

CORNWALL PRIDE

England & Wales · Charity number 1191003

Details

Status Registered

Legal form CIO

Registered 2020-08-24

Register [View on the Charity Commission register](#)

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Activities

Objects: OBJECTS THE OBJECTS OF THE CIO ARE 1) TO PROMOTE AND SUPPORT EQUALITY AND DIVERSITY; ADVANCE EDUCATION, ELIMINATION OF DISCRIMINATION AND SUPPORT MENTAL HEALTH. ON THE GROUNDS OF SEXUAL ORIENTATION, GENDER IDENTITY AND ROMANTIC ORIENTATION. FOR RESIDENTS OF AND VISITORS TO CORNWALL, (THE AREA OF BENEFIT) AND WHERE RELEVANT NATIONALLY & INTERNATIONALLY IN SUCH WAYS AS ARE CHARITABLE AT LAW, BY: A) RAISING THE AWARENESS OF THE PUBLIC WITH REGARD TO ALL ASPECTS OF DISCRIMINATION IN SOCIETY AND ISSUES AND DIFFICULTIES AFFECTING THE LIVES OF LGBTQ+ PEOPLE; B) PROMOTING HUMAN RIGHTS (AS SET OUT IN THE EUROPEAN CONVENTION OF HUMAN RIGHTS AND SUBSEQUENT LEGISLATION, CASE DETERMINATIONS, CONVENTIONS AND DECLARATIONS) BY RAISING AWARENESS OF HUMAN RIGHTS ISSUES, PROMOTING PUBLIC SUPPORT FOR HUMAN RIGHTS, OBTAINING REDRESS FOR THE VICTIMS OF HUMAN RIGHTS ABUSE, AND CONTRIBUTING TO THE SOUND ADMINISTRATION OF HUMAN RIGHTS LAW; C) ADVANCING EDUCATION OF THE PUBLIC TO ELIMINATE ALL ASPECTS OF DISCRIMINATION AND DISADVANTAGE SUFFERED BY REASONS OF BEING LGBTQ+, INCLUDING BUT NOT LIMITED TO SIGNPOSTING TO OTHER ORGANISATIONS, SERVICES OR PRODUCING MATERIALS; D) CULTIVATING A SENTIMENT IN FAVOUR OF DIVERSITY, TOLERANCE, INCLUSIVITY AND EQUALITY IN PARTICULAR THROUGH CELEBRATING THE DIVERSITY OF THE LGBTQ+ COMMUNITY; E) CREATING OPPORTUNITIES THAT CELEBRATE AND SUPPORT THE LGBTQ+ IDENTITY AND COMMUNITY THAT ARE WELCOMING TO ALL; F) SUPPORTING THE MENTAL HEALTH OF THE LGBTQ+ COMMUNITY; G) RAISING AWARENESS OF LGBTQ+ LOCAL, NATIONAL AND INTERNATIONAL HISTORY; H) PRODUCING PUBLICATIONS, LECTURES, MEDIA, PUBLIC ADVOCACY AND OTHER MEANS OF COMMUNICATION; I) RUNNING LGBTQ+ EVENTS, INCLUDING BUT NOT LIMITED TO PROMOTING AND STAGING AN ANNUAL LGBTQ+ FESTIVAL; J) TO SHOWCASE THE CREATIVE AND ARTISTIC TALENTS OF LGBTQ+ PEOPLE K) ASSOCIATING WITH VOLUNTARY ORGANISATIONS, GOVERNMENTAL, PUBLIC AND PRIVATE BODIES TO DEVELOP AND MAXIMISE THE EFFECTIVENESS OF VOLUNTARY ORGANISATIONS RUN BY AND FOR LGBTQ+ PEOPLE; L) MAKING GRANTS AND/OR DONATIONS TO OTHER CHARITABLE AND VOLUNTARY ORGANISATIONS WITH THE OBJECT OF DEVELOPING AN ENVIRONMENT IN FAVOUR OF LGBTQ+ EQUALITY BY PROVIDING INFORMATION, ADVICE AND SUPPORT; AND 2) SUCH OTHER OBJECTS AS ARE CHARITABLE UNDER THE LAWS OF ENGLAND AND WALES AS THE TRUSTEES SHALL AT THEIR ABSOLUTE DISCRETION DETERMINE.

Activities: To promote and support equality and diversity; advance education, elimination of discrimination and support mental health. On the grounds of sexual orientation, gender identity and romantic orientation. For residents of and visitors to Cornwall, (the area of benefit) and where relevant nationally & internationally in such ways as are charitable at law.

Classification

- **How:** Makes Grants To Individuals, Makes Grants To Organisations, Provides Services, Provides Advocacy/advice/information, Acts As An Umbrella Or Resource Body
- **What:** General Charitable Purposes, Education/training, Arts/culture/heritage/science, Human Rights/religious Or Racial Harmony/equality Or Diversity
- **Who:** Children/young People, Elderly/old People, People With Disabilities, People Of A Particular Ethnic Or Racial Origin, Other Charities Or Voluntary Bodies, The General Public/mankind

Geography

- Cornwall

Finances

Period end	Income	Expenditure	Assets	Employees
2025-01-31	£155,348	£190,926	-	-
2024-01-31	£237,977	£177,301	-	-
2023-01-31	£199,762	£158,276	-	-
2022-01-31	£0	£0	-	-

Trustees

Name	Role	Appointed
Eilish Calnan	Chair	2023-01-14
Amy Whiting		2024-10-19
Jedrzej Kulis		2024-10-19
Laura Outten		2023-01-14
Lucy Rogers		2024-10-19
Lyssa-Fee Crump		2024-10-19
Michael Honey		2020-08-24
Miley-Rose Walker		2024-10-19
Mx Ellie Howell		2024-10-19
Parminder Dosanjh Phillips		2023-01-14
Simon Atkinson		2024-10-19
Sophie Meyer		2021-11-27

CORNWALL PRIDE

England & Wales - Charity number 1191003

Accounts

Highlights and activities

Our key achievements and challenges over the past year, plus the Cornwall Pride statement of accounts for 1st Feb 2024 to 31st Jan 2025

- Author - Matthew Kenworthy Gomes

Matthew is the Chief Exec at Cornwall Pride, dedicated to growing and improving the community experience of our fantastic charity, as well as overseeing many of our projects and reports. He has also taken on a new position as Engagement Director at the Cornwall Voluntary Sector Forum and holds board roles elevating the inclusion conversation throughout Cornwall.

Contents

1. Welcome
2. Objectives and activities
3. Public benefit
4. Charitable purpose
5. Business plan
6. Pride in Community
7. Penguin Soup
8. Events
9. Digital content
10. Training
11. Partnerships and collaboration
12. Report of the trustees

Section 1

Welcome

Matthew Kenworthy Gomes - CEO at Cornwall Pride

Matthew joined Cornwall Pride in 2015 and has been instrumental in setting up the previous Cornwall Pride community interest company in 2016 and delivered its transition to CIO in 2020. Matthew has previously been trustee of UK Pride Network and is currently a trustee of Black Voices Cornwall, Engagement Director of Cornwall VSF, sits on the funding panel for Cornwall Community Foundation along side sitting on strategic boards across Cornwall's system.

Eilish Calnan - Chair of Trustees at Cornwall Pride

Eilish joined as a trustee in 2023 and was appointed Co-Chair and then Chair later that year. Eilish has also been a young trustee at Kids in Museums, and holds the position of Culture and Creative Partnerships Support Officer at Cornwall Council.

Laura Outten – Deputy Chair of Trustees at Cornwall Pride

Laura joined as a trustee in 2023 and was appointed Deputy Chair in 2024 and stepped down as co-chair in

2025. Laura is also Founder & Director Kernow Piskies RFC and Safety & Support Supervisor for Falmouth Exeter Plus

Showing Up for Cornwall, One Community at a Time

This year has reminded us that Cornwall Pride isn't just about delivering events; it's about holding space for people when they need it most. Across 24/25, we've had to navigate a lot, shifts in governance, changes within the team, growing expectations from the community, and the wider pressures facing LGBTQ+ people across the UK. Even so, we've continued to show up in ways that matter: through our community Prides, our wellbeing hubs, the steady development of Penguin Soup, and the partnerships that keep us connected across the county.

What we've seen again and again is that people want spaces where they can feel safe, welcomed, and understood. The increase in wellbeing conversations at events, the demand for signposting, and the continued use of our online resources tells us that this work sits at the heart of what Cornwall Pride does. It's not just celebration, it's community care.

Alongside that, we strengthened our visibility through some significant partnerships. Seasalt Cornwall, St Austell Brewery, Transport for Cornwall, GWR, and a growing list of councils and local businesses have all stepped into this work with us. These relationships help keep Pride rooted in Cornwall's identity, not just its events calendar.

Cornwall Pride is entering a new chapter in our advocacy work, with recent efforts extending our reach and impact. Our events, such as the Moonbow Gala and Pirate Pride, alongside our continuing Bus Tour, have strengthened connections across communities. By working with grassroots organisations, local councils, and businesses, we're making meaningful strides in fostering an inclusive Cornwall.

Although challenges remain, including rising demand for mental health services and safe spaces, we remain committed to supporting everyone in Cornwall. The progress we've made lays the foundation for an inclusive tomorrow, where our partnerships and shared efforts continue to drive change.

Building Safety, Visibility, and Connection

Much of this year has been about putting better structure around the work. We expanded and reshaped the trustee board, reviewed policies, set clearer governance processes, and improved how we manage events, volunteers, and safeguarding. The directors' reports show the level of effort that went into stabilising our systems, from the new invoicing process to improved financial tracking, in-kind monitoring, and strengthening how we communicate and plan.

Penguin Soup continued to be an important part of our wellbeing offer, even though it came with capacity challenges, volunteer availability, inconsistent output, and the wider mental health pressures many community members are facing. But despite that, the programme still connected people, offered creative space, and kept conversations about mental wellbeing at the centre of our work.

Our events this year reflected real community needs. The feedback showed that people rely on these gatherings not just for visibility, but for reassurance, belonging, and the chance to meet others who understand their experience. And the safer spaces work, particularly with partners like Newquay BID and Boardmasters, continued to develop, giving us a clearer way to support local areas to create environments where people feel protected and respected.

Where We've Been, What We've Learnt, and What Comes Next

This year has taught us a lot about what it takes to deliver Pride in a changing landscape. We've learnt that governance needs to stay strong and adaptive. We've learnt that digital communication and accessible resources are becoming essential, not optional. We've learnt that community members want year-round visibility, not a single moment in the calendar. And we've learnt that the emotional weight carried by LGBTQ+ people right now makes our wellbeing and safety work more important than ever.

None of this would have been possible without our volunteers, partners, trustees, and supporters. The minutes and reports show just how much people have stepped up, from supporting events, to organising

spaces, to navigating moments of challenge with honesty and care. Cornwall Pride continues because people across this county believe in it, invest in it, and shape it.

As we move forward, our focus is clear: keep deepening our work, keep strengthening the structure behind the scenes, and keep building the connections that make Pride more than a single day out. We'll continue working closely with our partners, growing our inclusion training, developing safer spaces, and responding to what people tell us they need.

This year wasn't easy, but it was real, and it set the foundations for a stronger, more grounded Cornwall Pride in the years ahead.

The Cornwall Pride Community: are honored and delighted to be nominated and awarded:

LGBT Community Organisation of the Year – **National Diversity Awards**

Outstanding Inclusion Work Always Putting People First - **Inclusion Cornwall**

& nominated for The Kings Award For Voluntary Services tba in late 2025.

Section 2

Objectives and activities

Why we are here and what we have achieved this year.

Our vision

Guided by our core values of 'Love Who You Want to Love' and 'Be Who You Want to Be,' Cornwall Pride remains committed to inspiring communities to champion a Hate-Free Cornwall. This vision has been at the forefront of all our activities this year, driving positive change across the region.

Our purpose.

Our purpose is to empower and unite communities, advancing our aim of creating a "Hate-Free Cornwall," where everyone can live authentically and without fear of discrimination. We work to provide safe spaces and foster inclusivity, ensuring that everyone in Cornwall feels accepted and respected.

Our goals by 2025

2024 Goals:

1. **Hate-Free Cornwall Advocacy:** Continue to raise awareness and have Cornwall Pride recognised as a key leader in promoting a Hate-Free Cornwall.
2. **Inclusive Leadership:** Build on our board's diversity to ensure it fully represents the communities we serve, reflecting the true essence of inclusivity and authenticity.
3. **Empowerment through Resources:** Direct further resources towards community projects that promote LGBTQ+ awareness and celebrate diverse identities, ensuring ongoing empowerment.
4. **Aligned Activities:** Ensure that all events and campaigns align with our mission to unite communities and encourage everyone to live their true selves.

Cornwall Pride's theory of change

Our belief is simple: **Gatherings create change. Communities together create change.** The more inclusive and connected our communities become, the more positive change we can drive across Cornwall.

Headlines from Feb 24 – Jan 25

Finances:

This year has been financially tough across the whole charity sector, and Cornwall Pride has felt those pressures too. With the cost of living crisis, reduced grant availability, and higher delivery costs, we've had to work with far tighter margins than in previous years. Even with those challenges, we've continued to maintain our core delivery and strengthen our financial systems so that the organisation is better prepared for the years ahead.

For the financial year ending **31 January 2025**, Cornwall Pride recorded **total income of £155,348.04**, made up of:

- **£101,948.04** in unrestricted income
- **£53,400.00** in restricted grant income

This included merchandise sales, local donations, partner contributions, and a mix of unrestricted and restricted grants.

Our total expenditure for the year was **£190,926.15**, covering event delivery, salaries, marketing, evaluation, volunteer support, and the rising cost of running services across Cornwall.

This resulted in a net position of **-£35,578.11**.

This deficit reflects the end of a major phase of National Lottery funding, the increased cost of delivering Pride events and wellbeing support, and a conscious decision to protect frontline delivery while strengthening our governance, safeguarding, and operational systems.

Even with the deficit, Cornwall Pride closed the financial year with **£66,585.51 in cash reserves**, split between:

- **£50,084.15** unrestricted
- **£16,501.36** restricted

This is significantly higher than our position two years ago and reflects much stronger financial management throughout 24/25, including improved invoicing, clearer tracking of in-kind contributions, and better alignment between delivery and expenditure.

We also made progress on income diversification, with continued support from Seasalt Cornwall, St Austell Brewery and Transport for Cornwall alongside enhanced merchandise systems and a stabilised e-commerce platform.

Looking ahead, the priority is to rebuild unrestricted reserves so the charity has the stability it needs to deliver the work people rely on. We will continue strengthening our income model, expanding partnerships, and ensuring that every pound spent is tied to clear community impact. The work this year has laid the groundwork for a more secure and sustainable future.

Community

Cornwall Pride's community work this year has centred on making sure that people across Cornwall have spaces where they can feel seen, supported, and connected. Across eleven Pride events in 2024, we reached around **+45,000 people**, each event reflecting the unique character of its town while building a shared sense of belonging across the whole county.

What the evaluation shows is that Pride is more than a celebration. For many people it is one of the only times they experience a space where they feel genuinely safe, especially in a rural county where isolation, stigma, and distance are everyday realities. The feedback was overwhelmingly positive, **69% rated their**

event as **Excellent**, and **90% said Pride increases LGBTQ+ visibility and awareness in Cornwall.**

People spoke about Pride giving them confidence, connection, and a moment of breathing room in a year where hostility and anxiety have felt heavier. Just under a third of attendees identified as disabled or neurodivergent, and their reflections helped shape our understanding of what accessible Pride needs to look like moving forward.

One piece of feedback captured the depth of this impact:

"Cornwall Pride supported me through my queer journey. At my first attendance I came out as queer to my friends in an environment where it was safe to do so. Cornwall can be so homophobic, and to have a place where it's always safe to be openly queer is a blessing every time."

That is why community matters. Pride continues to be a lifeline for LGBTQ+ people in Cornwall, a place to feel welcomed, to feel part of something, and to see that they are not alone. And this sense of community has only grown stronger thanks to the volunteers, local groups, performers, stallholders, and partners who put their energy into making each event possible.

Through every Pride delivered this year, we've strengthened local relationships, amplified lived experience, and continued building a connected, visible, and supportive LGBTQ+ community across the whole of Cornwall.

+45,000

People attended Pride events across Cornwall.

180

Organisations engaged with Cornwall Pride throughout the year.

127

Partner organisations attended Pride events on-site.

Penguin Soup peer to peer support

Penguin Soup continued to play a vital role in our wellbeing work this year, supported by the Cornwall Council Suicide Prevention Innovation Fund and the Cornwall Community Foundation. Even with capacity challenges, the project remained an important space for people who needed community connection, creative expression, and a place to talk openly without judgement.

Across the year, **43 new members** joined Penguin Soup, each bringing their own lived experience, and each finding something different in the space, whether that was confidence-building, creative outlet, or simply a moment of breathing room in a difficult time. The directors' reports show how often this space became a quiet anchor for people navigating stress, anxiety, loneliness, or identity-based challenges.

The project also grew through the commitment of volunteers and facilitators who held these spaces with genuine care. Their contribution meant that people could access meaningful conversations and support, even as the wider demand for mental health help in Cornwall continued to rise. This year reinforced just how needed peer-to-peer spaces are in a rural county where support can feel out of reach.

One member captured the impact of Penguin Soup in a way that reflects what many others expressed:

"Cornwall Pride is truly transformative. Penguin Soup helped me understand who I am and gave me the confidence to say it out loud. I owe my journey of self-discovery to the people in that space."

Penguin Soup remains a core part of our wellbeing offer, not as a clinical service, but as a community-led space where people can be honest, be creative, and feel part of something. As we move forward, strengthening this work will be essential, especially as more people look for safe, consistent support outside traditional services.

Events

This year, Cornwall Pride brought celebration, connection, and visibility to communities right across the county. With eleven community Pride events delivered from Penzance to Bude, more than 45,000 people took part in our 2024 season, one of the strongest years of grassroots LGBTQ+ visibility Cornwall has seen.

Each Pride had its own atmosphere, shaped by local residents, performers, volunteers, and the 127 partner organisations who joined us at events. In total, 185 organisations engaged with Cornwall Pride throughout the year, showing just how much support there is across Cornwall for building inclusive, connected communities.

Alongside the community Prides, we worked with partners to deliver additional events, including the Pride Inclusion Breakfast at the Royal Cornwall Show in June 2024, co-hosted with Cornwall Chamber of Commerce and St Austell Brewery. We also continued to build community through Carols with Pride, the 99p Films screening at Truro Cathedral, wellbeing hubs at every Pride, and our annual Pride Conference. Penguin Soup volunteers also supported connection through pop-ups at Redruth Market, Falmouth Pride, and Newquay Pride.

One attendee captured the depth of what these events mean:

“Cornwall Pride has transformed the level of support and visibility for LGBTQ people in Cornwall. I once met someone who travelled two hours from Plymouth just to be here because this is where they felt accepted. Pride in Cornwall genuinely changes lives.”

– Pride attendee

24/25 Events Summary

- **11 Community Prides**
- **1 Pride Conference** (Truro)
- **Pride Inclusion Breakfast** (Royal Cornwall Show)
- **Carols with Pride** (Truro Cathedral)
- **99p Films at Truro Cathedral**
- **Wellbeing hubs** at every event
- **Penguin Soup fundraiser pop-ups** (Redruth, Falmouth, Newquay)
- **+45,000 attendees**

These events sit at the heart of Cornwall Pride, not just celebrations, but places where thousands of people feel safe, recognised, and connected.

Digital content

Our digital presence remained a core part of how Cornwall Pride connected with people across the county this year, especially in places where LGBTQ+ visibility is still limited. Across 24/25, our online reach continued to grow, with **over 18,000 people on Facebook** and **more than 8,200 on Instagram** engaging with our updates, campaigns, and community stories. Digital spaces have become a lifeline for many, offering a sense of belonging even when geography or circumstances make it harder to be physically present.

One of the biggest developments this year was the **full rollout of our new Cornwall Pride brand**, created through our partnership with PinkDot. This wasn't just a visual shift, it changed how we communicate, how the community sees us, and how clearly we express who we are. The new design rolled across social media, physical collateral, event assets, and merchandise. It has already strengthened recognition, improved accessibility, and helped us present a more welcoming, people-centred identity across everything we do.

Alongside this, the Cornwall Pride website continued to evolve. Throughout the year, we updated key sections, strengthened accessibility, and refreshed information to reflect our growing work. The new

design, aligned fully with the brand rollout, provided a clearer and more consistent experience for people looking for support, event details, wellbeing resources, or Safer Spaces guidance.

The last full analytics snapshot of the website recorded **19,000 unique visitors** and **47,000 page views** in a year, demonstrating the scale of digital engagement and the crucial role the site plays in reaching people across Cornwall's rural and coastal communities. As the site continues to be improved, especially in areas like wellbeing signposting and support pathways, we expect this to grow further in the next reporting period.

A key milestone this year was the creation of a long-form wellbeing and support guide shaped by lived experience from the community. It offers clearer routes into mental health support, LGBTQ+ groups, safer spaces, and local services, something people told us was urgently needed.

As one community member put it:

"This is the first time I've seen support laid out in a way that feels simple, friendly, and genuinely made for us. It's made it so much easier to find what I need."

Across 24/25, our digital channels became more than just a way to share updates, they became a consistent, accessible space for connection, visibility, and reassurance. Whether someone attends a Pride in person or not, they can still find Cornwall Pride online, and feel part of a wider community that sees them, values them, and welcomes them.

Section 3

Public benefit

How we deliver our services to members

The trustees confirm that they have complied with the requirement set out in Section 17 of the Charities Act 2011 to report on how they have carried out their charity's purposes for the public benefit and have complied with their duty to have due regard to the Charity Commission's public benefit guidance when exercising any powers or duties to which the guidance is relevant.

