	311	1,243	9,676
Governance costs	318	80	133	531	32
Total 2025	177,604	44,401	74,002	296,007	145,191

Support costs have been allocated at percentage rates of 60% (Youth Work), 15% (Schools and Training) and 25% (Policy), which is consistent with the use of the resources (2024: 75%, 25%, and 0% respectively).

Total depreciation for the year ended 31 March 2025 was £6,238 (2024: £6,237).

9. Independent Examination Fee

	2025 £	2024 £
Fees payable to the Charity's Independent Examiner for the Independent Examination of the Charity's annual accounts	480	493

THE KITE TRUST

STATEMENT OF FINANCIAL ACTIVITIES

FOR THE YEAR ENDED 31 MARCH 2025

10. Staff costs

	2025	2024
	£	£
Wages and salaries	492,033	416,751
Social security costs	45,985	36,008
Contribution to defined contribution pension schemes	38,840	24,775
Total staff costs	576,858	477,534

The average number of persons employed by the Charity during the year was as follows:

	2025	2024
	No.	No.
Senior Management	1	1
Management	5	4
Youth Workers	5	5
Administrative staff	5	5
Total	16	15

No employees received employee benefits (excluding employer pension costs) exceeding £60,000 in the financial year (2024: 0)

11. Trustee remuneration and expenses

No remuneration or other benefits from employment with the charity or a related entity were received by the trustees.

No trustees have had any expenses reimbursed in the current or preceding year.

THE KITE TRUST

STATEMENT OF FINANCIAL ACTIVITIES

FOR THE YEAR ENDED 31 MARCH 2025

12. Tangible fixed assets

	Fixtures, fittings and equipment £	IT equipment £	Total £
Cost or valuation			
At 1 April 2024	2,110	17,130	19,240
Additions	-	-	-
Disposals	-	-	-
At 31 March 2025	2,110	17,130	19,240
Depreciation			
At 1 April 2024	1,055	11,420	12,475
Charge for the year	528	5,710	6,238
At 31 March 2025	1,583	17,130	18,713
Net book value			
At 31 March 2025	527	-	527
At 31 March 2024	1,055	5,710	6,764

13. Debtors

	2025 £	2024 £
Due within one year		
Trade debtors	25,180	31,110
Prepayments and accrued income	5,842	3,324
Total	31,022	34,434

THE KITE TRUST

STATEMENT OF FINANCIAL ACTIVITIES

FOR THE YEAR ENDED 31 MARCH 2025

14. Creditors: amounts falling due within one year

	2025	2024
	£	£
Trade creditors	1,156	2,077
Other taxation and social security	11,699	3,460
Accruals and deferred income	11,481	9,865
Total	24,336	15,402

15. Deferred Income

	2025	2024
	£	£
Balance at the start of the reporting period	-	57,186
Amounts added in the current period	-	-
Amounts released to income from previous periods	-	(57,186)
Balance at the end of the reporting period	-	-

16. Pension commitments

The amount recognised in the Statement of Financial Activities as an expense in relation to defined contribution plans was £38,840 (2024: £24,755). The expense is allocated between unrestricted and restricted funds in line with the allocation of associated salary costs.

17. Operating lease commitments

At 31 March 2025 the Charity had commitments to make future minimum lease payments under non-cancellable operating leases as follows:

	Land and buildings	Total
	2025	2025
	£	£
Not later than one year	12,000	12,000
Later than one year and not later than five years	15,000	15,000
Total	27,000	27,000

	Land and buildings	Total
	2024	2024
	£	£
Not later than one year	12,000	12,000
Later than one year and not later than five years	27,000	27,000
Total	39,000	39,000

Lease payments recognised as an expense in the year totalled £12,000 (2024: £12,000)

THE KITE TRUST

STATEMENT OF FINANCIAL ACTIVITIES

FOR THE YEAR ENDED 31 MARCH 2025

18. Statement of funds Current year

	Balance at 1 April 2024 £	Income £	Expenditure £	Transfers in / (out) £	Losses £	Balance at 31 March 2025 £
Unrestricted						
General funds						
General funds	190,970	76,892	(125,320)	(1,534)	-	141,008
Unrestricted grants	-	188,602	(188,602)	-	-	-
Total unrestricted funds	190,970	265,494	(313,922)	(1,534)	-	141,008
Restricted funds						
Grants	9,963	401,200	(399,195)	1,534	-	13,502
Total restricted funds	9,963	401,200	(399,195)	1,534	-	13,502
Total funds	200,933	666,694	(713,117)	-	-	154,510