A Hate Free Cornwall

Cornwall Pride exists to create a Cornwall where everyone can live safely, openly, and without fear. Our work centres on inclusion, visibility, mental wellbeing, and community connection, particularly for people facing barriers because of their sexual orientation, gender identity or expression, or romantic orientation. Our purpose covers residents and visitors across Cornwall, and where it matters, our work reaches beyond the county too, especially when we're advocating for rights, recognition, and safer communities.

This year, our focus has been on holding space for people in ways that are practical and human. We've continued to build spaces where people can come together, share experiences, find support, and recognise themselves in others. Much of this happens through our community Pride events, smaller year-round gatherings, wellbeing hubs, digital support, and our Safer Spaces work. But it also happens through quiet conversations, signposting, and the network of partners we link people into across Cornwall.

Our events remain free because removing financial barriers is essential in a rural county where isolation, poverty, and lack of transport can heavily restrict access to inclusive spaces. This approach has allowed us to reach thousands of people who otherwise wouldn't attend community events or find LGBTQ+ support locally. It has also given us a deeper understanding of the lived experience of LGBTQ+ people here, helping us shape services, partnerships, and resources that reflect real need rather than assumptions. Below is an overview of how we turned this purpose into public value over the last year, supporting not just the LGBTQ+ community but the wider Cornish community too, through visibility, education, inclusion, and safer spaces.

Section 4

Charitable purpose

How we work to raise the standard of living for LGBTQ+ & marginalised people in Cornwall.

At Cornwall Pride, our objective is to support, uplift, and unify the LGBTQ+ community and its allies. We are collaborating with our members and the broader community to enhance the well-being and inclusion of LGBTQ+ individuals across Cornwall. Through our community interventions, events, and open resources, we aim to create spaces where everyone can connect, share, and thrive. We are devoted to listening to and acting upon the feedback of our community, ensuring we provide services that not only meet their needs but also go beyond their aspirations.

“Cornwall Pride’s events were widely recognised for raising awareness within rural Cornish communities and for providing spaces that foster a sense of safety and belonging. The organisation’s influence extends beyond the events themselves, contributing to greater acceptance and inclusivity across the region.”

– Social Impact Management South West (Independent Evaluator)

Why people attend Cornwall Pride

People attend Cornwall Pride for many different reasons, but a few themes came through strongly this year. Attendees consistently described our events as safe, welcoming, friendly, and inclusive, with many emphasising how important Pride is in a rural county where LGBTQ+ visibility can still be limited.

The evaluation showed that Pride continues to be a vital safe space for people who may not feel welcome everywhere else. Many told us that Cornwall can still feel unsafe or isolating for LGBTQ+ residents, and that Pride offers a counterweight to that reality: a space where fear drops away and people can simply exist freely.

People also attend to meet others, gain confidence, access support, and be visible in their own towns. For some, it's a rare opportunity to connect with a wider community; for others, it's their first step toward being open about who they are.

One person captured this beautifully:

“At Pride, I finally understood what it felt like not to hide. I felt seen and safe, and that feeling stayed with me long after the day ended.”

– Pride attendee

Cornwall Pride continues to welcome everyone, LGBTQ+ people, allies, families, young people, older residents, and visitors, because creating safe, joyful, and inclusive spaces strengthens the wellbeing of our community as a whole.

Section 5

3 Year Business Plan

Cornwall Pride Three-Year Business Plan (2024-2026)

CEO Summary

Cornwall Pride aims to continue its mission of promoting inclusivity and equality for the LGBTQ+ community in Cornwall. This business plan outlines our strategic objectives for the next three years, focusing on enhancing event engagement, expanding educational projects, diversifying funding sources, and strengthening our community outreach.

Year 1: 2024 - Consolidation and Strengthening Foundations

Strategic Objectives:

- Enhance the leadership infrastructure to support better gatherings and more frequent events. (Requirement of 3 - 4 full time roles)
- Enhance our volunteer offering with a training program to support our projects.
- Publicly launch a series of workshops aimed at enhancing understanding and support for LGBTQ+ challenges among local organisations and educational institutions.
- Through co-design rebrand Cornwall Pride's look, feel and social media campaigns to better align ourselves to the community.
- Start work on a larger NPO Arts Council Funding application with our Cornwall lived experience partnership.
- Continue to work with the National Lottery reaching communities fund on the community Prides.

Financial Goals:

- Secure at least £150,000 in grants and donations to fund new and existing programs.
- Increase unrestricted funds by 20% from the previous year through new merchandise sales and local sponsorships, stall holders & training delivery.
- Create an online ecommerce shop for community art/crafts and creators to promote and sell their work.
- Diversify our income sources by introducing a tiered membership program for supporters.

Community Engagement:

- Increase participation in Pride gatherings and programs by 10%.
- Strengthen the Penguin Soup project to reach further across Cornwall, focusing on creatives with mental health support.
- Launch our Safer Spaces program alongside the community wellbeing signposting across our Partners with a target of 500 spaces.

Year 2: 2025 – Further Diversification

Strategic Objectives:

- Embed healthy living in partnership with health providers within the Penguin Soup project to better support the LGBTQ+ and community.
- Launch new community engagement platforms, including use of Discord and Slack and new dedicated social media campaigns for year-round interaction.
- Expand the geographic reach of Pride events to cover more areas in Cornwall, focusing on underrepresented regions.
- Continue to work on a larger NPO Arts Council Funding application with our Cornwall lived experience partnership.

Financial Goals:

- Increase unrestricted funds by 20% from the previous year through our online ecommerce shop vendors usage, Safer Spaces Membership, merchandise sales and local sponsorships, stall holders

& training delivery.

- Form at least five larger new corporate partnerships to increase financial stability and event sponsorship.

Community Engagement:

- Increase participation in Pride gatherings and programs by 10%.
- Develop a "Pride Ambassador/Leader" program to empower volunteers to take on leadership roles within the community.
- Host an inclusion conference on diversity and inclusion embedded with creative arts, inviting national speakers.

Year 3: 2026 - Innovation and International Collaboration

Strategic Objectives:

- Enhance the leadership infrastructure to support better. (Requirement 6-7 full time roles)
- Establish international Pan Celtic Pride events to share cultural resources and best practices.
- Innovate event programming to include more artistic practices.
- Submit a larger NPO Arts Council Funding application with our Cornwall Lived Experience Partnership.

Financial Goals:

- Achieve a 30% increase in overall revenue, with an emphasis on sustainable income streams.
- Establish an ongoing reserve fund to ensure the long-term sustainability of Cornwall Pride to be set at £175,000.

Community Engagement:

- Increase participation in Pride gatherings and programs by 10%.
- Launch a national safer spaces and signposting program linked to a membership.
- Increase the number of training workshops and collaborations southwest organisations and educational institutions.

Key Performance Indicators (KPIs)

- Event Attendance: Track numbers annually to ensure growth.
- Volunteer Retention Rates: Aim for a year-over-year increase of 10%.
- Funding Diversity: At least 30% of income should come from new sources each year.
- Community Feedback: Annual surveys to measure satisfaction and impact, aiming for a +90% positivity rate.
- Number of Penguin Soup service users
- Website and social media interactions
- Number of Safer Spaces location members
- Number of Arts collaborations
- Number of online vendors on our ecommerce
- Number of Sustained corporate partnerships
- Number of participants within training
- Successful funding applications

Risk Management

Financial Risks: Diversify funding to minimize dependence on single sources.

Reputational Risks: Utilize our crisis management policy within the team to handle potential public relations issues.

Operational Risks: Regular training and updates for staff and volunteers on safety and emergency procedures.

Our three-year Business plan sets ambitious but achievable goals that will help Cornwall Pride not only to continue serving the local LGBTQ+ & marginalised communities but also to expand our impact and ensure we are sustainable for years to come. Through our careful planning, dedicated leadership, board, and community support, Cornwall Pride will remain at the forefront of advocating for inclusivity and diversity in the region.

Section 6

Pride Community

Bringing our community together

Lead: Matthew Kenworthy Gomes CEO.

Matthew oversees the community and inclusion work at Cornwall Pride, ensuring our programmes, events, partnerships, and resources reflect the needs of LGBTQ+ people across Cornwall. His work also supports cross-sector collaboration, helping organisations across Cornwall strengthen their commitment to tackling discrimination and building safer communities.

Supporting our Pride community

Our community continues to be our greatest strength. This year, we've focused on showing up in ways that genuinely meet the needs of LGBTQ+ people, allies, families, partners, and the wider VCSE and business communities who stand alongside us.

Across 24/25, our engagement has taken many forms, community Prides, wellbeing hubs, digital spaces, outreach, partnerships, and the conversations that happen quietly between all of those. Together, these touchpoints build a sense of shared belonging and help us understand what people are facing in Cornwall today.

The independent evaluation highlights how important this work has become for people across a rural county where LGBTQ+ visibility and support can still be limited. Pride events provided spaces that felt safe, inclusive, and welcoming, and for many people they were the only LGBTQ+ spaces available locally. The evaluation also made clear that while progress is being made, people still face barriers to safety and acceptance, something we continue to address through our events, outreach and Safer Spaces work.

One attendee captured this feeling clearly:

"Cornwall Pride has made me feel safe in my own county. It's the only place where I truly feel accepted and able to be myself without fear."

– Pride attendee

Growing our community

This year, we saw strong growth across our partnerships, attendance, volunteer base, and community engagement:

- **185 organisations engaged year-round** (up from previous years)
- **127 partner organisations present at Pride events**

- **+45,000 people attended our 2024 community Prides**
- **Volunteers reported a 90% satisfaction rate**, noting increased confidence and connection

Our social and digital spaces also continued to grow, with more people connecting with us online to find support, information, and community, particularly those in rural areas who cannot always attend events.

What stands out most is how people, partners, and volunteers have deepened their involvement. Many partners have broadened their inclusion work, volunteers have stepped into leadership roles, and communities that had never hosted a Pride before are now building their own local celebrations.

This year showed that our community isn't just attending events, it's shaping the future of Pride in Cornwall with us.

Who are our community

Our community is made up of people from every corner of Cornwall and beyond, LGBTQ+ people, families, young people, older residents, allies, local groups, volunteers, partner organisations, and the wider VCSE sector. It's everyone who believes in a Cornwall where people can live safely, openly, and without fear. Together, they shape what Cornwall Pride is and what it becomes.

What we've seen this year is just how diverse this community is. People came to Pride events for connection, safety, joy, identity, and, for some, simply to feel seen after a long period of isolation. Partner organisations joined us because they wanted to stand publicly with LGBTQ+ people. Volunteers stepped forward because they wanted to build something hopeful in their own towns. And families, allies, and visitors brought an openness that carried every event.

One attendee captured that feeling clearly:

"Cornwall Pride helped me realise I wasn't alone here. Being surrounded by people who accept you without question is life-changing in a rural county like ours."

– Pride attendee

This year showed that Cornwall is shifting. We saw more local groups stepping up, more businesses asking how they can be part of inclusion, and more community organisations wanting to collaborate on safer spaces. That collective effort has strengthened the sense of belonging across the county.

Volunteers continue to be one of the strongest parts of our community. The evaluation found that volunteers felt valued, supported, and connected, with many describing the experience as empowering and confidence-building. Their ages, backgrounds, identities, and reasons for volunteering varied widely, but the shared motivation was the same: to help Cornwall become a kinder, safer place.

As one volunteer put it:

"Volunteering at Pride lets me be myself and help others feel safe to do the same. It's uplifting, and it reminds me why community matters."

– Cornwall Pride volunteer

Our community also expands through the partnerships we've built, with charities, health and wellbeing services, councils, local businesses, and grassroots organisations. Many partners shared how valuable it was to see Pride reach towns that had never hosted LGBTQ+ events before, describing it as a marker of real change in Cornwall.

One partner said:

"Seeing Pride reach so many small towns this year has been incredible. It's visible proof that Cornwall is becoming a safer and more inclusive place for LGBTQ+ people."

– Partner organisation staff member

As Cornwall Pride shifts from short-term responses into long-term, sustainable plans, we continue to work side-by-side with the people we serve. The projects, events, and resources we develop are shaped by their lived experience and grounded in their feedback. This collaboration has helped build a sense of ownership, belonging, and influence, a feeling that Pride is something created *with* the community, not just *for* it.

Our community is not one group, it's many. And the strength of Cornwall Pride comes from bringing those voices together, creating spaces where people can stand proud in every corner of Cornwall.

External Evaluation & Feedback report

Each year, our independent Evaluation & Feedback Report helps us understand how people experience Cornwall Pride, what feels safe, what needs more attention, and how our events shape connection across the county. In 2024, **364 people** completed the evaluation, giving us one of the clearest insights into the needs, challenges, and lived experiences of LGBTQ+ people in Cornwall.

The evaluation showed that Pride continues to play an essential role in creating spaces where people can feel seen, supported, and welcomed. **69% of attendees rated their event as Excellent**, and **90% told us Pride increased LGBTQ+ visibility** within their local communities. In a rural county where support can feel inconsistent or far away, this visibility matters.

One attendee reflected:

"I finally felt like I could breathe. Pride was the first time in years I felt safe just being myself."

– Pride attendee

The independent evaluator highlighted that Cornwall Pride is helping to shift attitudes, build safer communities, and strengthen inclusion across the region, not just on event days, but through year-round presence, partnerships, and visibility.

Wellbeing Signposting

Our wellbeing signposting has become one of the most visited parts of the Cornwall Pride website. Over the last year, we significantly expanded this directory, updating information and widening access to mental health services, community groups, and LGBTQ+ inclusive support across Cornwall.

Most of the listed resources focus on **mental and emotional wellbeing**, reflecting what our community has repeatedly asked for. We also introduced clearer access to **digital support communities**, helping people connect to online spaces when travel or geography limits in-person engagement.

One person told us:

"Finding help used to feel impossible. The signposting made everything clearer and finally gave me a place to start."

– Community member

As wellbeing needs continue to rise across the county, these resources have become a vital point of connection, especially for people who may not feel able to speak openly in other settings.

Wellbeing signposts to +100 services in 2024

Celebrating our community

Across 24/25, our #PenguinSoup and #AHateFreeCornwall campaigns helped celebrate the voices and strengths of Cornwall's LGBTQ+ community. These campaigns highlighted lived experiences, shared positive stories, and connected our work with wider efforts across Cornwall to challenge discrimination and build safer, more inclusive spaces.

Working alongside partners in the "A Hate Free Cornwall" collective, we helped share messages of solidarity, compassion, and unity, making it clear that Cornwall stands against hate in all its forms.

One attendee captured the spirit of this year's work:

"You can see the change Pride brings to a town. People come together in a way that just doesn't happen anywhere else."

– Community member

These campaigns, combined with our in-person events, digital presence, and wellbeing work, strengthened the sense of belonging across Cornwall and helped reinforce that Pride is something shaped by, and for, the community.

Section 7

Penguin Soup

Offering peer – peer support

Lead: Elliot Kenton People Lead -

Elliot supported Penguin Soup until April 2025, helping shape how volunteers engaged with people at events, coordinating wellbeing presence, and ensuring the project delivered a safe, calm, and supportive environment for those who needed space to talk.

Penguin Soup is Cornwall Pride's peer-to-peer wellbeing space, a gentle, non-clinical environment for LGBTQ+ adults and allies who may feel isolated, overwhelmed, or unsure where to turn. It provides a place to breathe, talk openly, and feel understood without judgement. The aim is simple: reduce isolation, increase emotional safety, and offer support pathways that feel human and accessible.

This year, the project was strengthened through £19,000 from the VCSE Health Improvement Fund, which enabled us to train volunteers, enhance the wellbeing offer across our events, and expand digital pathways into support.

Wellbeing Hubs at 11 Community Prides

Penguin Soup delivered wellbeing hubs at **all 11 Cornwall Pride events in 2024**, offering:

- A calm, grounding environment
- Peer support from trained volunteers
- Space for people in distress to talk safely
- Crisis signposting and supportive conversations
- Creative or reflective activities in selected locations
- Emotional reassurance for those experiencing anxiety, grief, loneliness, or overwhelm

These hubs quickly became essential for many who needed a quiet pause amid busy events.

Measured impact (from Health Improvement Fund monitoring)

Across the year, Penguin Soup supported:

- **5,880 people**
 - **4,880** through digital engagement

- **1,000+** via in-person emotional support

Participants reported:

- **200 improvements in mental health or wellbeing**
- **350 increased feelings of connection**
- **250 improvements in resilience and self-care**

One individual shared:

"I didn't expect to need the wellbeing space, but once I stepped inside, it felt like the first time someone had actually listened to me."

– *Penguin Soup participant*

Digital Wellbeing & Signposting

The Health Improvement Fund enabled meaningful improvements in how people access support beyond in-person events.

This included:

- Updating the wellbeing signposting on the website
- Linking support via the existing **80 Safer Spaces QR codes** across Cornwall
- Providing accessible pathways for those in rural areas
- Sharing clearer information for people seeking mental health help
- Offering year-round digital engagement

A community member told us:

"The online signposting finally gave me a clear place to begin. It made support feel possible."

– *Community member*

These digital routes were essential for individuals who couldn't attend events, had limited travel options, or preferred to seek support privately.

Volunteers & Training

Funding allowed us to grow and train the volunteer team behind Penguin Soup.

This included:

- **11 trained wellbeing volunteers**
- Training across:
 - Mental Health First Aid
 - Suicide First Aid
 - Safeguarding (Tier 2)
 - Trauma-informed approaches
- Reflective practice for volunteers after difficult conversations
- Support for volunteers managing emotional load

Many volunteers described Penguin Soup as a meaningful part of their own wellbeing too.

One volunteer shared:

"Penguin Soup gave me the chance to support others, but it also helped me feel connected and grounded at a time when I needed it."

– Penguin Soup volunteer

What we learned

Through volunteer reflections and event evaluation, several key themes emerged:

- People valued a quiet, calmer space separate from the main event
- Emotional support at Pride needs structure, clear roles, and consistent breaks
- Families and younger people were often drawn to the space, signalling wider emotional needs in communities
- Clearer wellbeing branding helped people understand the purpose of the space
- Digital signposting is essential in a rural county with limited LGBTQ+ services
- Volunteers themselves need emotional support, predictable shifts, and grounding

These insights will shape how Penguin Soup evolves in 2025/26.

Penguin Soup has become a trusted part of Cornwall Pride's wellbeing work, a place where people can pause, feel safe, talk openly, and find support in ways that feel human and grounded. This year's funding allowed us to build stronger volunteer capacity, create accessible digital pathways, and hold space for thousands of people who might otherwise face difficult moments alone.

In a rural county where formal support is often inaccessible or overstretched, Penguin Soup continues to fill a much-needed gap, offering connection, reassurance, and safety when people need it most.

Section 8

Events

Community Prides, celebration, and support

Matthew Kenworthy Gomes CEO

Matthew oversees the Pride events portfolio, shaping our events strategy, supporting the town committees, and ensuring every Pride reflects our values of visibility, inclusion, and community connection.

Aaron Monk – Events Lead 2024

Aaron supported the planning, logistics, and coordination of the 2024 Pride season, helping local teams navigate site layouts, safety planning, and event delivery.

Elliot Kenton – People Lead 2024

Elliot ensured the people's side of Pride ran smoothly, from volunteer coordination to wellbeing space support during the events season.

Lisa Telfer Brunton - Operational Lead 2024

Lisa supported the operational delivery of the events programme, coordinating processes, logistics, and practical planning across the season, and helping ensure the refreshed Cornwall Pride brand and event experience felt consistent and accessible.

Celebrating Pride: Community, visibility, and connection

Cornwall Pride delivered **11 community Prides** across Cornwall this year, bringing people together in towns where LGBTQ+ visibility is often limited. These events strengthened connection, offered safe and celebratory spaces, and helped build confidence within communities. The evaluation showed just how important these gatherings have become, with many people describing them as the only public LGBTQ+ spaces they can access locally.

Across the season, **over 45,000 people** attended our events. Each Pride carried its own atmosphere, shaped by local performers, volunteers, partners, families, and those attending for the first time. This year continued to show that visibility matters, especially in a rural county where isolation plays such a major role in people's lives.

One attendee captured this clearly:

"Pride made me feel part of something again. Being in a crowd that accepted me without question was incredible."

– Pride attendee

The events ecosystem

Beyond the town Prides, Cornwall Pride delivered a small number of additional events that brought people together outside the summer season, including:

- Pride Inclusion Breakfast at the Royal Cornwall Show (June 2024)
- 99p Films at Truro Cathedral
- Carols with Pride
- Pride Conference (Newquay)
- Pop-up wellbeing and community spaces through Penguin Soup

Together, these events extended connection, visibility, and learning throughout the year.

Partnerships and volunteer involvement

The growth in collaboration this year was significant.

Our events were supported by:

- **127 on-site partner organisations**
- **185 organisations engaging with Cornwall Pride across the year**
- Volunteers reporting high satisfaction, confidence, and connection

Partners ranged from health services, youth groups, charities, community organisations, businesses, and grassroots collectives. Their involvement brought local relevance to every Pride and strengthened trust between Cornwall Pride and communities across the county.

One partner told us:

"Seeing Pride reach each town shows real change in Cornwall. It creates visibility in places that have never had it before."

– Partner organisation representative

Accessibility and inclusion

Accessibility was a key theme in this year's evaluation. People described the events as welcoming, friendly, and safe, while also highlighting areas for improvement. Attendees particularly valued the wellbeing hubs, clear signage, and the presence of volunteers trained to support people experiencing anxiety or sensory overload.

There were also honest reflections about what needs attention:

- Clearer information before events
- More seating
- Better navigation support for wheelchair users

- Sensory adjustments or quieter spaces
- Awareness of terrain challenges in some towns
- Support for people with neurodiversity

One neurodivergent attendee shared:

"This is the first time I've been to a Pride where I didn't feel overwhelmed. The calmer space made all the difference."

– Pride attendee

These insights will shape the 2025 season, with plans already forming to improve sensory accessibility, increase volunteer training, strengthen our wellbeing presence, and collaborate with local groups to choose engaging and accessible routes.

What this year showed us

1. Community still needs safe, visible spaces

People told us repeatedly that Pride remains one of the few spaces where they feel able to be their full selves.

2. Local ownership matters

Each town Pride reflected its own community identity, and delivering Prides across Cornwall helped reach people who otherwise remain isolated.

3. Pride is evolving

Accessibility, wellbeing, safety, and community voice shaped this year more than ever. The evaluation showed a call for deeper inclusion, which we are already embedding into planning for 2025.

2024 Event Summary

- 11 Community Prides
- Pride Inclusion Breakfast, Royal Cornwall Show
- Pride Conference (Newquay)
- 99p Films at Truro Cathedral
- Carols with Pride
- Wellbeing hubs
- +45,000 attendees
- 127 partner organisations onsite
- 185 organisations engaged across the year

Guided by our vision to inspire communities to champion a 'Hate Free Cornwall' under the ethos of 'Love Who You Want to Love' and 'Be Who You Want to Be', our 11 community Prides successfully celebrated diversity while raising awareness and providing support.

Aligned with 2024-2025 Goals:

This feedback supports Cornwall Pride's commitment to creating inclusive, welcoming events that builds unity and raise awareness. In 2025, we are dedicated to expanding our community Prides, improving accessibility for neurodiverse and disabled individuals, and ensuring every event is a celebration of diversity and acceptance. Our focus remains on reaching deeper into the community while embracing the evolving needs of LGBTQ+ individuals across Cornwall.

Impact

Raising Awareness:

The impact of Cornwall Pride this year is clear, measured, and deeply human. Through events, partnerships, wellbeing support, safer spaces, and year-round engagement, Cornwall

Annual Review (Feb 24 to Jan 25)

Pride played a critical role in strengthening community connection, reducing isolation, and increasing visibility across Cornwall.

Across the full programme, the combined reach and emotional impact were significant:

- **45,000+ attendees** across 11 Community Prides
- **185 organisations** engaged across the year
- **127 organisations** physically present at Pride events
- **150+ organisations** participating in Safer Spaces development
- **80 Safer Spaces QR codes** offering instant signposting to support
- **5,880 wellbeing engagements**, through wellbeing hubs, signposting and online support (Health Improvement Fund return)
- **200 people** reporting improved mental health
- **350 feeling more socially connected**
- **250 reporting improved resilience**

These numbers represent real people, experiencing real change.

SROI: The measurable value of Pride

Independent evaluation by Social Impact Management Southwest forecast that Cornwall Pride generated **£1,925,989 of measurable social value in 2024** across three core outcomes:

1. Self-Assurance, Confidence & Authenticity

£1,289,779 of social value
29,250 beneficiaries

People described Pride as the first time they felt able to be visible without fear:

"For once, I didn't hide any part of myself. I felt allowed to exist."

2. Enhanced Social Connectivity

£357,210 of social value
27,000 beneficiaries

Pride reduced isolation, especially for people living in rural areas:

"Pride made the loneliness disappear. Just being around people like me changed everything."

3. Improved Mental Health & Wellbeing

£279,000 of social value
2,250 beneficiaries

This reflects the emotional grounding, crisis support and calm spaces delivered through wellbeing hubs and Penguin Soup:

"I walked in overwhelmed and left steadier. Your team changed the direction of my day."

Return on Investment

- **£38.52 of social value for every £1 spent on events alone**

- **£11.39 of social value per £1 across the full project spend**

This level of social return is outstanding for a rural Pride organisation.

Visibility & Community Confidence

Cornwall Pride events created powerful moments of representation in towns where LGBTQ+ visibility remains limited. The evaluation confirmed Pride's role in increasing acceptance and understanding across communities.

People told us:

"You could feel the shift in the town. People understood us more after Pride came."

Parents described Pride as life-changing for their families:

"My teenager finally saw a future for themselves. Pride gave them hope and confidence."

And local residents reflected how visibility changed the atmosphere:

"Pride brought life back into our town. It showed us we're not alone here."

This was especially impactful in rural areas, where LGBTQ+ people often feel isolated or unseen.

Wellbeing & Emotional Safety

Through wellbeing hubs, healing spaces, and digital signposting, Cornwall Pride supported **5,880 people** with emotional and wellbeing needs.

Measured outcomes included:

- Improved mental wellbeing
- Reduced isolation
- Increased resilience
- Better access to support
- Increased confidence

The wellbeing hubs were consistently described as "essential," "life-saving," and "safe in a way nothing else in Cornwall is."

A participant shared:

"This was the first time I've spoken honestly about how I'm doing. I felt held."

This is the emotional labour that underpins the SROI valuation.

Organisational & System Impact

Cornwall Pride's work increasingly influences systems, not just individuals:

- **185 organisations engaged** across sectors
- Health, statutory, VCSE, grassroots and business partners
- Inclusive practice embedded across public services
- Awareness of hate crime, signposting and safeguarding improved
- Collaboration between sectors strengthened

"Cornwall Pride has shifted from event delivery to systemic influence, from visibility to collaboration."

This is the beginning of long-term cultural change.

Safer Spaces & Community Belonging

The continued development of Safer Spaces created a framework for inclusion and psychological safety across Cornwall.

- **150+ organisations** began working towards becoming safer, more inclusive environments
- QR codes connected thousands to mental health and LGBTQ+ support
- Feedback highlighted improved safety and understanding in host towns

People told us:

"It felt like the whole town opened its arms."

This work lays foundations for future community resilience.

Volunteer Impact

Volunteers experienced meaningful personal change, with:

- 90% reporting feeling valued and supported
- Increased confidence, purpose, belonging
- Contribution to emotional support, accessibility and safety at events

One volunteer said:

"I came to help others, but Pride helped me too."

Their presence made Pride feel safe, warm, and human.

The real story: Pride changes the emotional landscape of Cornwall

Pulling the evaluation, the Lottery Review, the SROI, and community voices together, the message is clear:

Cornwall Pride reduces isolation.

Cornwall Pride improves wellbeing.

Cornwall Pride increases community understanding.

Cornwall Pride strengthens partnerships across sectors.

Cornwall Pride builds safer communities.

Cornwall Pride gives people the confidence to be themselves.

And in the words of one attendee:

"For the first time, I felt I belonged somewhere. That feeling will stay with me for life."

Section 9

Digital content

Producing valued content, best practice, and inspiration

Matthew Kenworthy Gomes CEO

Matthew is responsible for managing our digital content across the website and social, as well as leading on digital development and projects.

Lisa Telfer Brunton - Operations 2024/5

Lisa produced content for digital media, including our physical magazine accessible at all our events.

Richard Shepherd - Web Developer - 2024/5

Richard through Curly Cottage redesigned our new website and connection to our communities.

Promoting Inclusivity and Celebrating Diversity through Digital Projects

Cornwall Pride's digital presence grew this year, shaped by the rollout of our refreshed brand and ongoing improvements to the website. These changes made it easier for people to find support, understand our work, and stay connected across Cornwall, especially for those who can't always attend events in person.

Our social channels continued to play a major role in visibility and community connection, reaching:

- **18,000+ Facebook followers**
- **8,200+ Instagram followers**

Engagement consistently surged around our community Prides, Carols with Pride, the Inclusion Breakfast at the Royal Cornwall Show, and our annual Pride Conference, reflecting how digital content has become a year-round touchpoint for people seeking safety, updates, or a sense of belonging.

The website also continued to evolve, with clearer navigation, improved wellbeing signposting, and expanded Safer Spaces information. Based on our growth patterns and increased brand visibility, we estimate the site reached:

- **20,000–22,000 unique visitors**
- **50,000–55,000 page views**

The wellbeing section remained one of the most visited areas, showing how many people now rely on digital pathways to access support quietly and safely.

As one community member shared:

"The website finally feels like somewhere made for us, clear, simple, and safe."

Digital spaces are now a core part of how Cornwall Pride listens, supports, and stays connected with people across our communities.

Section 10 Inclusion Training *"this is not a tick box"*

Cornwall Pride's Inclusion Training grew significantly this year, becoming a recognised resource for organisations wanting to improve understanding and support for LGBTQ+ people in Cornwall.

We delivered training to:

- **St Austell Brewery** (Exec & Managers)
- **Seasalt Cornwall** (Managers)
- **GW Accounting**
- **Planet C**
- **Walton Marlow Global Conference**
- **All Diocese Headteachers**
- **VSF staff team**

We are now in active talks with:

- **Cornwall Council** (officer induction programme)
- **Cornwall Community Foundation** (retraining request)

- **St Petrocs, Pentreath, Cornwall Hospice Care, Wild Young Parents, Carefree Cornwall**
- **All teachers across Diocese schools & academies**

These organisations can now access training through the **VSF Learning Academy**, making it easier for the sector to embed inclusive practice.

Our sessions remain practical, reflective, and shaped by lived experience, focusing on language, allyship, psychological safety, and the realities of LGBTQ+ life in Cornwall. The shift we're seeing is clear: organisations no longer want surface-level awareness, they want cultural change.

To book a session: info@cornwallpride.org

Section 11

Partnerships and collaboration

Continuing to lead the way with our partners.

Partnerships have been central to our work this year. We've continued to build relationships with organisations who share our commitment to inclusion, visibility, and community connection across Cornwall.

Our collaboration with **St Austell Brewery** has strengthened significantly, supporting both our community events and our wider inclusion work. Through training, visibility projects, and ongoing conversations about safer, more welcoming spaces, this partnership is helping us deepen Pride's presence across Cornwall.

We also continued our work with **Seasalt Cornwall**, whose engagement this year supported visibility, inclusion conversations, and stronger links between Cornwall's business community and LGBTQ+ people. Their leadership role in advancing inclusive practice remains an important part of Cornwall's wider shift toward a more welcoming culture.

Our long-standing relationship with the **Cornwall Community Foundation** has continued, with renewed conversations about training and support. Their engagement reflects the increasing interest from funders and charitable partners in strengthening inclusion across the sector.

Behind the scenes, partnerships with **Curly Cottage Media** on our digital development and **PinkDot** on the delivery of our refreshed brand identity have shaped how we communicate and show up for the community, both online and in-person.

These partnerships sit alongside the broader work taking place through the **VSF Learning Academy**, which is now opening up new avenues for organisations across Cornwall to access inclusion training and support.

Together, these collaborations continue to move Cornwall forward, helping create spaces where people feel able to show up as themselves, feel safe, and feel seen.

Cornwall Pride's work is rooted in community, and these partnerships remain a vital part of building a Cornwall where everyone belongs.

Section 12

Report of the trustees

Structure, governance, management, and financial activities: Feb 24 to Jan 25

Lisa Telfer Brunton Operations.

Lisa works to support the operations and finance. The trustees who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 31st January 2025. The accounts have been prepared in accordance with the accounting policies set out in note 1 to the accounts and comply with the charity's Memorandum and Articles of Association, the Companies Act 2006, and

"Accounting and Reporting by charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015)".

Our trustees in 2024-2025

Michael Honey 24/08/2020 [for [5] years]

Sophie Meyer 27/11/2023 [for [3] years]

Parminder Dosanjh Phillips 14/01/2023 [for [3] years]

Laura Outten 14/01/2023 [for [3] years]

Eilish Calnan 14/01/2023 [for [3] years]

New trustees 2024-2025

Miley Rose 24/02/2024 [for [3] years]

Lyssa-Fee Crump 19/10/2024 [for [3] years]

Ellie Howell 19/10/2024 [for [3] years]

Simon Atkinson 19/10/2024 [for [3] years]

Lucy Roger 19/10/2024 [for [3] years]

Jedrzej Kulis 19/10/2024 [for [3] years]

Amy Whiting 19/10/2024 [for [3] years]

Out Going trustees 2024-2025

Kathleen Jane Jones

Richard Shepherd

Perrin Hooper

Financial Review:

The wider economic pressures seen across the UK, rising costs, financial instability, and pressure on household incomes, continued to shape the environment in which all voluntary organisations operate. Even within this context, Cornwall Pride maintained careful financial management throughout the 2024/25 financial year.

For the year ending **31 January 2025**, Cornwall Pride received a total of:

- **£101,948.04 in unrestricted income**
- **£53,400.00 in restricted income**
- **£155,348.04 total receipts**

This year's restricted income was made up entirely of grant funding (£53,400), while unrestricted income came from a mix of merchandise sales, donations, corporate support, and training delivery.

Income Breakdown (2024/25)

- **Merchandise & sales:** £29,292.64
- **Corporate & political donations:** £15,938.17
- **Individual donations:** £995.34
- **Unrestricted grant income:** £26,992.15
- **Training & other revenue:** £28,729.74
- **Restricted grant:** £53,400.00

Expenditure

Total payments for the year came to:

- **£137,526.15 unrestricted**
- **£53,400.00 restricted**
- **£190,926.15 total payments**

(Restricted expenditure matched restricted income, as expected for a project grant.)

This resulted in:

- **Unrestricted deficit:** -£35,578.11
- **Restricted surplus/deficit:** £0.00
- **Overall deficit:** -£35,578.11

Year-End Position

At the close of the financial year, Cornwall Pride held:

- **£39,612 in unrestricted cash reserves**
- **£16,501 in restricted funds**
- **£56,113 total cash funds**

These reserves provide some stability as the organisation continues to develop its long-term financial model.

Although the charity ended the year with an unrestricted deficit, this was expected based on the timing of income and expenditure across multiyear project work. Importantly, the organisation maintained strong cash balances at year-end and continues to diversify income through merchandise, partnerships, inclusion training, and community support.

Cornwall Pride remains committed to building reserves in line with its Reserve Policy, ensuring long-term sustainability while continuing to deliver high-impact work across Cornwall.

Events

A significant part of our work remains rooted in our community Pride events, and this is reflected in our expenditure.

£86,083.00 was invested into delivering our 11 community Prides, covering logistics, venues, infrastructure, accessibility support, performers, and the thousands of practical details that make these events safe and welcoming for everyone who attends. These costs are the backbone of Pride season, enabling us to bring visibility and connection to towns across Cornwall.

Staffing

Running year-round projects, events, community support, and operational delivery requires dedicated people.

£ 62,804.50 was spent on salaries for our small team. This investment ensures that Cornwall Pride can

operate sustainably, coordinate volunteers, deliver training, manage safeguarding, and maintain the quality of our growing programme of work.

Direct Delivery Costs

To keep day-to-day operations moving, we spent **£5,656.11** on operational essentials, materials, equipment, supplies, and the practical costs that support both staff and volunteers throughout the year.

Marketing & Communications

Visibility is at the heart of Pride, and promoting events and support services is essential to reaching people across dispersed rural communities.

We invested **£ 16,142.59** in marketing and advertising, ensuring our campaigns, events, and support resources reached those who needed them most.

Volunteer Support

Volunteers remain central to everything we do, from supporting wellbeing hubs to stewarding events. This year, **£ 42.55** went towards volunteer support, covering training expenses and essential resources to help them carry out their roles safely and confidently, please see general expenses as other volunteer costs seen here.

Staff Training & Development

To keep our work aligned with best practice, particularly around inclusion, mental health, and safeguarding, we invested **£144.50** in staff training as training over the year we found in-kind support for. This ensures our delivery remains grounded, informed, and responsive to the needs of our community

Legal, Professional Fees & Accountancy

Legal, professional & accountancy services amounted to **£ 2,069.80**, covering necessary consultation fees for ensuring the charity's compliance and operational efficiency.

General Expenses:

General expenses, which include miscellaneous costs required for the smooth operation of the charity, totalled **£ 2,125.71**.

These expenditures were essential to delivering Cornwall Pride's key objectives, and despite rising costs, careful management allowed us to maintain financial stability while expanding our reach and impact.

Reserves Policy

Cornwall Pride's financial position at 31 January 2025 shows that we are still working towards meeting our long-term reserves target. At year-end, the charity held **£56,113.36 in total cash funds**, made up of:

- **£39,612.00 unrestricted reserves**
- **£16,501.36 restricted reserves**
(restricted funds remain committed to grant-funded project delivery)

Our current free reserves of **£39,612** are below the level set out in our reserves policy, which aims to build **£175,000 of unrestricted reserves**. This target reflects the need to maintain operational stability, ensure continuity of staffing, and safeguard the organisation through periods of variable income and changing project funding.

Although the charity has recorded an unrestricted deficit this year, the trustees recognise that this is linked to the timing of income and expenditure cycles across multi-year projects. Importantly, the organisation still holds sufficient liquidity to continue operating safely while we grow more sustainable long-term revenue streams.

The board remains committed to rebuilding unrestricted reserves over the coming year through:

- expanded year-round fundraising
- increased training and inclusion programme revenue
- strengthening partnerships
- improved financial planning and forecasting

- diversifying grant and corporate support

This approach ensures that Cornwall Pride can continue to deliver its community impact while moving steadily towards meeting its long-term reserves target.

Going Concern

The trustees have reviewed Cornwall Pride's current financial position, upcoming income streams, and the anticipated delivery of multi-year projects. Despite the unrestricted deficit this year, cash projections confirm that the charity has adequate resources to continue operating for the foreseeable future.

The board has approved the strategic budget for 2025, with clear focus on:

- financial discipline
- careful cost management
- prioritising essential delivery
- ensuring fair and sustainable staffing costs
- aligning salaries with Living Wage expectations and sector benchmarks

The organisation's planned income for the next 12 months, including training, grants, events, partnerships, and ongoing project funding, provides confidence that Cornwall Pride will remain financially stable.

On this basis, the trustees conclude that Cornwall Pride **remains a going concern**.

Reflection and Looking Forward

This has been a year where Cornwall Pride has continued to evolve, strengthening community presence, broadening partnerships, and embedding a more deliberate, sustainable approach to finance and operations.

We have returned to a more face-to-face model of engagement, delivering events, wellbeing support, training, and safer spaces work across Cornwall. The brand refresh, expanded digital presence, and growing partnership network have helped us stay close to the needs of the community at a time when visibility, safety, and inclusion matter more than ever.

While we remain below our reserves target, we are ending the year with a stable cash position, a clearer financial strategy, and a stronger foundation for long-term sustainability.

Cornwall Pride enters the new year with confidence, grounded in community, strengthened by partnership, and ready to continue building a Cornwall where everyone can belong, be seen, and feel safe.

Structure, governance, and management

Governance

The charity is controlled by its governing document CIO - FOUNDATION Registered 24 Aug 2020 as the: Constitution of Cornwall Pride Charitable Incorporated Organisation.

The governing document was reviewed in the year to ensure it remains fit for purpose, in line with changing regulations and to ensure our key objects are being met. Changes to our governing document and approved at our AGM in Nov 2024.

The charity is currently in the process of updating its Constitution of Cornwall Pride Charitable Incorporated Organisation at the AGM 2025 which will be held on 28th November and where we will look to include a salaried secretary within the constitution of the CIO foundation.

Changes to our trustee board

The following changes have been made to our trustee board:

New trustees 2024-2025

Miley Rose 24/02/2024 [for {3} years]

Lyssa-Fee Crump 19/10/2024 [for {3} years]

Ellie Howell 19/10/2024 [for {3} years]

Simon Atkinson 19/10/2024 [for {3} years]

Lucy Roger 19/10/2024 [for {3} years]

Jedrzej Kulis 19/10/2024 [for {3} years]

Amy Whiting 19/10/2024 [for {3} years]

Out Going trustees 2024-2025

Kathleen Jane Jones, Richard Shepherd, Perrin Hooper

Decision making

The charity is run by the board of trustees, which sets and monitors strategy and policy. The board receives quarterly reports of all the activities of the charity.

Induction and training of new trustees

Upon their appointment, new trustees of Cornwall Pride are provided with a comprehensive induction package. This kit brings together essential insights from the Charity Commission, tailored specifically for our organisation's unique context. Included but not limited to, drawing information from the various Charity Commission publications signposted through the Commission's guide "the Essential Trustee".

The induction materials include:

- Cornwall Pride Charitable Incorporated Organisation's Constitution
- A governance manual detailing operational guidelines and best practices
- The most recent financial statements and management accounts
- The organisation's current strategy and yearly business plan, inclusive of the financial forecast

These resources encompass:

- Duties and responsibilities of trustees, the CEO, and the senior management team
- Core operational guidelines outlined in the charity's constitution
- Cornwall Pride's future aspirations, its mission, vision, and core values

A robust trustee training regimen, offering a mix of self-paced learning, external sessions, and collaborative peer engagements, ensuring ongoing development and elevated performance. Newly appointed trustees are also motivated to actively engage and immerse themselves within Cornwall Pride, acquainting themselves with the broader context of our operations.

Cornwall Pride has an updated handbook for a 2024 release. This handbook aims to collate all vital documents into a singular, easy-to-reference package for our trustees, senior management team, and volunteers, enhancing clarity and promoting transparency throughout the organisation.

Key management remuneration

Cornwall Pride's governance is spearheaded by its board of trustees in collaboration with the senior management team, collectively representing the charity's key managerial personnel. They shoulder the responsibility of daily oversight, direction, and operation of the charity. It is noteworthy that our trustees volunteer their expertise without any remuneration. As for senior staff compensation, none exceeded £60,000 within the year. If any salary were to cross this threshold, it would be subject to an annual review, typically aligning with average earnings. To ensure fair compensation practices, Cornwall Pride benchmarks against remuneration standards in peer charities of comparable size and scope.

Developments 2024- 2025

Cornwall Pride will persistently enhance its internal mechanisms and provide exceptional content to our community. By collaborating with our partner organisations, we aim to accelerate and amplify our positive impact.

Reference and administrative details.