Prior year

	Balance at 1 April 2023 £	Income £	Expenditure £	Transfers in / (out) £	Gains / (losses) £	Balance at 31 March 2024 £
Unrestricted						
General funds						
General funds	106,551	137,067	(81,457)	12,224	-	190,970
Unrestricted grants	-	139,583	(108,484)	(14,514)	-	-
Total unrestricted funds	106,551	276,650	(189,941)	(2,290)	-	190,970
Restricted funds						
Grants	23,382	390,135	(405,844)	2,290	-	9,963
Total restricted funds	23,382	390,135	(405,844)	2,290	-	9,963
Total funds	129,933	666,785	(595,785)	-	-	200,933

19. Fund transfers

Expenditure during the year on charitable activities funded by restricted income exceeded that income by £1,534 (2024: £2,290). Transfers totalling £1,534 (2024: £2,290) have therefore been made from unrestricted funds to restricted funds in order to meet this shortfall.

20. Related parties

There have been no related party transactions in the current or previous year.

THE KITE TRUST

STATEMENT OF FINANCIAL ACTIVITIES

FOR THE YEAR ENDED 31 MARCH 2025

21. Reserves policy and position

The trustees consider that three month's running costs should be held as unrestricted reserves, in order to limit the risk of unforeseen emergencies, limit the risk of a source of income not being renewed and fund short term deficits in cash budget eg where a grant is paid in arrears. At 31 March 2025, The Kite Trust held £141,008 in unrestricted (free) reserves, which is equivalent to 2.1 months expenditure, against the 2025-6 budget approved April 2025. This was lower than optimal levels due to an agreed grant for completed activities being paid later than expected.

The level of reserves and future impacts on it from the forecast cash flow are monitored monthly by the Finance Committee and shared via their reports a quarterly Board meetings. If reserves fall below three months running costs, the maximum amount available from unrestricted income is set aside as a contribution to the reserve to bring it above the equivalent of three months running costs, and the budget is be analysed to identify where expenditure can be reduced if needed. Any spending from the reserve has to be agreed by full board of trustees either as an agreed deficit in the annual budget, or in the authorisation of ad hoc spend beyond the limits of delegated authority given to staff.

22. Funders

We are particularly grateful to all of the donors, funders, volunteers, and supporters who have supported The Kite Trust this past year.

We were pleased to receive support for our programming from the following funders:

- Cambridge City Council
- Cambridge Community Foundation
- Cambridge County Council
- Children in Need
- East Cambs District Council
- Ely City Council
- Garfield Weston
- Hinchingsbrooke Foundation
- Huntingdon Freeman's Trust
- James Knott Family Trust
- LGBT Consortium - Equity Fund
- Masonic Charitable Foundation
- People's Health Trust
- Peterborough City Council
- Peterborough Presents - Millfield Creative Fund
- Plan International / Astra Zeneca's Young Health Programme
- Screwfix Foundation
- The Annie Tranmer Charitable Trust
- The DCMS Know Your Neighbourhood Fund
- The Esmee Fairbairn Foundation
- The National Lottery Community Fund
- The National Lottery Fund for Heritage
- The Tudor Trust
- UK Youth Fund - Thriving Minds"

THE KITE TRUST
STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 MARCH 2025

The Kite Trust

Year Ended 31st March 2025

Report of the Independent Examiner to The Kite Trust

I report to the trustees of The Kite Trust on my examination of the accounts for the year ended 31 March 2025 which are set out on the attached pages.

Respective responsibilities of trustee and examiner

The charity's trustees are responsible for the preparation of the financial statements in accordance with the requirements of the Charities Act 2011

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 ICAEW.

I have completed my examination. I confirm that no material matters have come to my attention in connection with the charity 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
- 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: *Amy Beecroft*

Date: 9th December 2025

Name: Amy Beecroft

Relevant professional qualification or body: FCA

Address: 19 Newton Road, Lindfield, West Sussex, RH16 2NB