Register Company number. CE023678

Registered Charity number 1191003

Registered office Cornwall Pride, Hall for Cornwall, Back Quay, Truro, TR1 2LL

Trustees:

Michael Honey 24/08/2020 [for [5] years] , Sophie Meyer 27/11/2023 [for [3] years] , Parminder Dosanjh Phillips 14/01/2023 [for [3] years] , Laura Outten 14/01/2023 [for [3] years] , Eilish Calnan 14/01/2023 [for [3] years] , Miley Rose 24/02/2024 [for [3] years] , Lyssa-Fee Crump 19/10/2024 [for [3] years] , Ellie Howell 19/10/2024 [for [3] years] , Simon Atkinson 19/10/2024 [for [3] years] , Lucy Roger 19/10/2024 [for [3] years] , Jedrzej Kulis 19/10/2024 [for [3] years] , Amy Whiting 19/10/2024 [for [3] years]

Senior Manager:

Title: Chief Executive Officer

Name: Matthew Kenworthy Gomes

Independent examiner, bankers, and legal advisers

Independent examiner

Whyfield Limited, Ground Floor, Building A, Green Court, Truro Business Park, Threemilestone, Truro, TR4 9LF

Bankers, Barclays Bank, Truro, Cornwall, TR1 2RB

Legal Advisers: Spencer West LLP Longbow House, 20 Chiswell Street, London, EC1Y 4TW

Independent examiner's report:

The CIO is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 January 2025.

The members have not required the charity to obtain an audit of its financial statements for the year ended 31 January 2025 in accordance with Section 476 of the Companies Act 2006.

The trustees acknowledge their responsibilities for

- (a) ensuring that the CIO keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and
- (b) preparing financial statements which give a true and fair view of the state of affairs of the CIO as at the end of each financial year and of its surplus or deficit for each financial year in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the charitable incorporated organisation.

The financial statements were approved by the Board of Trustees and authorised for issue on 19th October 2024 and were signed on its behalf by: Eilish Calnan (Chair) – Trustee & Richard Shephard (Treasurer) – Trustee.

Cornwall Pride

Charity No 1191003

Receipts and Payments Accounts

31-Jan-25

Cornwall Pride Administrative Details

Charity name	Cornwall Pride
Charity registration number	Charity No 1191003
Trustees	Richard Shepherd Eilish Calnan Parminder Dosanjh Phillips Laura Outten Mx Perrin Hooper Sophie Meyer Michael Honey
Independent Examiner	Whyfield Limited Ground Floor, Building A Green Court Truro Business Park Threemilestone TR4 9LF

Cornwall Pride
Charity No 1191003

Independent Examiner's Report

I report to the trustees on my examination of the accounts of the above charity ("the Trust") for the year ended 31/01/2025.

Responsibilities and basis of report

As the charity trustees of the Trust, 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 the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

Independent Examiners' Statement

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:

1. accounting records were not kept in accordance with section 130 of the Act or
2. the accounts do not accord with the accounting records

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in order to enable a proper understanding of the accounts to be reached.

Signed: _____ Date: 21/11/2025

Name: Roxane Neave

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

Address: Whyfield Limited
Ground Floor, Building A Green Court
Truro Business Park
Threemilestone
Truro
Cornwall
TR4 9LF

Cornwall Pride
Charity No 1191003
Receipts and payments accounts

Section A: Receipts and payments	Unrestricted funds	Restricted funds	Total Funds 2025	Total Funds 2024
<i>A1: Receipts</i>				
Sales	29,292.64		29,292.64	31,676.27
Charitable and Political Donations	15,938.17		15,938.17	74,695.85
Incoming Donations	995.34		995.34	6,558.17
Grant	26,992.15	53,400.00	80,392.15	117,221.00
Other Revenue	28,729.74		28,729.74	7,826.44
Sub Total	<u>101,948.04</u>	<u>53,400.00</u>	<u>155,348.04</u>	<u>237,977.73</u>
Asset and investment sales	-	-	-	-
Total Receipts	<u>101,948.04</u>	<u>53,400.00</u>	<u>155,348.04</u>	<u>237,977.73</u>
<i>A3: Payments</i>				
Direct Expenses	5,656.11		5,656.11	4,131.91
Advertising and Marketing	14,142.59	2,000.00	16,142.59	9,549.54
Accountancy	2,069.80		2,069.80	1,889.30
Events	46,883.00	39,200.00	86,083.00	82,556.44
Volunteer Costs	42.55		42.55	449.50
Membership Fees and Subscriptions	3,052.43		3,052.43	860.20
Staff Training	144.50		144.50	4,512.00
Salaries	52,804.50	10,000.00	62,804.50	59,546.22
Printing and Stationary	2,200.92		2,200.92	
Legal and Professional Fees			-	4,100.00
Insurance	360.00		360.00	
Bude Pride			-	3,960.86
Evaluation	3,240.25	2,200.00	5,440.25	
General Expenses	2,125.71		2,125.71	1,705.70
Merchandise	4,803.79		4,803.79	4,039.55
Sub Total	<u>137,526.15</u>	<u>53,400.00</u>	<u>190,926.15</u>	<u>177,301.22</u>
Total Payments	<u>137,526.15</u>	<u>53,400.00</u>	<u>190,926.15</u>	<u>177,301.22</u>
Net of receipts/(payments)	(35,578.11)	-	(35,578.11)	60,676.51
A5 Transfers between funds	-	-	-	-
A6 Cash funds last year end	<u>85,662.26</u>	<u>16,501.36</u>	<u>102,163.62</u>	<u>41,487.11</u>
Cash Funds this year end	<u>50,084.15</u>	<u>16,501.36</u>	<u>66,585.51</u>	<u>102,163.62</u>

Cornwall Pride
Charity No 1191003
Statment of Assets & Liabilites

	Unrestricted funds	Restricted funds
B1: Cash funds		
Cornwall Pride Barclays Business Account	28,726	16,501
Paypal Account	3,417	-
BBX Account	7,469	
Total cash funds	<u>39,612</u>	<u>16,501</u>

B2: Other monetary assets		
Accounts Receivable	10,200	-
Stock	400	-

	Fund to which asset belongs	Cost (optional)
B4: Assets retained for the charity's own use		
CIC Assets	-	-

	Fund to which liability relates	Amount due (optional)
B5: Liabilities		
Accounts Payable	128	-
	-	-
	-	-

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

Signature 1: 
 Eilish Calnan (Nov 27, 2025 19:32:55 GMT)
 Print name: Eilish Calnan

Signature 2: 
 Michael Honey-Thornhill (Nov 27, 2025 20:05:17 GMT)
 Print name: Michael Honey-Thornhill

Notes to the financial statements:

1. STATUTORY INFORMATION

Cornwall Pride is a charitable incorporated organisation in England and Wales. In the event of the charity being wound up, the liability in respect of the trustees' guarantee is limited to £1 per trustee of the charity. The address of the registered office is given in the Trustees' Report on page X of these financial statements. The nature of the charity's operations and principal activities are the promotion of efficiency and effectiveness of charities, not for profit organisations and voluntary organisations, for the benefit of the public throughout the UK, by the provision of resources to optimise their communications.

2. ACCOUNTING POLICIES, Basis of preparing the financial statements:

The charity constitutes a public benefit entity as defined by FRS 102. The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland issued in October 2019, the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102), the Charities Act 2011, the Companies Act 2006 and UK Generally Accepted Accounting Practice.

Going concern

At the time of approving the accounts, the trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Further details are included in the Trustees' Report. The trustees continue to adopt the going concern basis of accounting in preparing the accounts.

Income

All income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds; it is probable that the income will be received, and the amount can be measured reliably.

Donations

Donated facilities are included at the value to the charity where this can be quantified, and a third party is bearing the cost. No amounts are included in the financial statements for services donated by volunteers. For donations to be recognised the charity will have been notified of the amounts and the settlement date in writing. If there are conditions attached to the donation and this requires a level of performance before entitlement can be obtained, then the income is deferred until those conditions are fully met or the fulfilment of those conditions is within the control of the charity, and it is probable they will be fulfilled.

Trading activities

Income from trading activities includes income earned from sponsorship of events. Income is received in exchange for supplying services to raise funds and is recognised when entitlement has occurred.

Grants including government grants

Income from grants are recognised at fair value when the charity has entitlement after any performance related conditions have been met, it is probable that the income will be received, and the amount can be measured reliably. If entitlement is not met, then these amounts are deferred.

Event income

Event income is recognised at the point that the event takes place.

Expenditure

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, 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 accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to headings, they have been allocated to activities on a basis

consistent with the use of resources.

Fund-raising costs are those incurred in seeking voluntary contributions and do not include the costs of disseminating information in support of the charitable activities.

Governance costs

Included in governance costs are the costs associated with the governance arrangements of the charity. Costs include independent examination, legal advice for trustees and costs associated with constitutional and statutory requirements.

Allocation and apportionment of costs

Support and governance costs are recharged to charitable activities based on estimated usage, dependent on the type of expenditure.

Tangible fixed assets

Depreciation is provided at the following annual rates to write off each asset over its estimated useful life.

Computer equipment – 25% on reducing balance Website – 25% on reducing balance.

Tangible fixed assets are initially measured at cost and subsequently measured at cost less accumulated depreciation.

Taxation

The charity is exempt from corporation tax on its charitable activities.

Fund accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees. Restricted funds can only be used for restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for restricted purposes. Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

Debtors and creditors receivable/ payable within one year

Debtors and creditors with no stated interest rate and receivable or payable within one year are recorded at transaction price. Any losses arising from impairment are recognised in expenditure.

3. DONATIONS AND LEGACIES

	This Year	Last Year
Charitable and Political Donations	74,695.85	74,695.85
Incoming Donations	995.34	6,558.17

4. OTHER TRADING ACTIVITIES

	This Year	Last Year
Other Revenues	28,729.74	7,826.44

5. INVESTMENT INCOME

None

6. INCOME FROM CHARITABLE ACTIVITIES

		This Year	Last Year
Grants	Events	80,392.15	142,000.00
Sales	Events	29,292.64	31,676.27

7. OTHER INCOME

		This Year	Last Year
Local Government Grant		0	0
Insurance claim		0	0

8. CHARITABLE ACTIVITIES COSTS

	Unrestricted funds	Restricted Funds	Total Funds	Last Year
Direct Expenses	5,656.11			4,131.91
Advertising and Marketing	14,142.59	2,000.00	16,142.59	9,549.54
Accountancy	2,069.80		2,069.80	1,889.30
Events	46,883.00	39,200.00	86,083.00	82,556.44
Volunteer Costs	42.55		42.55	449.50
Membership Fees and Subscriptions	3,052.43		3,052.43	860.20
Staff Training	144.50		144.50	4,512.00
Salaries	52,804.50	10,000.00	62,804.50	59,546.22
Printing and Stationary	2,200.92		2,200.92	
Legal and Professional Fees				4,100.00
Insurance	360.00		360.00	
Bude Pride				3,960.86
General Expenses	2,125.71		2,125.71	1,705.70
Evaluation	3,240.25	2,200.00	5,440.25	
Bank Fees				
Merchandise	4,803.79		4,803.79	4,039.55
Sub Total	137,526.15	53,400.00	190,926.15	177,301.22

9. SUPPORT COSTS

	Management	Finance	Social & Marketing	Expenses	Totals
Events	£9,620.41	£6,370.48	£6,370.47	£5,213.56	£27,574.92
Project development	£10,970.41				£10,970.41
People	£14,650.44				£14,650.44
Organisational Development	£13,232.41				£13,232.41
TOTAL	£48,473.67	£6,370.48	£6,370.47	£5,213.56	£66,428.18

10. TRUSTEES' REMUNERATION AND BENEFITS

There was one trustees' remuneration with no other benefits for the year ended 31st January 2025.

£7293.42 – Richard Shepherd for web services and development through Curly Cottage Media

£7293.42 Total

Trustees Expenses

During the year, £244.84 of expenses were reimbursed to one trustee for travel and subsistence.

11. STAFF COSTS

The average monthly number of employees during the year was as follows:

Staff 2022 – 5 however hours equivalent to, 2 FT, Not including the sessional event workers

Annual Review (Feb 24 to Jan 25)

	This Year	Last Year
Salaries	£62,804.50	£59,546.22
Total	£62,804.50	£59,546.22

The number of employees whose employee benefits (excluding employer pension costs) exceeded £60,000 was: 0

12. TANGIBLE FIXED ASSETS

	This Year	Last Year
CIC Assets	0	0

13. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

None

14. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

Deferred income refers to advance payments received by the charity for products or services that are to be delivered or performed in the future.

Also included in deferred income are amounts £0 which relate to events that had not taken place before the year-end.

15. MOVEMENT IN FUNDS

Total Receipts	101,948.04	53,400.00	155,348.04
Total Payments	137,526.15	53,400.00	190,926.15
Net of receipts/(payments)	(35,578.11)	0	(35,578.11)
A5 Transfers between funds			
A6 Cash funds last year end	<u>85,662.26</u>	<u>16,501.36</u>	<u>102,163.62</u>
Cash Funds this year end	50,084.15	16,501.36	66,585.51

17. RELATED PARTY DISCLOSURES

There were no related party transactions for the year ended 31st Jan 2024.



CHARITY COMMISSION
FOR ENGLAND AND WALES

Trustees' Annual Report for the period

From 1st Feb 2024 **Period start date** **To** 31st Jan 2025 **Period end date**

Charity name: Cornwall Pride CIO

Charity registration number: 1191003

Objectives and Activities

	SORP reference	
Summary of the purposes of the charity as set out in its governing document	Para 1.17	1: To promote and support equality and diversity; advance education, elimination of discrimination and support mental health. On the grounds of sexual orientation, gender identity and romantic orientation. For residents of and visitors to Cornwall, (the area of benefit) and where relevant nationally & internationally in such ways as are charitable at law. 2: such other objects as are charitable under the laws of England and Wales as the trustees shall at their absolute discretion determine.
Summary of the main activities in relation to those purposes for the public benefit, in particular, the activities, projects or services identified in the accounts.	Para 1.17 and 1.19	a) raising the awareness of the public with regard to all aspects of discrimination in society and issues and difficulties affecting the lives of LGBTQ+ people; b) promoting human rights (as set out in the European convention of human rights and subsequent legislation, case determinations, conventions and declarations) by raising awareness of human rights issues, promoting public support for human rights, obtaining redress for the victims of human rights abuse, and contributing to the sound administration of human rights law; c) advancing education of the public to eliminate all aspects of discrimination and disadvantage suffered by reasons of being LGBTQ+, including but not limited to signposting to other organisations, services or producing materials; d) cultivating a sentiment in favour of diversity, tolerance, inclusivity and equality in particular through celebrating the diversity of the LGBTQ+ community; e) creating opportunities that celebrate and support the LGBTQ+ identity and community that are welcoming to all; f) supporting the mental health of the LGBTQ+ community; g) raising awareness of LGBTQ+ local, national and international history; h) producing publications, lectures, media, public advocacy and other means of communication; i) running LGBTQ+ events, including but not limited to promoting and staging an annual LGBTQ+ festival; j) to showcase the creative and artistic talents of LGBTQ+ people;

		k) associating with voluntary organisations, governmental, public and private bodies to develop and maximise the effectiveness of voluntary organisations run by and for LGBTQ+ people; l) making grants and/or donations to other charitable and voluntary organisations with the object of developing an environment in favour of LGBTQ+ equality by providing information, advice and support; and
Statement confirming whether the trustees have had regard to the guidance issued by the Charity Commission on public benefit	Para 1.18	Statement on Public Benefit Guidance The trustees confirm that they have complied with the requirement set out in Section 17 of the Charities Act 2011 to report on how they have carried out Cornwall Pride's purposes for the public benefit. Trustees have actively ensured that their decisions align with the Charity Commission's guidance on public benefit, particularly when exercising any powers or duties relevant to the guidance. Cornwall Pride's work remains focused on promoting inclusion, equality, and diversity, while addressing challenges faced by the LGBTQ+ community in Cornwall. Through free events, peer-support initiatives, and educational programs, the charity directly benefits the public by creating safer, more inclusive environments and fostering mental well-being.

Additional information (optional)

You may choose to include further statements where relevant about:

	SORP reference	
Policy on grant making	Para 1.38	Policy on Grant Making The trustees have established a clear policy to guide the allocation of grants, ensuring that they align with Cornwall Pride's charitable purposes and provide measurable public benefit. Grants are awarded to initiatives that promote inclusion, mental health support, and community cohesion, particularly for marginalised groups. Applications are assessed for their alignment with our strategic priorities, sustainability, and impact. Monitoring and evaluation processes are in place to review the effectiveness of grant-funded activities.
Policy on social investment including program related investment	Para 1.38	Policy on Social Investment Cornwall Pride does not currently hold any social investments or engage in program-related investments. The trustees review this policy periodically to ensure alignment with the charity's financial strategy and objectives. Should an opportunity for social investment arise that supports our charitable aims, the trustees will develop and implement appropriate guidance in accordance with regulatory and ethical standards.
Contribution made by volunteers	Para 1.38	Contribution Made by Volunteers Volunteers play an integral role in Cornwall Pride's success. They contribute to the planning and delivery of community events, peer support groups, and educational programmes, significantly amplifying the charity's reach

		and impact. In the financial year 2024–2025, more than 110 volunteers contributed their time and skills, supporting our mission to empower, educate, and unite communities. Their collective effort represents both a financial and social value, enabling us to maximise the benefit delivered within our resource constraints.
Other		Other Relevant Information Cornwall Pride continues to strengthen its role as a community-led organisation, with our focus this year firmly on inclusion, visibility, and improving access to support across Cornwall. We have deepened partnerships with key organisations across the VCSE sector, local businesses, education, and health partners to extend our reach and make sure that our work is grounded in the lived experiences of the people we serve. Across 2024/25 we expanded our face-to-face presence, delivered 11 community Prides, strengthened wellbeing support through Penguin Soup, increased the visibility of Safer Spaces, and rolled out our refreshed digital identity. These developments helped us reach communities who often feel disconnected or underserved, particularly in rural areas. Our growing inclusion training offer, partnership work, and year-round engagement model mean we are now supporting organisations as well as individuals, helping to shape safer and more welcoming environments across Cornwall. The trustees continue to prioritise sustainability, accessibility, and long-term planning to ensure that Cornwall Pride remains relevant, resilient, and responsive to the needs of our community.

Achievements and Performance

	SORP reference	
Summary of the main achievements of the charity, identifying the difference the charity's work has made to the circumstances of its beneficiaries and any wider benefits to society as a whole.	Para 1.20	Summary of Main Achievements Cornwall Pride has continued to make a substantial difference to LGBTQ+ people across Cornwall this year. Our work has strengthened community connection, reduced isolation, increased visibility in towns that have never hosted LGBTQ+ events before, and improved access to wellbeing and support. Across every element of our programme, the focus has remained on creating safe, welcoming spaces where people can be themselves, openly, confidently, and without fear. Key Achievements 1. Community Prides - Delivered 11 Community Pride events across Cornwall. - Reached 45,000+ attendees across the season. - Worked with 127 partner organisations on-site, and 185 across the year. - Supported by a diverse and 110 volunteer team.

		Impact: These events created vital visibility in rural communities, offering safe, celebratory spaces for LGBTQ+ people, families, young people, and allies. For many, it was their first time being openly themselves in a public setting. Pride increased local understanding of LGBTQ+ experiences and strengthened community cohesion. 2. Wellbeing & Penguin Soup Support • 5,880 people engaged with wellbeing support across events and digital platforms. • Tangible outcomes included: ○ 200 people reporting improved mental health ○ 350 people feeling more socially connected ○ 250 people reporting increased confidence or resilience • Delivered calming wellbeing hubs across all 11 Prides. • Strengthened digital signposting through 80 Safer Spaces QR codes. Impact: Wellbeing support became a lifeline for people experiencing loneliness, anxiety, grief, identity struggles, or crisis moments. Cornwall Pride provided one of the few LGBTQ+-inclusive emotional support pathways available in the county. 3. Inclusion Training & Sector Capacity Building • Delivered training to organisations including: ○ St Austell Brewery ○ Seasalt Cornwall ○ VSF staff team ○ Diocese headteachers & school leads ○ GW Accounting ○ Planet C / Watson Marlow • Active training discussions with Cornwall Council, CCF, St Petrocs, Pentreath, NMMC, and others. • Integrated into the VSF Learning Academy to expand countywide access. Impact: These sessions have helped shift workplace culture, improve understanding, and support local leaders to create safer, more inclusive environments. Organisations are increasingly seeking deeper, ongoing support, signalling real, not performative, appetite for culture change. 4. Safer Spaces Development • 150+ organisations exploring safer and more psychologically supportive practices. • 80 QR codes installed across Cornwall linking people directly to support. • Adoption across community venues, businesses, youth services, and health partners.
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		Impact: Safer Spaces is now recognised as one of Cornwall Pride's most influential initiatives. It is helping local organisations embed inclusive practice, improve safeguarding culture, and ensure LGBTQ+ people feel safe in everyday environments. Wider Societal Benefits Cornwall Pride's work this year strengthened community relationships and demonstrated the importance of visibility, safety, and inclusion at a time of rising hostility and division nationally. The programme contributed to: • stronger social cohesion • increased understanding of LGBTQ+ identities • reduced isolation in rural towns • improved emotional wellbeing • greater community confidence • more inclusive workplaces and public spaces • stronger partnerships across VCSE, health, education, and business sectors Our focus on lived experience, connection, equality of access, and local leadership continues to shape a Cornwall where LGBTQ+ people can belong, feel seen, and feel supported, wherever they live.
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Additional information (optional)

You may choose to include further statements where relevant about:

Achievements against objectives set	Para 1.41	Achievements Against Objectives Set (Para 1.41) During 2024–2025, Cornwall Pride focused on strengthening visibility, improving access to support, and building safer, more inclusive communities across Cornwall. Our objectives centred on community engagement, wellbeing, inclusion training, digital access, and partnership development. The key achievements against those objectives are outlined below. Community Prides & Outreach We delivered 11 Community Pride events, reaching over 45,000 people across Cornwall. These events increased visibility in towns where LGBTQ+ representation is limited, strengthened community cohesion, and created safe, celebratory spaces for people to connect, be themselves, and feel supported. Wellbeing & Peer Support (Penguin Soup) Through wellbeing hubs, calming spaces, and digital signposting, we supported 5,880 people with emotional and wellbeing needs. This included measurable outcomes of: • 200 people reporting improved mental health • 350 feeling more socially connected • 250 gaining confidence or resilience These achievements directly addressed our objective to reduce isolation and improve wellbeing for LGBTQ+ people across Cornwall. Inclusion Training & Education
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		We delivered inclusion training to a range of organisations including St Austell Brewery, Seasalt Cornwall, Diocese headteachers, VSF staff, and others. This work strengthened workplace inclusion, improved understanding of LGBTQ+ issues, and helped build safer environments for both staff and community members. Demand for training continued to grow, reflecting a broader cultural shift across Cornwall. Safer Spaces Development Over 150 organisations engaged with the Safer Spaces framework, improving safety, visibility, and accessibility across the county. The installation of 80 QR signposting locations enhanced access to mental health and LGBTQ+ support, reaching people in both community and commercial settings. Digital Access & Engagement We continued to develop the Cornwall Pride website and digital platforms, improving accessibility, wellbeing signposting, and event information. With our refreshed brand rollout and expanded content, digital engagement increased, offering vital connection, especially for people in remote and rural areas.
Performance of fundraising activities against objectives set	Para 1.41	Performance of Fundraising Activities Against Objectives Set (Para 1.41) The charity successfully met its fundraising objectives, with a focus on sustainability and community engagement. Key highlights include: • Diversified Income Streams: Secured grants and community contributions to support core projects such as <i>Community Prides</i> and <i>Penguin Soup</i>. • Community Engagement: Increased public involvement through fundraising events tied to our Pride celebrations, ensuring that every event directly supported project delivery. • Impactful Spending: All funds raised were directly channelled into delivering services, ensuring transparency and value for our supporters. These efforts allowed us to expand our reach and continue offering free or low-cost services to beneficiaries, aligning with our public benefit objectives.
Investment performance against objectives	Para 1.41	Investment Performance Against Objectives (Para 1.41) As a smaller charity, Cornwall Pride does not hold significant financial investments. Any reserves are held in a low-risk savings account to ensure liquidity for operational needs. This cautious approach reflects our focus on maintaining financial stability while prioritising funds for immediate service delivery.

Other		Other Relevant Information • Volunteer Contributions: Cornwall Pride's success is deeply rooted in the contributions of over 110 volunteers who supported our events and programmes. Their efforts have been instrumental in expanding our reach and ensuring the smooth delivery of services. • Strategic Growth: The year also saw strategic discussions with local and national partners to identify new areas of need, such as youth mental health and rural LGBTQ+ engagement, which will inform our objectives for the coming years.
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Financial Review

Review of the charity's financial position at the end of the period	Para 1.21	Review of the Charity's Financial Position at the End of the Period (Para 1.21) At the close of the financial year ending 31 January 2025 , Cornwall Pride recorded total income of £155,348.04 and total expenditure of £190,926.15 , resulting in an overall deficit of £35,578.11 . This position reflects the timing of multi-year project funding and delivery, as well as the increased operational costs associated with delivering community events and expanding year-round provision. Despite the in-year deficit, the charity ended the financial period with total cash reserves of £56,113.36 , made up of: • £39,612.00 in unrestricted funds • £16,501.36 in restricted funds Restricted reserves remain committed to specific grant-funded projects, while unrestricted funds represent the charity's free reserves available to support future operations. The trustees recognise that free reserves remain below the charity's long-term reserves target but note that Cornwall Pride continues to maintain sufficient liquidity to operate safely. Plans are in place to rebuild unrestricted reserves through partnerships, inclusion training, merchandise, grant opportunities, and strengthened financial planning.
Statement explaining the policy for holding reserves stating why they are held	Para 1.22	Statement Explaining the Policy for Holding Reserves and Why They Are Held (Para 1.22) Cornwall Pride's reserves policy aims to ensure financial stability and long-term sustainability. The trustees have set a target of £175,000 for free reserves to provide a buffer against unexpected challenges, support the charity's core activities, and invest in strategic initiatives. Reserves also help to mitigate the risks associated with funding uncertainties, ensuring the charity can continue delivering its mission even in periods of reduced income.
Amount of reserves held	Para 1.22	Amount of Reserves Held (Para 1.22) As of 31 January 2025 , Cornwall Pride held £56,113.36 in total reserves. This is made up of:

		• £39,612.00 in unrestricted funds • £16,501.36 in restricted funds The charity's free reserves of £39,612.00 remain below the long-term reserves target of £175,000, reflecting a shortfall of £135,388. This target is designed to ensure financial stability, support continuity of staffing, and provide a buffer against income variability. The trustees are committed to rebuilding unrestricted reserves through strengthened income generation, diversified funding, and continued financial oversight to ensure organisational sustainability.
Reasons for holding zero reserves	Para 1.22	Reasons for Holding Zero Reserves (Para 1.22) Not applicable, as Cornwall Pride holds reserves.
Details of fund materially in deficit	Para 1.24	Details of Funds Materially in Deficit (Para 1.24) There are no funds materially in deficit as of the year-end.
Explanation of any uncertainties about the charity continuing as a going concern	Para 1.23	Explanation of any uncertainties about the charity continuing as a going concern (Para 1.23) Cornwall Pride continues to operate as a going concern. While the charity remains financially stable, the trustees recognise several uncertainties that require careful management. The organisation recorded an in-year deficit and continues to rely on a combination of restricted grants, partnerships, and earned income, which can fluctuate year to year. Free reserves remain below the charity's long-term target, meaning there is limited buffer against unexpected costs or delays in funding. The trustees therefore acknowledge that the charity must remain vigilant in monitoring cash flow, diversifying income, and strengthening unrestricted revenue sources such as inclusion training, merchandise, and partnerships. Despite these challenges, the trustees have approved a detailed budget for the forthcoming year, supported by multi-year grant commitments and planned income generation activity. With these controls in place, Cornwall Pride is expected to continue operating confidently as a going concern.

Additional information (optional)

You may choose to include further statements where relevant about:

The charity's principal sources of funds (including any fundraising)	Para 1.47	The Charity's Principal Sources of Funds (Including Any Fundraising) (Para 1.47) Cornwall Pride's principal sources of income include: • Grants and Donations: Secured from local and national organisations that support equality, inclusion, and mental health. • Community Fundraising: Events such as Pride festivals and engagement activities generate funds while raising awareness of the charity's mission. • Corporate Partnerships: Partnerships with local and national businesses to support events and programmes like "Books for Pride."
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		• Service Fees and Project Funding: Funding for specific projects, such as Inclusion Training and Penguin Soup, from business, local authorities or community grants. This diverse funding portfolio allows Cornwall Pride to sustain its operations and expand its reach across Cornwall.
Investment policy and objectives including any social investment policy adopted	Para 1.46	Investment Policy and Objectives (Including Any Social Investment Policy Adopted) (Para 1.46) Cornwall Pride currently does not hold a significant investment portfolio due to its operational focus and financial strategy. The charity's funds are allocated to delivering community initiatives and maintaining operational stability. Any surplus funds are held in interest-bearing accounts to ensure financial efficiency while safeguarding liquidity for future programmes. The Board of Trustees regularly reviews the financial position and would consider adopting an investment policy in the future to align with long-term objectives and ethical considerations.
A description of the principal risks facing the charity	Para 1.46	A description of the principal risks facing the charity (Para 1.46) The principal risks facing Cornwall Pride include: 1. Financial Risks: Dependency on restricted funding, absence of reserves, and rising costs create financial vulnerabilities. The trustees are working to establish unrestricted reserves to buffer against unexpected shortfalls. 2. Operational Risks: As a small charity with significant reach, operational capacity is stretched. Plans to recruit additional staff and invest in volunteer development are underway. 3. Reputational Risks: Operating in a diverse and sometimes challenging socio-political landscape, the charity is mindful of safeguarding its reputation and relationships with stakeholders. Enhanced training for staff and volunteers aims to address this. 4. Compliance Risks: Regulatory requirements and safeguarding obligations are met through robust policy implementation, with regular reviews conducted by trustees. 5. Volunteer Recruitment and Retention: As a volunteer-led organisation, maintaining a steady volunteer base is crucial to delivering services and events. 6. Community Needs and Expectations: Growing demand for mental health and inclusion services poses challenges in meeting needs with limited resources. 7. Economic Instability: Rising costs of living and reduced disposable income may impact fundraising efforts and corporate sponsorships.

		8. Safeguarding Risks: Working with vulnerable groups necessitates robust safeguarding policies and regular training for staff and volunteers. The charity maintains a risk register, reviewed quarterly by the trustees, to monitor and mitigate these risks effectively.
Other		Other Relevant Information The charity is committed to maintaining transparency and delivering measurable impact across its programmes. Cornwall Pride continuously seeks opportunities to improve its financial sustainability and operational effectiveness, ensuring its mission aligns with community needs and expectations.

Structure, Governance and Management

Description of charity's trusts:		Description of Charity's Trusts Cornwall Pride operates under a Charitable Incorporated Organisation (CIO) structure, regulated by the Charities Act 2011.
Type of governing document (trust deed, royal charter)	Para 1.25	Type of Governing Document The charity is governed by its Constitution, which was adopted upon its registration as a CIO. The constitution sets out the objects of the charity, trustee powers, and procedural rules for the organisation's governance and management.
How is the charity constituted? (e.g unincorporated association, CIO)	Para 1.25	How is the Charity Constituted? Cornwall Pride is a Charitable Incorporated Organisation (CIO). This structure provides limited liability for its trustees and ensures that the charity is a legal entity distinct from its members.
Trustee selection methods including details of any constitutional provisions e.g. election to post or name of any person or body entitled to appoint one or more trustees	Para 1.25	Trustee Selection Methods Trustees are appointed following the procedures outlined in the constitution. This includes: • Open calls for trustee applications. • Selection based on skills, expertise, and alignment with the charity's objectives. • Approval through a formal vote by the existing Board of Trustees. • Trustees serve specific terms as stated in the governing document, with options for reappointment. The charity prioritises diversity and inclusion within its trustee appointments to ensure representation from various community groups.

Additional information (optional)

You may choose to include further statements where relevant about:

		Policies and Procedures Adopted for the Induction and Training of Trustees (Para 1.51)
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Policies and procedures adopted for the induction and training of trustees	Para 1.51	Cornwall Pride has established clear policies and procedures for inducting and training trustees. Newly appointed trustees undergo a comprehensive induction process that includes: • An overview of the charity's mission, values, and strategic objectives. • Familiarisation with the governing document, key policies, and recent Trustee Annual Reports. • Training sessions on governance, safeguarding, and compliance responsibilities, as required. • Opportunities to shadow experienced trustees and staff to gain practical insights into the organisation's operations. Trustees also have access to ongoing training opportunities to enhance their skills and remain up to date with best practices in governance and charity management.
The charity's organisational structure and any wider network with which the charity works	Para 1.51	The Charity's Organisational Structure and Any Wider Network with Which the Charity Works (Para 1.51) Cornwall Pride operates through a structured organisational framework led by a Board of Trustees responsible for governance and strategic oversight. The day-to-day activities are managed by operational staff and volunteers. The charity collaborates extensively with other organisations and networks, including: • Local community groups and LGBTQ+ organisations. • National organisations focused on equality and mental health. • Public sector partners, including local councils and healthcare providers. This collaborative approach enhances the charity's reach and ensures a coordinated response to community needs.
Relationship with any related parties	Para 1.51	Relationship with Any Related Parties (Para 1.51) Cornwall Pride maintains relationships with several related organisations to enhance its mission delivery. These include: • Partnerships with local schools and libraries through the Books for Pride programme. • Collaboration with healthcare providers to deliver mental health support services. • Engagement with local businesses to sponsor and promote community events, such as Pride festivals. These partnerships are governed by formal agreements to ensure transparency and accountability.
Other		Other Relevant Information The charity is committed to transparency and inclusivity in all its activities, ensuring that its programmes align with its vision of a more inclusive Cornwall. The organisation actively seeks feedback from stakeholders and

		beneficiaries to continually improve its services and impact.
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Reference and Administrative details

Charity name	Cornwall Pride
Other name the charity uses	N/A
Registered charity number	1191003
Charity's principal address	Hall for Cornwall, Back Quay, Truro, TR1 2LL

Names of the charity trustees who manage the charity

	Trustee name	Office (if any)	Dates acted if not for whole year	Name of person (or body) entitled to appoint trustee (if any)
1	Michael Honey			
2	Sophie Meyer			
3	Perrin Hooper		Resigned Jan 31 st 2025	
4	Parminder Dosanjh Phillips			
5	Laura Outten	Vice Chair		
6	Eilish Calnan	Chair		
7	Richard Shepherd	Treasurer	Resigned Jan 31 st 2025	
8	Miley Rose			
9	Lyssa-Fee Crump		19/10/2024	
10	Ellie Howell		19/10/2024	
11	Simon Atkinson		19/10/2024	
12	Lucy Roger		19/10/2024	
13	Jedrzej Kulis		19/10/2024	
14	Amy Whiting		19/10/2024	

Corporate trustees – names of the directors at the date the report was approved

Director name		
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Name of trustees holding title to property belonging to the charity

Trustee name	Dates acted if not for whole year	
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Funds held as custodian trustees on behalf of others

Description of the assets held in this capacity	Description of the Assets Held in This Capacity Cornwall Pride does not hold funds or assets as a custodian trustee on behalf of other organisations. All funds and assets managed by the charity are directly aligned with delivering its charitable objectives.
Name and objects of the charity on whose behalf the assets are held and how this falls within the custodian charity's objects	Name and Objects of the Charity on Whose Behalf the Assets Are Held Not applicable, as Cornwall Pride does not act as a custodian trustee for any other charity or organisation.
Details of arrangements for safe custody and segregation of such assets from the charity's own assets	Details of Arrangements for Safe Custody and Segregation of Such Assets from the Charity's Own Assets Since Cornwall Pride does not hold custodian trustee assets, there are no additional arrangements required for the custody or segregation of such assets. All resources are managed transparently and in compliance with the charity's financial management policies.

Additional information (optional)**Names and addresses of advisers (Optional information)**

Type of adviser	Name	Address
Independent Examiner:	Whyfield Limited	Whyfield Limited Ground Floor, Building A, Green Court, Truro Business Park, Threemilestone, Truro, TR4 9LF
Legal Advisers:	Spencer West LLP	Spencer West LLP Longbow House, 20 Chiswell Street, London, EC1Y 4TW
Bankers:	Barclays Bank	Barclays Bank Truro, Cornwall, TR1 2RB

Name of chief executive or names of senior staff members (Optional information)

Matthew Kenworthy Gomes (CEO), Elliot Kenton (People Director), Lisa Telfer Brunton (Ops Director)

Exemptions from disclosure

Reason for non-disclosure of key personnel details

none

Other optional information**Other Optional Information****Community Impact Stories**

Across 2024–2025, the most powerful measure of Cornwall Pride's impact has come directly from the people who attended and engaged with our events. Many described feeling seen, supported, and safe in ways they had not experienced elsewhere in Cornwall.

One person shared:

“Cornwall Pride is the first place I’ve ever felt I could be myself without fear. It gave me confidence I didn’t know I had.”

Parents of LGBTQ+ young people also highlighted the significance of community visibility, with one parent telling us:

“My child lit up at Pride. Seeing other people like them changed everything. It helped them realise they aren’t alone.”

These stories reflect why Cornwall Pride exists: to help people feel connected, valued, and part of a community that celebrates them as they are.

Environmental and Social Responsibility

This year, we continued to take practical steps to reduce the environmental impact of Pride events.

This included:

- reusing staging, materials, and signage wherever possible
- supporting local suppliers
- encouraging walking, car-sharing, and public transport
- minimising single-use plastics
- strengthening accessibility planning for people with mobility challenges

Cornwall Pride’s values remain rooted in social responsibility — creating safe, inclusive, and environmentally conscious events that reflect the needs and values of the communities we serve.

Diversity and Inclusion Metrics

Cornwall Pride continued to expand its reach into communities that have historically lacked LGBTQ+ visibility or support. This year we engaged:

- **45,000+ attendees across 11 Community Prides**
- **185 partner organisations across the year**
- **127 organisations physically present at events**
- **53 corporate supporters and sponsors**

Our increased presence in rural towns created safe, localised spaces where LGBTQ+ people could connect without having to travel long distances — a significant step in tackling isolation across Cornwall.

Educational Contributions

This year we strengthened our educational and capacity-building work, including:

- delivering **Inclusion Training** to organisations such as St Austell Brewery, Seasalt Cornwall, VSF, Diocese headteachers, GW Accounting, and more
- advancing the **Safer Spaces** initiative with **150+ organisations** engaging and **80 QR signposting points** installed across Cornwall
- sharing learning from our year-round programme directly with VCSE partners, schools, community groups, and public sector leaders

This work helped local organisations embed inclusive practices, improve safeguarding, and deepen understanding of LGBTQ+ experiences across Cornwall.

Awards and Recognition

Cornwall Pride continued to receive recognition for its contribution to inclusion and community cohesion.

Highlights include:

- being shortlisted for **The King’s Award for Voluntary Service 2025**
- The only Pride in the UK to be honoured with the **LGBT Organisation award 2024 from the National Diversity Award**
- community partners praising Cornwall Pride’s visibility, leadership, and impact

These acknowledgements reflect our ongoing commitment to building a safer, more inclusive Cornwall for all.

Future Aspirations

Looking ahead, Cornwall Pride aims to deepen its impact by:

- strengthening the Pride in Communities model
- expanding Safer Spaces across Cornwall
- increasing access to year-round wellbeing support

- building more local partnerships to reach isolated and underserved communities
- growing our digital platforms, shop, and community content
- continuing development of our training and capacity-building offer
- building financial resilience to support long-term sustainability

Our vision remains clear: a connected, confident, and inclusive Cornwall where LGBTQ+ people feel safe, visible, and celebrated.

Volunteer Development

Volunteers continued to be central to our work this year, with **110 active volunteers** contributing to the delivery of community Prides and wellbeing support.

Volunteer feedback showed:

- **92% felt supported and valued**
- **88% understood their roles clearly**
- many spoke about the personal confidence and belonging they gained through volunteering

Cornwall Pride remains committed to offering further training, leadership pathways, and year-round opportunities to ensure volunteers feel empowered, recognised, and part of the movement they help sustain.

Declarations

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

Signed on behalf of the charity's trustees

Signature(s)		
Full name(s)	Eilish Calnan	Michael Honey
Position (eg Secretary, Chair, etc)	Chair	Trustee
Date	28 th November 2025	

Accounts

Highlights and activities

Our key achievements and challenges over the past year, plus the Cornwall Pride statement of accounts for Feb 23 to Jan 24

- Author - Matthew Kenworthy Gomes

Matthew is the Chief Exec at Cornwall Pride, dedicated to growing and improving the community experience of our fantastic charity, as well as overseeing many of our projects and reports. He is also part of boards tackling all hate in Cornwall.

Contents

1. Welcome
2. Objectives and activities
3. Public benefit
4. Charitable purpose
5. Business plan
6. Membership
7. Penguin Soup
8. Events
9. Digital content
10. Training
11. Partnerships and collaboration
12. Report of the trustees

Section 1 Welcome

Matthew Kenworthy Gomes - CEO at Cornwall Pride

Matthew joined Cornwall Pride in 2015 and has been instrumental in setting up the previous Cornwall Pride community interest company in 2016 and delivered its transition to CIO in 2020. Matthew has previously been trustee of UK Pride Network and is currently a trustee of Black Voices Cornwall, Engagement Director of Cornwall VSF, sits on the steering group for Creative Kernow and on the funding panel for Cornwall Community Foundation.

Eilish Calnan - Chair of Trustees at Cornwall Pride

Eilish joined as a trustee in 2023 and appointed Co-Chair and then Chair later that year. Eilish is also a #youngtrustee at Kids in Museums & Culture, and Creative Partnerships Support Officer at Cornwall Council.

Laura Outten – Deputy Chair of Trustees at Cornwall Pride

Laura joined as a trustee in 2023 and appointed Deputy Chair in 2024. Laura is also Founder & Director Kernow Piskies RFC and Safety & Support Supervisor for Falmouth Exeter Plus

Sophie Meyer - Trustees at Cornwall Pride

Sophie appointed Co-Chair in 2022 and stepped down as Co-Chair in 2023 and has previously been trustee since 2021. Sophie is also Director at Queer Kernow CIC. She is Engagement Manager at Cornwall Heritage Trust

Cornwall Pride: A Beacon of Inclusion and Progress

This year, Cornwall Pride has continued to champion LGBTQ+ rights and lead the charge for inclusion across the county. Our projects, including the Cornwall Pride Bus Tour and events like Pirate Pride, have amplified LGBTQ+ visibility in both rural and urban communities, ensuring our voices are celebrated. These efforts, supported by partnerships with local organisations and national bodies, have provided essential mental health support and fostered a sense of community well-being.

Through advocacy, education, and powerful collaborations, we've seen societal attitudes shift towards greater understanding and acceptance. We remain dedicated to creating spaces where everyone in Cornwall can live authentically, free from discrimination, as we adapt to the evolving needs of our community.

A New Era for LGBTQ+ Advocacy

Cornwall Pride is entering a new chapter in our advocacy work, with recent efforts extending our reach and impact. Our events, such as the Moonbow Gala and Pirate Pride, alongside our continuing Bus Tour, have strengthened connections across communities. By working with grassroots organisations, local councils, and businesses, we're making meaningful strides in fostering an inclusive Cornwall.

Although challenges remain, including rising demand for mental health services and safe spaces, we remain committed to supporting everyone in Cornwall. The progress we've made lays the foundation for an inclusive tomorrow, where our partnerships and shared efforts continue to drive change.

Unity in Gratitude and Pride

Reflecting on the past year, we are immensely grateful for the unwavering support of our community, partners, volunteers, and allies. Together, we've achieved remarkable milestones, ensuring Cornwall Pride remains a symbol of unity and inclusion.

Our success is the result of collective effort, from local businesses to tireless volunteers. Through shared determination, we've amplified voices, celebrated diversity with pride, and built connections that will carry us forward into an even brighter future. Thank you to everyone who has been part of this movement—our achievements are shared, and our future is one we will shape together.

The Cornwall Pride Community: are honored and delighted to be nominated and awarded:

LGBT Community Organisation of the Year – **National Diversity Awards**

Outstanding Inclusion Work Always Putting People First - **Inclusion Cornwall**

Inclusion Champions 2023 – **Your Partnerships**

& nominated for Cornwall Chamber charity of the year for 2024, with Fisherman's Mission the winner and the charity for the year of 2024.

Section 2 Objectives and activities

Why we are here and what we have achieved this year.

Our vision

Guided by our core values of 'Love Who You Want to Love' and 'Be Who You Want to Be,' Cornwall Pride remains committed to inspiring communities to champion a Hate-Free Cornwall. This vision has been at the forefront of all our activities this year, driving positive change across the region.

Our purpose.

Our purpose is to empower and unite communities, advancing our aim of creating a "Hate-Free Cornwall," where everyone can live authentically and without fear of discrimination. We work to provide safe spaces and foster inclusivity, ensuring that everyone in Cornwall feels accepted and respected.

Our goals by 2024

2023 Goals:

1. **Hate-Free Cornwall Advocacy:** Continue to raise awareness and have Cornwall Pride recognised as a key leader in promoting a Hate-Free Cornwall.
2. **Inclusive Leadership:** Build on our board's diversity to ensure it fully represents the communities we serve, reflecting the true essence of inclusivity and authenticity.
3. **Empowerment through Resources:** Direct further resources towards community projects that promote LGBTQ+ awareness and celebrate diverse identities, ensuring ongoing empowerment.
4. **Aligned Activities:** Ensure that all events and campaigns align with our mission to unite communities and encourage everyone to live their true selves.

Cornwall Pride's theory of change

Our belief is simple: **Gatherings create change. Communities together create change.** The more inclusive and connected our communities become, the more positive change we can drive across Cornwall.

Headlines from Feb 23 – Jan 24

Finances:

The UK economy continues to face significant challenges, with the cost of living crisis, political instability, and the lingering effects of Covid-19 impacting many sectors. Despite these difficulties, Cornwall Pride has remained financially resilient.

For the financial year ending 31 January 2024, we are pleased to report an unrestricted income of **£80,610.73**, with a surplus of **£65,361.37**. On the restricted side, our grant and donation income amounted to **£157,367.00**, leading to a total surplus of **£60,676.51** across all funds.

These strong financial results were driven by steady merchandise sales, generous donations, and significant grants. Our surplus provides the foundation to continue expanding our projects while maintaining the integrity of our core mission. However, we recognise that as a newly formed charity, our free reserves remain at £0.00.

We are committed to building a reserve fund in alignment with our reserve policy, ensuring financial stability in the years to come.

Community.

Cornwall Pride's commitment to the community has continued to evolve and grow stronger this past year. During 2023-24, we experienced an incredible rise in engagement at our Pride events, with record-breaking attendance and participation across Cornwall. The expansion of our Pride Bus Tour and the addition of new events such as the Moonbow Gala have brought communities together in ways we never thought possible. This growth has been further supported by an expanding network of Pride partners, passionate volunteers, and corporate allies, all working together to foster inclusivity and connection.

Our dedication to building a supportive and visible LGBTQ+ community across Cornwall remains unwavering. With every event, we are strengthening relationships, amplifying voices, and ensuring that everyone, regardless of background or identity, feels welcome and celebrated.

+70,000

People engaged.

180

Organisation Partners

53

Corporate partners

"I'm an ally and part of the EduCorner team at Bude Pride. We held our first ever Bude Pride in 2022. Cornwall Pride's support was invaluable then and continues to be. Without their support we would not have Pride in Bude. Last year, we held the first ever Pride March in Bude with Cornwall Prides World's Largest Progress Pride flag - it was amazing! So many marched with us - youth groups, schools, families, people expressing themselves in a safe environment. In a rural county like Cornwall, Cornwall Pride is vital. They are raising awareness, educating and helping to make Cornwall a safe space for all. AND they oversee Pride in so many towns across the county - the Cornish motto is For One And All - and this to me is what Cornwall Pride means - one organisation, joining the towns of Cornwall together in Pride.."

– Volunteer of partner group EduCorner Bude

Penguin Soup peer to peer support

Our continuation of the Cornwall Council suicide prevention innovation fund & supporting fund for Cornwall Community Foundation continued to support our peer to peer support project. This became a key benefit, and we successfully connected with 43 new members this year.

Cornwall Pride is truly transformative, impacting lives across our region. Personally, I owe my journey of self-discovery as pansexual to Cornwall Pride, where I found the courage to embrace my identity. Having volunteered with them for three years, – Penguin Soup member

Events

This year, Cornwall Pride proudly brought joy and inclusion to the streets with our National Lottery Community-funded Pride events across the region. We not only hosted a range of in-person events, but also made them more accessible to Cornwall's dispersed communities. Through 11 community Pride celebrations, we connected with tens of thousands of people, experiencing an incredible surge in participation.

The success of these events was amplified by the support of our 180 partner organisations, all of whom embraced our Pride pledge. Alongside the celebrations, we also organised inclusive events and workshops, promoting inclusion and respect, including our first-ever Inclusion Breakfast at the Royal Cornwall Show.

- 1 Moon Bow Gala
- 1 Inclusion Breakfast
- 1 Pride Conference
- 11 Community Prides
- 20 Pop Up Prides (through the bus tour)
- +45,000 Community engaged

"I come from an upbringing and background that created a lot of fear, shame and isolation surrounding my sexuality and who I am. Moving to the UK and Cornwall has been the best thing that's ever happened to me. I attended my first pride in Penzance 2022 and the warmth/friendliness of everyone, the inclusion, celebration and wonderful community that I have found in attending more Cornwall Pride events has changed my life." -Pride attendee

Digital content

We have continued to utilize social media, producing over 603 new pieces of engagement across all our social media channels, while responding to the changing needs of the community when deciding on topics to focus on.

The new Cornwall Pride website, launched in April 2023, provides several key benefits that enhance the organisation's outreach and support projects, and should be recognised in the upcoming annual review.

Improved Accessibility: The website makes accessing events and resources easier for Cornwall's dispersed communities. Features like the Penguin Soup project offer free mental health workshops, and there is a dedicated directory for LGBTQ+ support across Cornwall, helping to break down barriers for those in rural or isolated areas

Visibility and Awareness: The website promotes Cornwall Pride's 11 annual Pride events across the region, raising awareness of LGBTQ+ issues and encouraging broader participation. The Pride Pledge further engages local businesses and organisations to commit to inclusivity, signalling a community-wide effort for a hate-free Cornwall.

Partnerships and Community Engagement: With support from over 180 partner organisations, the website is instrumental in coordinating Cornwall Pride's broader community efforts. It highlights the Safer Spaces project and other collaborations that visibly showcase inclusivity across Cornwall.

By focusing on accessibility, visibility, and community partnerships, the new website has significantly enhanced Cornwall Pride's ability to engage and support LGBTQ+ individuals and allies. These benefits have been pivotal to the success of events and projects up to January 2024.

We have created a new long-form resource on accessible well-being services within Cornwall, curated by the visible representation of the LGBTQ+ community within the services. This project is leading the way on support services signposting within Cornwall.

"This is a fantastic resource for everyone to easily access support, in a friendly and simple way."

– Penguin Soup member

Section 3

Public benefit

How we deliver our services to members

The trustees confirm that they have complied with the requirement set out in Section 17 of the Charities Act 2011 to report on how they have carried out their charity's purposes for the public benefit and have complied with their duty to have due regard to the Charity Commission's public benefit guidance when exercising any powers or duties to which the guidance is relevant.

A Hate Free Cornwall

Cornwall Pride was established to promote and support equality and diversity, advance education, eliminate discrimination and support mental health in the context of sexual orientation, gender identity, and romantic orientation. It exists for residents of and visitors to Cornwall, (the area of benefit) and where relevant, nationally & internationally in such ways as are charitable at law.

We have established a distinct set of community activities to bring people together, creating a space where they can exchange stories and learn from one another. While we primarily operate through in-person community events, our resources are available for everyone.

Our no-cost events invite the broader community to come together, connect, and share personal journeys. This approach has granted us an unmatched depth of understanding and data, all geared towards uplifting the standards for the LGBTQ+ community and beyond in Cornwall.

Below, you will find a brief overview showcasing how we actualize our mission and provide public value.

Section 4

Charitable purpose

How we work to raise the standard of living for LGBTQ+ & marginalised people in Cornwall.

At Cornwall Pride, our objective is to support, uplift, and unify the LGBTQ+ community and its allies. We are collaborating with our members and the broader community to enhance the well-being and inclusion of LGBTQ+ individuals across Cornwall. Through our community interventions, events, and open resources, we aim to create spaces where everyone can connect, share, and thrive. We are devoted to listening to and acting upon the feedback of our community, ensuring we provide services that not only meet their needs but also go beyond their aspirations.

"Overall, the evaluation report highlights the significance and positive impact of Cornwall Pride events in celebrating and supporting the LGBTQ+ community while also identifying areas for continued growth and improvement.."

– Clarity - External Evaluators

Why people attend Cornwall Pride

Cornwall Pride welcomes everyone in the local area to join its inclusive events, which are built on a foundation of community interaction and sharing. Attendees frequently describe the events as fun, friendly, and inclusive. In fact, 89% of respondents noted that these events significantly raised awareness of the LGBTQ+ community, reflecting a 17% increase compared to previous years (Cornwall Pride 2023 Rep...). Other common descriptions include welcoming, colourful, and safe.

Expanding our community is at the heart of what we do, and it's heartening to see the reasons people attend. Our external evaluation revealed that many people feel Cornwall is not always a safe place for the LGBTQ+ community, but Cornwall Pride offers a safe haven for those who may feel unwelcome elsewhere (Cornwall Pride 2023 Rep...). Additionally, 77% of respondents were very likely to recommend Cornwall Pride to friends and family, marking an 8% increase from last year (Cornwall Pride 2023 Rep...).

One attendee shared:

"I have never felt so comfortable and proud to be openly gay. Thank you for the wonderful experience!"
(Cornwall Pride 2023 Rep...).

Section 5

3 Year Business Plan

Cornwall Pride Three-Year Business Plan (2024-2026)

CEO Summary

Cornwall Pride aims to continue its mission of promoting inclusivity and equality for the LGBTQ+ community in Cornwall. This business plan outlines our strategic objectives for the next three years, focusing on enhancing event engagement, expanding educational projects, diversifying funding sources, and strengthening our community outreach.

Year 1: 2024 - Consolidation and Strengthening Foundations

Strategic Objectives:

- Enhance the leadership infrastructure to support better gatherings and more frequent events. (Requirement of 3 - 4 full time roles)
- Enhance our volunteer offering with a training program to support our projects.
- Publicly launch a series of workshops aimed at enhancing understanding and support for LGBTQ+ challenges among local organisations and educational institutions.
- Through co-design rebrand Cornwall Pride's look, feel and social media campaigns to better align ourselves to the community.
- Start work on a larger NPO Arts Council Funding application with our Cornwall lived experience partnership.
- Continue to work with the National Lottery reaching communities fund on the community Prides.

Financial Goals:

- Secure at least £150,000 in grants and donations to fund new and existing programs.
- Increase unrestricted funds by 20% from the previous year through new merchandise sales and local sponsorships, stall holders & training delivery.
- Create a online ecommerce shop for community art/crafts and creators to promote and sell their work.
- Diversify our income sources by introducing a tiered membership program for supporters.

Community Engagement:

- Increase participation in Pride gatherings and programs by 10%.
- Strengthen the Penguin Soup project to reach further across Cornwall, focusing on creatives with mental health support.
- Launch our Safer Spaces program alongside the community wellbeing signposting across our Partners with a target of 500 spaces.

Year 2: 2025 – Further Diversification

Strategic Objectives:

- Embed healthy living in partnership with health providers within the Penguin Soup project to better support the LGBTQ+ and community.
- Launch new community engagement platforms, including use of Discord and Slack and new dedicated social media campaign for year-round interaction.
- Expand the geographic reach of Pride events to cover more areas in Cornwall, focusing on underrepresented regions.
- Continue to work on a larger NPO Arts Council Funding application with our Cornwall lived experience partnership.

Financial Goals:

- Increase unrestricted funds by 20% from the previous year through our online ecommerce shop vendors usage, Safer Spaces Membership, merchandise sales and local sponsorships, stall holders & training delivery.
- Form at least five larger new corporate partnerships to increase financial stability and event sponsorship.

Community Engagement:

- Increase participation in Pride gatherings and programs by 10%.
- Develop a "Pride Ambassador/Leader" program to empower volunteers to take on leadership roles within the community.
- Host a inclusion conference on diversity and inclusion embedded with creative arts, inviting national speakers.

Year 3: 2026 - Innovation and International Collaboration

Strategic Objectives:

- Enhance the leadership infrastructure to support better. (Requirement 6-7 full time roles)
- Establish international pan Celtic Pride events to share cultural resources and best practices.
- Innovate event programming to include more artistic practices.
- Submit a larger NPO Arts Council Funding application with our Cornwall lived experience partnership.

Financial Goals:

- Achieve a 30% increase in overall revenue, with an emphasis on sustainable income streams.
- Establish a ongoing reserve fund to ensure the long-term sustainability of Cornwall Pride to be set at £220,000.

Community Engagement:

- Increase participation in Pride gatherings and programs by 10%.
- Launch a national safer spaces and signposting program linked to a membership.
- Increase the number of training workshops and collaborations southwest organisations and educational institutions.

Key Performance Indicators (KPIs)

- Event Attendance: Track numbers annually to ensure growth.
- Volunteer Retention Rates: Aim for a year-over-year increase of 10%.
- Funding Diversity: At least 30% of income should come from new sources each year.
- Community Feedback: Annual surveys to measure satisfaction and impact, aiming for a +90% positivity rate.
- Number of Penguin Soup service users
- Website and social media interactions
- Number of Safer Spaces location members
- Number of Arts collaborations
- Number of online vendors on our ecommerce
- Number of Sustained corporate partnerships
- Number of participants within training
- Successful funding applications

Risk Management

Financial Risks: Diversify funding to minimize dependence on single sources.

Reputational Risks: Utilize our crisis management policy within the team to handle potential public relations issues.

Operational Risks: Regular training and updates for staff and volunteers on safety and emergency procedures.

Our three-year Business plan sets ambitious but achievable goals that will help Cornwall Pride not only to continue serving the local LGBTQ+ & marginalised communities but also to expand our impact and ensure we are sustainable for years to come. Through our careful planning, dedicated leadership, board, and community support, Cornwall Pride will remain at the forefront of advocating for inclusivity and diversity in the region.

Section 6

Pride Community

Bringing our community together

Lead: Matthew Kenworthy Gomes CEO.

Matthew is the Chief Exec at Cornwall Pride, dedicated to growing and improving the community experience of our fantastic charity as well as overseeing many of our projects and reports. He is also part of boards tackling all hate in Cornwall.

Supporting our Pride community

Our Pride community is our greatest strength, and our unwavering focus is to support and uplift everyone within it. This includes individuals, corporate partners, VCSE Sector organisations, and charitable or not-for-profit groups who all play a crucial role in our journey.

Cornwall Pride unites a diverse community from across Cornwall and beyond. Over the past year, through both in-person and online events, as well as ongoing outreach, we've focused on truly engaging with and understanding the needs of our community. By doing so, we aim to provide meaningful, relevant support that addresses the challenges faced by our LGBTQ+ family.

Inclusion and unity sit at the heart of what we do. We're constantly evaluating the experiences of our community to measure our impact and ensure that we are making real progress. Our latest external evaluation shows that 37% of respondents feel that Cornwall is welcoming to some extent, while 89% said that Cornwall Pride events have significantly raised awareness of the LGBTQ+ community (Cornwall Pride 2023 Rep...). However, the feedback also reminds us that there's more work to do, as many still feel Cornwall isn't fully safe or welcoming for LGBTQ+ individuals.

One attendee reflected:

"Lovely safe environment. It's always inclusive, very welcoming, and a great atmosphere."

(Cornwall Pride 2023 Rep...).

Growing our community.

We have worked hard to stay close to our community and respond to their needs during often changing financial and challenging life circumstances. As a result, we were delighted to see growth across our events, our partnership & our volunteers.

3500 active people in social community groups. (up 1.5k)

180 Partner organisations (up 52)

132 Volunteers (up 25)

53 Corporate Partners (up 23)

Who are our community

Our community is made up of individuals from all corners of Cornwall and beyond, as well as allies and organisations that share and support Cornwall Pride's mission. Together, we create spaces where diversity is celebrated, and inclusion is at the forefront. From individuals attending our events to organisations that provide crucial services, each plays an important role in driving forward our collective vision.

As one supporter noted:

"Cornwall has literally been a wash of Pride; we've never seen so many Pride flags across Cornwall. Organisations want to be part of Pride, and there's so much more love for the community than ever before. This kind of visibility has just never been seen in Cornwall."

– Security support at a comty Pride (Cornwall Pride 2023 Rep...).

This growing support from all sectors shows that Cornwall is on a journey toward greater inclusivity, with each contribution making a lasting impact on our community.

"The data you have only scratches the surface of the true impact. For young people especially, having role models they can identify with is invaluable if Cornwall is to achieve its strategic goals. Pride represents inclusion at its best, and the positive ripple effects will be immeasurable."

– Cornwall Pride Trustee

It has been truly heartening to see that this year, 92% of our volunteers felt deeply supported by Cornwall Pride, eager to join our events and forge new connections.

Additionally, 88% of volunteers clearly understood their roles and responsibilities on event days, with many actively seeking out further opportunities to engage and contribute meaningfully within the community Prides. These efforts reflect the diversity of our volunteers, with 80% being between the ages of 19-65, 14% under 18, and 6% over the age of 65. This range highlights the various stages of our attendees' personal journeys, all united by a shared drive to build a more inclusive Cornwall.

"Volunteering at Cornwall Pride events has a huge impact. It allows us to be ourselves, to celebrate and express who we are in a safe, inclusive environment. It's about building connections, giving us hope, and bringing light into what can sometimes feel like a difficult journey. Being part of this community is uplifting and empowering."

- Cornwall Pride Volunteer

As Cornwall Pride transitioned from immediate responses to more sustainable, long-term plans, we remained closely connected with our community, evolving together. Through deep collaboration, we have ensured that our projects genuinely reflect the needs and aspirations of the people we serve. This joint effort has been both rewarding and impactful, fostering a sense of belonging and empowerment within our community, where members feel valued and influential in shaping the future of Cornwall Pride.

"This year's events have empowered individuals across Cornwall to embrace and celebrate their true selves. The growing visibility and inclusivity have given our community the confidence to stand proud in every corner of the region." - Partner Organisation - Staff member

External Evaluation & Feedback report

Each year, our insightful Evaluation & Feedback report provides a comprehensive look into how attendees and supporters perceive Cornwall Pride, their experiences, and their connection to the LGBTQ+ community across the region. This report delves into the feelings of attendees, capturing their sense of belonging and views on inclusivity within the community.

In 2023, data was collected from 398 attendees, offering diverse perspectives on Cornwall Pride events. The report reveals that 89% of attendees felt that these events significantly raised awareness of the LGBTQ+ community, demonstrating the powerful impact of our efforts (Cornwall Pride 2023 Rep...). It also highlighted the mixed feelings regarding Cornwall as a welcoming space, with 37% of respondents indicating that Cornwall is welcoming to some extent (Cornwall Pride 2023 Rep...).

Wellbeing Signposting

Our wellbeing signposting has grown into one of the most frequently visited sections of the Cornwall Pride website. Highlighted as an invaluable resource by our community, it stands alongside our calendar of upcoming events as a crucial tool shared on social media. Over the past year, we've significantly increased the number of listed resources and support avenues, reflecting the growing demand for mental and emotional support within the LGBTQ+ community in Cornwall.

The primary focus remains on mental and emotional wellbeing for LGBTQ+ individuals, which makes up the majority of the resources offered. Closely following this are general community support services, with LGBTQ+ inclusive events and activities also being popular.

Recognising the increasing relevance of digital communities, we have introduced dedicated online support sections that direct users to virtual spaces and platforms specifically designed for our LGBTQ+ community. This addition is aimed at enhancing accessibility and helping people find the right support regardless of their location.

By expanding these resources and strengthening our digital outreach, we continue to foster a safe and supportive environment both online and offline.

Wellbeing signposts to +100 services in 2023

Celebrating our community

This year, our #PenguinSoup, and #AHateFreeCornwall campaigns were in full swing, celebrating the contributions and achievements of our Cornwall Pride community and sharing the benefits of being involved with us on social media.

In a broader context, we have been actively endorsing the communications for the "A Hate Free Cornwall" project, the start of a collective of organisations united in our stand against discrimination and prejudice. Thank You!

Section 7

Penguin Soup to add further details

Offering peer – peer support

Lead: Elliot Kenton People Lead

Elliot looks after our penguin soup peer to peer support, making sure that both facilitators and participants get the best experience from our support.

Within the remit of Cornwall Pride, Penguin Soup offers welcoming and inclusive environments specifically for adults (25+) in the LGBTQ+ community and their allies across Cornwall. This project seeks to cultivate inclusive spaces where unity thrives. Central to our mission is the reduction of isolation and alienation. By increasing avenues to mental wellness assistance, be it through collaborative partnerships or through Cornwall Pride's own resources, we are dedicated to uplifting community mental well-being and decreasing risks of poor mental health and suicide within the community.

Our collaboration goes beyond the resolute Cornwall Pride crew. In conjunction with our Mental wellness projects, Penguin Soup has emerged as a magnet for the expertise of Mental Health Professionals from the Southwest. Our network includes 18 skilled professionals generously donating their expertise. Through regular gatherings, we exchange ideas, explore future partnerships, and leverage their deep knowledge in mental well-being. A heartfelt shoutout to Nicki Kilbey, Katie Jones and Daisy Taylor & John Walter for their dedication. We are always meticulous, ensuring any needed adjustments are made while collaborating, and we uphold the strictest standards with DBS checks and safeguarding training.

Mental Health Hub, at all 11 Prides + 5 festivals

In the vibrant backdrop of Cornwall's cultural and festival scene, Cornwall Pride has carved out a sanctuary. We have set up a dedicated wellbeing hub at over 11 Pride gatherings and numerous music festivals in 2023, stocked with crucial signposting to local mental health and well-being resources. And it is not just about information; this harbour is supported by mental health pros, ready to assist.

In 2023 - 2024, these spaces hosted hands-on workshops by mental health specialists. We are proud to mention our roster of 18 adept professionals, who keep showing up, generously sharing their knowledge.

But we have not confined this project to physical spaces. Dive into our website, and you will discover a digital counterpart to this hub, packed with links to Cornish entities offering mental health guidance and support. Before any piece of information sees the light of day—whether on print or our site—we ensure its spot on. This is not just a directory; it is a resource pool we tap into for our collaboration-heavy, workshop-style events with Penguin Soup.

+45,000 people footfall, +4,000 people interaction, +1000 conversations:

Penguin Soup's Digital Engagement

Annual Review - (Feb 23 to Jan 24)

Between 2022 and 2023, Penguin Soup saw impressive growth in its digital engagement. The Facebook group increased by 54%, growing from 123 to 190 members. This surge highlights the increasing need for digital support spaces and the success of Penguin Soup's efforts in fostering an inclusive online community for Cornwall's LGBTQ+ population.

The introduction of a dedicated chat group, managed by the project lead, has further enhanced the experience by offering real-time guidance and resources, ensuring that members stay connected and supported.

In addition to Facebook, platforms like TikTok and Discord are part of the evolving digital strategy, aimed at reaching younger audiences and expanding mental health and social support.

Penguin Soup continues to embrace digital opportunities, creating safe and supportive spaces that meet the needs of the community both online and in-person.

The Penguin Soup volunteer team for 23-24 consists of 14 individuals who have a variety of clinical and support backgrounds. 5 of these people are legacy volunteers from last year. The majority of these volunteers also have some lived experience of mental ill health and 3 have disclosed that they are neurodivergent in their equal opportunities forms.

We have received 5 emails specifically directed to the Penguin Soup project. 2 of these emails were offers of workshops and creatives offering their services while the other 3 were individuals in the queer community and/or mental health professionals reaching out for support and signposting.

The Google sheets spreadsheet continues to be constructed with information on organisations around Cornwall who offer mental health and wellbeing advice and support. This database is a work in progress for the Cornwall Pride website and will be used as a resource for signposting as well as a directory to draw upon for collaborative workshop style events with Penguin Soup. This database has been seen as a desirable resource by partner organisations such as the NHS. The aim is to complete this database and have it available on the Cornwall Pride website by April 2024.

Actions:

- Continue to recruit Penguin Soup facilitators to the project
- Continue to upskill training within the team, MH professionals and volunteers - Autism awareness is an additional request to the original list of Mental Health First Aid, Suicide First Aid, Safeguarding Tier 2 and DBS checks.
- Further market research into adult wellbeing in Cornwall using the Warwick Edinburgh Wellbeing Scale as cited in the project plan.
- Collaborate with experts to co-design the Penguin Soup wellbeing space at Cornwall Pride events

Section 8 Events

Community Prides, celebration, and support

Matthew Kenworthy Gomes CEO

Matthew is responsible for our events portfolio, overseeing over 33 events each year.

Aaron Monk – Events Lead 2023

Aaron was the main strategic project planner for the events, including helping the team with both event and planning queries.

Elliot Kenton - People Lead 2023

Elliot supports the smooth running of our people within the entire events programme – from volunteer engagement to on the day people management.

Lisa Telfer Brunton - Marketing Lead 2023

Lisa produced content for digital media, including our physical magazine accessible at all our events.

Celebrating Pride: Together in Unity:

Cornwall Pride continues to shine with its 11 vibrant community Prides, remaining steadfast in its mission to foster inclusivity, visibility, and unity across Cornwall. Our events embody best practices, enabling communities to share their achievements, challenges, and visions. This year, we engaged over 398 attendees through these events, fostering a deep sense of belonging, celebration, and education (Cornwall Pride 2023 Rep...). By blending in-person and digital engagement, we continue to serve and celebrate our diverse communities.

Building on 2023 Achievements:

In 2023, Cornwall Pride expanded its impact, hosting 33 events and attracting over 45,000 participants, including Prides, workshops, and online support spaces (Cornwall Pride 2023 Rep...). (Cornwall Pride 2023 Rep...). With an impressive 89% of attendees feeling that Pride significantly raised awareness of the LGBTQ+ community, it's clear that our efforts are making a substantial difference (Cornwall Pride 2023 Rep...). Additionally, 73% of respondents rated the events as excellent, underscoring the positive reception and impact of our projects (Cornwall Pride 2023 Rep...).

Bringing Our Vision to Life:

Guided by the ethos of "Love Who You Want to Love" and "Be Who You Want to Be," Cornwall Pride's events reflect our core values. Our efforts aim to inspire, uplift, and empower, contributing to our long-term goal of achieving a 'Hate Free Cornwall.' This year, 77% of respondents said they were very likely to recommend Cornwall Pride to friends and family, further highlighting the value and influence of our community-driven approach (Cornwall Pride 2023 Rep...).

2023 Event Highlights:

Our flagship event, Cornwall Pride (formerly Truro Pride), held on the August bank holiday, saw a remarkable turnout with over 15,000 attendees. This was followed by Falmouth Pride, which kicked off the season with nearly 7,000 attendees (Cornwall Pride 2023 Rep...). These gatherings epitomised Cornwall Pride's commitment to fostering inclusive spaces for celebration and connection, while also addressing the evolving needs of our community.

Looking Ahead:

As we look toward 2024, Cornwall Pride remains dedicated to expanding its reach, supporting communities across Cornwall, and continuing to promote inclusivity and diversity. With face-to-face engagement at the heart of our approach, we will build on this year's successes to ensure that everyone can celebrate, feel supported, and connect in safe, welcoming environments (Cornwall Pride 2023 Rep...).

33 community events +45,000 attendees

Guided by our vision to inspire communities to champion a 'Hate Free Cornwall' under the ethos of 'Love Who You Want to Love' and 'Be Who You Want to Be', our 11 community Prides successfully celebrated diversity while raising awareness and providing support.

Feedback Highlights

"Fantastic, joyful, and well-organised event." [Bodmin]

"Absolutely brilliant, family-friendly event." [Newquay]

"Local presence meant everything. It brought out more friends and families, making a huge impact." [Penzance]

"Lovely safe environment, always inclusive, very welcoming, and a great atmosphere." [St Austell]

"The whole event was a joy – witnessing our entire community come together was heartwarming." [Truro]

Attendee feedback continues to reflect the powerful impact of our events, with 73% of respondents rating Cornwall Pride as "excellent" and 89% agreeing that it raised awareness of the LGBTQ+ community significantly. However, as with any project, there were suggestions for improvement, such as increasing accessibility for neurodiverse attendees and maintaining the authenticity of smaller community Prides (Cornwall Pride 2023 Rep...).

Aligned with 2023-2024 Goals:

This feedback supports Cornwall Pride's commitment to creating inclusive, welcoming events that foster unity and raise awareness. In 2024, we are dedicated to expanding our community Prides, improving accessibility for neurodiverse and disabled individuals, and ensuring every event is a celebration of diversity and acceptance. Our focus remains on reaching deeper into the community while embracing the evolving needs of LGBTQ+ individuals across Cornwall.

"For making Pride Events fully inclusive to every gender, young and old, every race, every disability. For making Pride Events safe places to be. Cornwall Pride works hard in making it diverse and welcoming."

- Pride Attendee

Accessibility

Reflecting on our mission of 'A Hate Free Cornwall', the feedback from our 11 community Prides highlights our emphasis on inclusivity and accessibility. While the events were especially comforting for those with anxiety or neurodiversity, there's always room for improvement to wholly represent our values of 'Love Who You Want to Love' and 'Be Who You Want to Be'.

Areas for Enhancement: In response to feedback from attendees, Cornwall Pride is focused on improving accessibility and ensuring every individual can fully participate and enjoy the events. Below are the key areas identified for enhancement:

- **Sensory Considerations:** Attendees highlighted the need for **quiet zones** to accommodate those sensitive to noise and crowded spaces. This is particularly important as **31% of attendees identified as having a neurodiversity or long-term health condition**, a significantly higher percentage than the broader Cornwall population (Cornwall Pride 2023 Rep...).
- **Event Information:** There were calls for **more detailed event schedules** and information about venues to help reduce anxiety, especially for those who prefer structured environments (Cornwall Pride 2023 Rep...).
- **Seating Provisions:** Many attendees, including older individuals and those with mobility issues, requested more **seating options** at venues to enhance comfort and accessibility.
- **Transportation and Venue Accessibility:** Feedback also highlighted challenges with **difficult terrain** at certain venues and **inadequate transportation options**, making it harder for some individuals to attend (Cornwall Pride 2023 Rep...).

- **Venue Layout: Wheelchair accessibility** was a recurring concern, particularly in areas with steep inclines. Enhancing layout planning will be a priority to ensure smooth navigation for all attendees (Cornwall Pride 2023 Rep...).

Feedback Highlights:

"Attending this event was a breath of fresh air. It's the first Pride where the noise didn't overwhelm me, allowing me to fully participate." [Newquay]

"A clearer event schedule would have significantly reduced my anxiety." [Penzance]

"Navigating the parade as a wheelchair user was challenging due to the hilly terrain, yet the overall atmosphere was uplifting." [Saltash]

Further Enhancements for 2023-2024: Cornwall Pride is committed to enhancing the inclusivity of its events based on the feedback received in 2023. This includes:

- **Creating quiet, sensory-friendly zones** at all major events to accommodate neurodiverse attendees.
- **Improving pre-event communication** by offering comprehensive schedules and accessible information about venues.
- **Increasing seating provisions** for those with mobility needs and ensuring that all **venues are wheelchair accessible**.
- **Collaborating with transportation services** to make events more accessible for those without easy access to transit.

These enhancements, combined with our commitment to fostering a safe and inclusive environment, aim to ensure that all attendees, regardless of their needs, feel supported and celebrated at Cornwall Pride events.

Impact

Raising Awareness: Cornwall Pride's 2023 engagements across 11 community Prides continued to elevate the visibility of the LGBTQ+ community in Cornwall. In alignment with our ethos, "Love Who You Want to Love" and "Be Who You Want to Be," **89% of attendees** reported that these events significantly raised awareness of the LGBTQ+ community, contributing to the vision of a 'Hate Free Cornwall'. (Cornwall Pride 2023 Rep...)

Participant Voices:

- *"I have never felt so accepted and understood—this is what community should feel like."* [Bude]
- *"My 11-year-old daughter came out during the parade. It was a huge moment for her, and we'll always cherish that day."* [Newquay]
- *"I've never seen my child so confident and happy in their identity."* [Penzance]
- *"This event affirmed my sense of belonging in ways I hadn't expected."* [Falmouth]
- *"The sense of togetherness was overwhelming—it gave my daughter hope that she'll find her tribe."* [Truro]
- *"This event made me feel safe enough to be who I truly am."* [Saltash]

Enhancing Inclusivity: As Cornwall Pride looks ahead, there are key areas where we plan to enhance accessibility and inclusivity. These include:

- **Quiet zones** for neurodiverse attendees, as **31%** of participants identified as having a disability or neurodiverse condition (Cornwall Pride 2023 Rep...).
- **Improved seating and venue access** for those with mobility issues, addressing concerns raised by attendees who found some terrains challenging.
- **Clearer pre-event communication** about schedules and logistics, to reduce anxiety and enhance overall event planning.

Feedback consistently highlights the need for more accessible event venues, sensory-friendly environments, and better transportation options, as many participants faced difficulties reaching certain Pride locations (Cornwall Pride 2023 Rep...).

Looking Ahead: As we refine our approach for 2024, our goal remains clear: to create safe, celebratory spaces that reflect the diverse needs of our community. Building on the success of **77% of attendees recommending Cornwall Pride to their friends and family**, we are committed to fostering unity, visibility, and inclusivity throughout Cornwall (Cornwall Pride 2023 Rep...).

Cornwall Pride's work is ongoing, and the feedback from 2023 reinforces the importance of continuous improvement to ensure that everyone feels supported and celebrated.

Section 9

Digital content

Producing valued content, best practice, and inspiration

Matthew Kenworthy Gomes CEO

Matthew is responsible for managing our digital content across the website and social, as well as leading on digital development and projects.

Lisa Telfer Brunton - Marketing Lead 2023

Lisa produced content for digital media, including our physical magazine accessible at all our events.

Richard Shepherd - Web Developer - 2023

Richard through Curly Cottage redesigned our new website and connection to our communities.

Promoting Inclusivity and Celebrating Diversity through Digital Projects

In 2023, Cornwall Pride made significant strides in expanding its digital platforms to further the mission of creating a 'Hate Free Cornwall.' A major highlight was the launch of our new website, developed by **Curly Cottage Media**, designed to enhance accessibility and engagement across the LGBTQ+ community. This dynamic, mobile-optimised platform serves as a central hub, seamlessly integrating essential services like the **Penguin Soup project**, which provides mental health resources tailored to LGBTQ+ individuals. The website has also facilitated deeper engagement across social media, particularly through platforms such as Facebook and Instagram, where interaction increased following key events like Truro Pride.

Through these digital projects, Cornwall Pride has broken down barriers to participation, creating spaces where individuals can connect, celebrate, and access critical support. Our enhanced digital presence has not only increased our reach but also strengthened our capacity to support the unique needs of our community by offering safe spaces for discussion, celebration, and mental well-being.

Sharing Knowledge and Collaboration

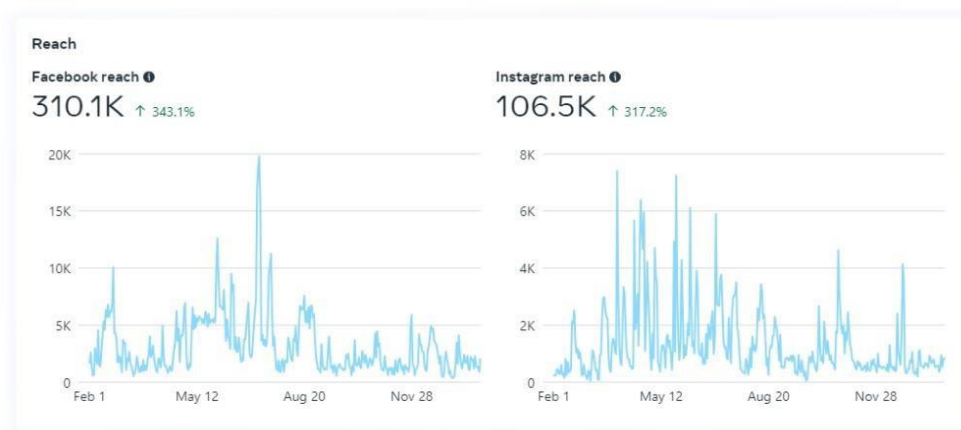
Cornwall Pride has also focused on expanding communication efforts and fostering partnerships with local and national organisations. These collaborations have allowed us to better understand and respond to the evolving needs of the LGBTQ+ community, particularly regarding inclusivity at events and mental health support. Projects like the **Penguin Soup mental well-being workshops** have become central to these efforts, providing free resources to community members and offering crucial support during challenging times.

In 2023, Cornwall Pride amplified impactful community projects by curating content that highlights key projects. By showcasing these stories across our digital platforms, we have continued to uplift the voices that matter most, promoting awareness and creating opportunities for education and advocacy within the community.

Looking Forward: 2024 and Beyond

Cornwall Pride remains committed to scaling our digital projects and deepening community engagement. Our partnership with **Curly Cottage Media** will continue to evolve, ensuring our platforms meet the growing demands of the community. We aim to explore new digital spaces, expand mental health resources, and ensure accessibility for all.

With a focus on inclusivity and collaboration, Cornwall Pride is determined to build on the success of 2023, creating safe, celebratory spaces both online and in-person that empower LGBTQ+ individuals to live authentically and proudly.



17,000 followers on Facebook

150,000 monthly interactions across all social media platforms



19,000 Unique Visitors

47,000 Page Views

Section 10

Inclusion Training *"this is not a tick box"*

Cornwall Pride continues to expand its impact beyond events and online platforms through the successful delivery of our **Inclusion Training programme**. This project, now fully operational, provides training to organisations across Cornwall, fostering acceptance, understanding, and empathy for the LGBTQ+ community. Recent partners that have benefited from our tailored sessions include **Cornwall Community Foundation**, a cohort from **Cornwall Chamber of Commerce**, **St Austell Brewery**, and **Sea Salt Cornwall**. This marks a significant milestone in our mission to educate and support key businesses and communities across the region.

The training is customised to meet the specific needs of any organisation, ensuring that all participants leave with a comprehensive understanding of LGBTQ+ inclusion and practical strategies for fostering a more supportive and inclusive environment. This not only educates but also strengthens connections between the business and community sectors in Cornwall.

With many more **partners** already requesting training, Cornwall Pride is excited to continue empowering organisations to make meaningful changes. To learn more & book a session: info@cornwallpride.org.

Section 11

Partnerships and collaboration

Continuing to lead the way with our partners.

At Cornwall Pride, we believe that true progress is made when communities come together with shared goals and values. This year, we've built even stronger partnerships with local businesses and organisations, all of whom are committed to making Cornwall a more inclusive place for the LGBTQ+ community.

One of our most exciting collaborations has been with **Sea Salt Cornwall**, where we worked together to amplify visibility for the LGBTQ+ community in key public spaces across Cornwall. By integrating Pride into everyday Cornish life, we've been able to foster deeper connections with the wider community and promote inclusivity in places where it matters most.

Our partnership with **St Austell Brewery** has also played a crucial role in extending Pride's reach. Through this collaboration, we've held events in some of Cornwall's most iconic public venues, spreading the message of inclusivity to a diverse audience. Their support has helped us turn familiar settings into powerful spaces for celebration and education.

Working alongside **Transparent Presence**, we've strengthened our commitment to supporting the trans community by raising awareness and providing crucial resources. Together, we've worked to ensure that trans voices are heard and that their experiences are represented across all our events.

These partnerships reflect Cornwall Pride's mission to create a 'Hate Free Cornwall.' By joining forces with organisations that align with our values, we can extend our reach and ensure that Cornwall is a place where everyone feels welcome, celebrated, and free to be themselves. Looking ahead, we are excited to continue working with these organisations while forming new partnerships that will help us further our mission. Together, we will build a brighter, more inclusive future for all.

Thank You to all of our partners for their continued support and collaboration. Your dedication helps us make Cornwall a beacon of hope, love, and acceptance for the LGBTQ+ community and beyond.

Section 12

Report of the trustees

Structure, governance, management, and financial activities: Feb 23 to Jan 24

Richard Shepherd Treasurer

Richard delivers and develops the finance and governance management functions at Cornwall Pride.

Lisa Telford Brunton Finance officer.

Lisa works to support the finance and the wider Cornwall Pride team with any accounting and finance needs.

The trustees who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 31st January 2024. The accounts have been prepared in accordance with the accounting policies set out in note 1 to the accounts and comply with the charity's Memorandum and Articles of Association, the Companies Act 2006, and

"Accounting and Reporting by charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015)".

Our trustees in 2023-2024

Michael Honey 24082020 [for [5] years]

Sophie Meyer 27112021 [for [3] years]

Perrin Hooper 14072022 [for [3] years]

Parminder Dosanjh Phillips 14012023 [for [3] years]

Laura Outten 14012023 [for [3] years]

Eilish Calnan 14012023 [for [3] years]

Richard Shepherd 29072023 [for [3] years]

Out Going trustees 2023-2024

Barbara Elizabeth Rounsevel MBE 31st January 2024

Marcus Alleyne 31st January 2024

Alex Gibbon 31st January 2024

New trustees 2024-2025

Miley Rose 24/02/2024 [for [3] years]

Out Going trustees 2024-2025

Kathleen Jane Jones

[MORE ABOUT OUR TRUSTEES](#)

Financial Review:

The UK economy continues to face challenges, including the cost of living crisis, political instability, and the lingering effects of the pandemic. Despite these conditions, Cornwall Pride has demonstrated financial resilience, showing robust growth across both unrestricted and restricted funds.

For the financial year ending 31 January 2024, Cornwall Pride's **unrestricted income** rose to **£80,610.73**, a significant increase from the previous year, driven by strong **merchandise sales**, donations, and partnerships. Our **total income** for the year amounted to **£237,977.73**, with **restricted income** contributing **£157,367.00**. A major component of this was the **£142,000.00** grant from The National Lottery Community Fund, which supported our 11 community Pride events (Cornwall Pride Accounts...).

Total expenditure for the year was **£177,301.22**, carefully managed to ensure financial stability. This resulted in a **total surplus of £60,676.51**, providing a solid foundation for continued growth and community outreach (Cornwall Pride Accounts...).

Merchandise Sales, Donations, and Partnerships

Merchandise sales contributed **£31,676.27**, a key driver in our fundraising efforts. Additionally, we received **£34,549.85** through corporate partnerships and political donations, further strengthening our financial position. Donations from individuals amounted to **£6,558.17**, reflecting continued support from the community (Cornwall Pride Accounts...).

Our expanding portfolio of **training & talks** generated an additional **£7,826.44**, marking a new revenue stream that aligns with our mission of promoting inclusivity and educating communities on LGBTQ+ issues (Cornwall Pride Accounts...).

Expenditure

For the financial year ending 31 January 2024, Cornwall Pride's **total expenditure** amounted to **£177,301.22**, reflecting a well-managed approach to costs across various essential activities. Below is a detailed breakdown of how the funds were allocated:

Events:

The largest portion of our expenditure went towards **event-related costs**, totalling **£82,556.44**. These funds supported the planning and execution of our 11 community Pride events, ensuring that each event was inclusive, accessible, and impactful for all attendees. This also covered venue hire, logistics, and performer fees, which are central to the success of these events (Cornwall Pride Accounts...).

Salaries:

Staff salaries accounted for **£59,546.22**, which includes wages for our full-time and part-time staff members who manage Cornwall Pride's operations, events, and community outreach programmes. This is a critical investment in ensuring that our growing charity continues to thrive and deliver meaningful projects for the LGBTQ+ community (Cornwall Pride Accounts...).

Direct Expenses:

Direct operational costs, including materials, supplies, and other essentials, amounted to **£4,131.91**. This covered the day-to-day running of Cornwall Pride and supported our volunteers and event staff (Cornwall Pride Accounts...).

Marketing and Advertising:

Marketing is a vital component of our outreach efforts, enabling us to raise awareness and increase engagement. This year, **£9,549.54** was spent on advertising and marketing to promote Cornwall Pride's events and campaigns across various platforms (Cornwall Pride Accounts...).

Volunteer Costs:

Volunteers are the backbone of Cornwall Pride, and **£449.50** was spent on supporting our volunteers, including training, expenses, and recognition (Cornwall Pride Accounts...).

Staff Training:

Investing in our staff's development is crucial to our long-term success. This year, we allocated **£4,512.00** towards **staff training**, which enabled our team to stay informed about best practices and current trends in LGBTQ+ advocacy (Cornwall Pride Accounts...).

Legal and Professional Fees:

Legal and professional services amounted to **£4,100.00**, covering necessary consultation fees for ensuring the charity's compliance and operational efficiency (Cornwall Pride Accounts...).

General Expenses:

General expenses, which include miscellaneous costs required for the smooth operation of the charity, totalled **£1,705.70** (Cornwall Pride Accounts...).

These expenditures were essential to delivering Cornwall Pride's key objectives, and despite rising costs, careful management allowed us to maintain financial stability while expanding our reach and impact.

Reserves Policy

As a newly formed charity, Cornwall Pride's **free reserves remain at £102,163.62**, meaning we are yet to meet our reserve policy target. Our goal is to build unrestricted reserves of **£175,000** to safeguard future operations and support long-term sustainability. This reserve level considers the variability of income, employment costs, and the funding needs for planned projects. As we grow, building these reserves will ensure Cornwall Pride can continue to respond quickly to challenges and opportunities (Cornwall Pride Accounts...).

The total net assets of the charitable incorporated organisation were **£102,163.62** at 31st Jan 24 with **£85,662.26** of unrestricted funds and **£16,501.36** of restricted funds. The reserves policy of the charity is therefore not met.

Going Concern

Looking ahead, the trustees have approved a strategic budget for 2024, ensuring the charity remains agile in an environment of rising costs and inflation. Salaries, which will account for **70% of total expenditure**, are under review to ensure staff are fairly compensated in line with living wage expectations. Our focus on maintaining fiscal discipline while expanding our impact means we are well-positioned to navigate future challenges (Cornwall Pride Accounts...). This included a living wage pay rise is in review in line with ACEVO's salaries and remuneration survey of charities of similar size to Cornwall Pride in the UK.

Reflection and Looking Forward

Cornwall Pride's commitment to the community remains unwavering. In response to the changing landscape, we have shifted back to a more face-to-face engagement model, launching new events, partnerships, and diverse content to better serve the LGBTQ+ community in Cornwall. Armed with these insights and a refreshed strategy, we are confident that the coming year will be one of continued growth and impact.

As we close this financial year, Cornwall Pride stands strong as a beacon of hope and support for the LGBTQ+ community, well-prepared to meet the challenges and opportunities that 2024 will bring.

Structure, governance, and management

Governance

The charity is controlled by its governing document CIO - FOUNDATION Registered 24 Aug 2020 as the: Constitution of Cornwall Pride Charitable Incorporated Organisation.

The governing document was reviewed in the year to ensure it remains fit for purpose, in line with changing regulations and to ensure our key objects are being met. Changes to our governing document and approved at our AGM in Nov 2023.

The charity is currently in the process of updating its Constitution of Cornwall Pride Charitable Incorporated Organisation at the AGM 2024 which will be held on 22nd November and where we will look to include a salaried secretary within the constitution of the CIO foundation.

Annual Review (Feb 23 to Jan 24)

Changes to our trustee board

The following changes have been made to our trustee board:

Out Going trustees 2023-2024

Barbara Elizabeth Rounsevel MBE, Marcus Alleyne, Alex Gibbon

New trustees 2024-2025 Miley Rose 24/02/2024 [for [3] years]

Out Going trustees 2024-2025 Kathleen Jane Jones

Decision making

The charity is run by the board of trustees, which sets and monitors strategy and policy. The board receives quarterly reports of all the activities of the charity.

Induction and training of new trustees

Upon their appointment, new trustees of Cornwall Pride are provided with a comprehensive induction package. This kit brings together essential insights from the Charity Commission, tailored specifically for our organisation's unique context. Included but not limited to, drawing information from the various Charity Commission publications signposted through the Commission's guide "the Essential Trustee".

The induction materials include:

- Cornwall Pride Charitable Incorporated Organisation's Constitution
- A governance manual detailing operational guidelines and best practices
- The most recent financial statements and management accounts
- The organisation's current strategy and yearly business plan, inclusive of the financial forecast

These resources encompass:

- Duties and responsibilities of trustees, the CEO, and the senior management team
- Core operational guidelines outlined in the charity's constitution
- Cornwall Pride's future aspirations, its mission, vision, and core values

A robust trustee training regimen, offering a mix of self-paced learning, external sessions, and collaborative peer engagements, ensuring ongoing development and elevated performance. Newly appointed trustees are also motivated to actively engage and immerse themselves within Cornwall Pride, acquainting themselves with the broader context of our operations.

Cornwall Pride has an updated handbook for a 2024 release. This handbook aims to collate all vital documents into a singular, easy-to-reference package for our trustees, senior management team, and volunteers, enhancing clarity and promoting transparency throughout the organisation.

Key management remuneration

Cornwall Pride's governance is spearheaded by its board of trustees in collaboration with the senior management team, collectively representing the charity's key managerial personnel. They shoulder the responsibility of daily oversight, direction, and operation of the charity. It is noteworthy that our trustees volunteer their expertise without any remuneration. As for senior staff compensation, none exceeded £60,000 within the year. If any salary were to cross this threshold, it would be subject to an annual review,

Annual Review (Feb 23 to Jan 24)

typically aligning with average earnings. To ensure fair compensation practices, Cornwall Pride benchmarks against remuneration standards in peer charities of comparable size and scope.

Developments 2023- 2024

Cornwall Pride will persistently enhance its internal mechanisms and provide exceptional content to our community. By collaborating with our partner organisations, we aim to accelerate and amplify our positive impact.

Reference and administrative details.

Register Company number. CE023678

Registered Charity number 1191003

Registered office Cornwall Pride, Hall for Cornwall, Back Quay, Truro, TR1 2LL

Trustees:

Michael Honey 24082020 [for [5] years] , **Sophie Meyer** 27112021 [for [3] years], **Perrin Hooper** 14072022 [for [3] years], **Parminder Dosanjh Phillips** 14012023 [for [3] years], **Laura Outten** 14012023 [for [3] years], **Eilish Calnan** 14012023 [for [3] years], **Richard Shepherd** 29072023 [for [3] years], **Miley Rose** 24022024 [for [3] years]

Senior Manager:

Title: Chief Executive Officer Name: Matthew Kenworthy Gomes

Independent examiner, bankers, and legal advisers

Independent examiner

Whyfield Limited, Ground Floor, Building A, Green Court, Truro Business Park, Threemilestone, Truro, TR4 9LF

Bankers, Barclays Bank, Truro, Cornwall, TR1 2RB

Legal Advisers: Spencer West LLP Longbow House, 20 Chiswell Street, London, EC1Y 4TW

Independent examiner's report:

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 30 April 2023.

The members have not required the charity to obtain an audit of its financial statements for the year ended 31 January 2024 in accordance with Section 476 of the Companies Act 2006.

The trustees acknowledge their responsibilities for

(a) ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and

(b) preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial year and of its surplus or deficit for each financial year in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the charitable incorporated organisation.

The financial statements were approved by the Board of Trustees and authorised for issue on 19th October 2024 and were signed on its behalf by: Eilish Calnan (Chair) – Trustee & Richard Shephard (Treasurer) – Trustee.

Cornwall Pride

Charity No 1191003

Receipts and Payments Accounts

31-Jan-24

Cornwall Pride
Administrative Details

Charity name	Cornwall Pride
Charity registration number	Charity No 1191003
Trustees	Richard Shepherd Eilish Calnan Parminder Dosanjh Phillips Laura Outten Mx Perrin Hooper Sophie Meyer Michael Honey
Independent Examiner	Whyfield Limited Ground Floor, Building A Green Court Truro Business Park Threemilestone TR4 9LF

Cornwall Pride
Charity No 1191003

Independent Examiner's Report

I report to the trustees on my examination of the accounts of the above charity ("the Trust") for the year ended 31/01/2024.

Responsibilities and basis of report

As the charity trustees of the Trust, 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 the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

Independent Examiners' Statement

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:

1. accounting records were not kept in accordance with section 130 of the Act or
2. the accounts do not accord with the accounting records

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in order to enable a proper understanding of the accounts to be reached.

Signed: *Roxane Neave*
Roxane Neave (Nov 19, 2024 09:02 GMT)

Date: 19/11/24

Name: Roxane Neave

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

Address: Whyfield Limited
Ground Floor, Building A Green Court
Truro Business Park
Threemilestone
Truro
Cornwall
TR4 9LF

Cornwall Pride
Charity No 1191003
Receipts and payments accounts

Section A: Receipts and payments	Unrestricted funds	Restricted funds	Total Funds 2024	Total Funds 2023
<i>A1: Receipts</i>				
Sales	31,676.27	-	31,676.27	7,153.14
Charitable and Political Donations	34,549.85	40,146.00	74,695.85	40,253.93
Incoming Donations	6,558.17	-	6,558.17	4,151.39
Grant	-	117,221.00	117,221.00	145,175.00
Other Revenue	7,826.44	-	7,826.44	3,029.36
Sub Total	<u>80,610.73</u>	<u>157,367.00</u>	<u>237,977.73</u>	<u>199,762.82</u>
Asset and investment sales	-	-	-	-
Total Receipts	<u>80,610.73</u>	<u>157,367.00</u>	<u>237,977.73</u>	<u>199,762.82</u>
<i>A3: Payments</i>				
Direct Expenses	4,131.91	-	4,131.91	10,060.95
Advertising and Marketing		9,549.54	9,549.54	8,230.93
Accountancy		1,889.30	1,889.30	
Events		82,556.44	82,556.44	83,021.38
Volunteer Costs		449.50	449.50	954.79
Membership Fees and Subscriptions	860.20	-	860.20	176.40
Staff Training	4,512.00	-	4,512.00	3,899.61
Salaries		59,546.22	59,546.22	42,855.82
Legal and Professional Fees		4,100.00	4,100.00	2,000.00
Bude Pride		3,960.86	3,960.86	2,898.02
General Expenses	1,705.70	-	1,705.70	4,168.27
Bank Fees	-	-	-	9.54
Merchandise	4,039.55	-	4,039.55	-
Sub Total	<u>15,249.36</u>	<u>162,051.86</u>	<u>177,301.22</u>	<u>158,275.71</u>
Total Payments	<u>15,249.36</u>	<u>162,051.86</u>	<u>177,301.22</u>	<u>158,275.71</u>
Net of receipts/(payments)	65,361.37	(4,684.86)	60,676.51	41,487.11
A5 Transfers between funds	-	-	-	-
A6 Cash funds last year end	<u>20,300.89</u>	<u>21,186.22</u>	<u>41,487.11</u>	<u>-</u>
Cash Funds this year end	<u>85,662.26</u>	<u>16,501.36</u>	<u>102,163.62</u>	<u>41,487.11</u>

Cornwall Pride
Charity No 1191003
Statement of Assets & Liabilities

	Unrestricted funds	Restricted funds
B1: Cash funds		
Cornwall Pride Barclays Business Account	81,660	-
Paypal Account	421	-
BBX Account	7,469	
Total cash funds	<u>89,550</u>	<u>-</u>

B2: Other monetary assets

Accounts Receivable	10,010	-
Stock	2,786	-

	Fund to which asset belongs	Cost (optional)
B4: Assets retained for the charity's own use		
CIC Assets	-	-
	-	-

	Fund to which liability relates	Amount due (optional)
B5: Liabilities		
Accounts Payable	183	-
	-	-
	-	-

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

Signature 1: 
Eilish Calnan (Nov 17, 2024 14:51 GMT)
 Print name: Eilish Calnan
 Signature 2: 
Richard Shepherd (Nov 26, 2024 08:50 GMT)
 Print name: Richard Shepherd

Notes to the financial statements:

1. STATUTORY INFORMATION

Cornwall Pride is a charitable incorporated organisation in England and Wales. In the event of the charity being wound up, the liability in respect of the trustees' guarantee is limited to £1 per trustee of the charity. The address of the registered office is given in the Trustees' Report on page X of these financial statements. The nature of the charity's operations and principal activities are the promotion of efficiency and effectiveness of charities, not for profit organisations and voluntary organisations, for the benefit of the public throughout the UK, by the provision of resources to optimise their communications.

2. ACCOUNTING POLICIES, Basis of preparing the financial statements:

The charity constitutes a public benefit entity as defined by FRS 102. The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland issued in October 2019, the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102), the Charities Act 2011, the Companies Act 2006 and UK Generally Accepted Accounting Practice.

Going concern

At the time of approving the accounts, the trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Further details are included in the Trustees' Report. The trustees continue to adopt the going concern basis of accounting in preparing the accounts.

Income

All income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds; it is probable that the income will be received, and the amount can be measured reliably.

Donations

Donated facilities are included at the value to the charity where this can be quantified, and a third party is bearing the cost. No amounts are included in the financial statements for services donated by volunteers. For donations to be recognised the charity will have been notified of the amounts and the settlement date in writing. If there are conditions attached to the donation and this requires a level of performance before entitlement can be obtained, then the income is deferred until those conditions are fully met or the fulfilment of those conditions is within the control of the charity, and it is probable they will be fulfilled.

Trading activities

Income from trading activities includes income earned from sponsorship of events. Income is received in exchange for supplying services to raise funds and is recognised when entitlement has occurred.

Grants including government grants

Income from grants are recognised at fair value when the charity has entitlement after any performance related conditions have been met, it is probable that the income will be received, and the amount can be measured reliably. If entitlement is not met, then these amounts are deferred.

Event income

Event income is recognised at the point that the event takes place.

Expenditure

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, 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 accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to headings, they have been allocated to activities on a basis consistent with the use of resources.

Fund-raising costs are those incurred in seeking voluntary contributions and do not include the costs of disseminating information in support of the charitable activities.

Governance costs

Included in governance costs are the costs associated with the governance arrangements of the charity. Costs include independent examination, legal advice for trustees and costs associated with constitutional and statutory requirements.

Allocation and apportionment of costs

Support and governance costs are recharged to charitable activities based on estimated usage, dependent on the type of expenditure.

Tangible fixed assets

Depreciation is provided at the following annual rates to write off each asset over its estimated useful life.

Computer equipment – 25% on reducing balance Website – 25% on reducing balance.

Tangible fixed assets are initially measured at cost and subsequently measured at cost less accumulated depreciation.

Taxation

The charity is exempt from corporation tax on its charitable activities.

Fund accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees. Restricted funds can only be used for restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for restricted purposes. Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

Debtors and creditors receivable/ payable within one year

Debtors and creditors with no stated interest rate and receivable or payable within one year are recorded at transaction price. Any losses arising from impairment are recognised in expenditure.

3. DONATIONS AND LEGACIES

	This Year	Last Year
Charitable and Political Donations	74,695.85	40,146.00
Incoming Donations	6,558.17	4,151.39

4. OTHER TRADING ACTIVITIES

	This Year	Last Year
Other Revenues	7,826.44	3,029.36

5. INVESTMENT INCOME

None

6. INCOME FROM CHARITABLE ACTIVITIES

		This Year	Last Year
Grants	Events	117,221.00	145,175.00
Sales	Events	31,676.27	7,153.14

7. OTHER INCOME

		This Year	Last Year
Local Government Grant		0	18,675.00
Insurance claim		7,826.44	0

In 2023, other income included an insurance claim for the cancellation of Truro Pride due to bad weather which was rescheduled later in the year. There were no unfulfilled conditions and other contingencies attached to the claim.

8. CHARITABLE ACTIVITIES COSTS

	Unrestricted funds	Restricted Funds	Total Funds	Last Year
Direct Expenses	4,131.91		4,131.91	10,060.95
Advertising and Marketing		9,549.54	9,549.54	8,230.93
Accountancy		1,889.30	1,889.30	
Events		82,556.44	82,556.44	83,021.38
Volunteer Costs		449.50	449.50	954.79
Membership Fees and Subscriptions	860.20		860.20	176.4
Staff Training	4,512.00		4,512.00	3,899.61
Salaries		59,546.22	59,546.22	42,855.82
Legal and Professional Fees		4,100.00	4,100.00	2,000.00
Bude Pride		3,960.86	3,960.86	2,898.02
General Expenses	1,705.70		1,705.70	4,168.27
Bank Fees				9.54
Merchandise	4,039.55		4,039.55	
Sub Total	15,249.36	162,051.86	177,301.22	158,275.71

9. SUPPORT COSTS

	Management	Finance	Social & Marketing	Expenses	Totals
Events	£9,620.41	£6,370.48	£6,370.47	£5,213.56	£27,574.92
Project development	£10,970.41				£10,970.41
People	£14,650.44				£14,650.44
Organisational Development	£13,232.41				£13,232.41
TOTAL	£48,473.67	£6,370.48	£6,370.47	£5,213.56	£66,428.18

10. TRUSTEES' REMUNERATION AND BENEFITS

There were two trustees' remuneration with no other benefits for the year ended 31st January 2024.

£1,789.95 – Perrin Hooper for their performance / hosting services at community Prides in which they performed.

£2,520.37 – Richard Shepherd for web services and development through Curly Cottage Media

£4,310.32 Total

Trustees Expenses

During the year, £491.16 of expenses were reimbursed to one trustee for travel and subsistence.

11. STAFF COSTS

The average monthly number of employees during the year was as follows:

Staff 2023 – 3 however hours equivalent to, 2 FT, Not including the sessional event workers

Annual Review (Feb 23 to Jan 24)

	This Year	Last Year
Salaries	£59,546.22	£42,855.82
Total	£59,546.22	£42,855.82

The number of employees whose employee benefits (excluding employer pension costs) exceeded £60,000 was: 0

12. TANGIBLE FIXED ASSETS

	This Year	Last Year
CIC Assets	0	£2,470

13. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

None

14. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

Deferred income refers to advance payments received by the charity for products or services that are to be delivered or performed in the future.

Also included in deferred income are amounts £0 which relate to events that had not taken place before the year-end.

15. MOVEMENT IN FUNDS

Total Receipts	80,610.73	157,367.00	237,977.73
Total Payments	15,249.36	162,051.86	177,301.22
Net of receipts/(payments)	65,361.37	(4,684.86)	60,676.51
A5 Transfers between funds			
A6 Cash funds last year end	20,300.89	21,186.22	41,487.11
Cash Funds this year end	85,662.26	16,501.36	102,163.62

17. RELATED PARTY DISCLOSURES

There were no related party transactions for the year ended 31st Jan 2024.



CHARITY COMMISSION
FOR ENGLAND AND WALES

Trustees' Annual Report for the period

From 1st Feb 2023 **Period start date** To 31st Jan 2024 **Period end date**

Charity name: Cornwall Pride CIO

Charity registration number: 1191003

Objectives and Activities

	SORP reference	
Summary of the purposes of	Para 1.17	1: To promote and support equality and diversity; advance

the charity as set out in its governing document		education, elimination of discrimination and support mental health. On the grounds of sexual orientation, gender identity and romantic orientation. For residents of and visitors to Cornwall, (the area of benefit) and where relevant nationally & internationally in such ways as are charitable at law. 2: such other objects as are charitable under the laws of England and Wales as the trustees shall at their absolute discretion determine.
Summary of the main activities in relation to those purposes for the public benefit, in particular, the activities, projects or services identified in the accounts.	Para 1.17 and 1.19	a) raising the awareness of the public with regard to all aspects of discrimination in society and issues and difficulties affecting the lives of LGBTQ+ people; b) promoting human rights (as set out in the European convention of human rights and subsequent legislation, case determinations, conventions and declarations) by raising awareness of human rights issues, promoting public support for human rights, obtaining redress for the victims of human rights abuse, and contributing to the sound administration of human rights law; c) advancing education of the public to eliminate all aspects of discrimination and disadvantage suffered by reasons of being LGBTQ+, including but not limited to signposting to other organisations, services or producing materials; d) cultivating a sentiment in favour of diversity, tolerance, inclusivity and equality in particular through celebrating the diversity of the LGBTQ+ community; e) creating opportunities that celebrate and support the LGBTQ+ identity and community that are welcoming to all; f) supporting the mental health of the LGBTQ+ community; g) raising awareness of LGBTQ+ local, national and international history; h) producing publications, lectures, media, public advocacy and other means of communication; i) running LGBTQ+ events, including but not limited to promoting and staging an annual LGBTQ+ festival; j) to showcase the creative and artistic talents of LGBTQ+ people; k) associating with voluntary organisations, governmental, public and private bodies to develop and maximise the effectiveness of voluntary organisations run by and for LGBTQ+ people; l) making grants and/or donations to other charitable and voluntary organisations with the object of developing an environment in favour of LGBTQ+ equality by providing information, advice and

		support; and
Statement confirming whether the trustees have had regard to the guidance issued by the Charity Commission on public benefit	Para 1.18	Statement on Public Benefit Guidance The trustees confirm that they have complied with the requirement set out in Section 17 of the Charities Act 2011 to report on how they have carried out Cornwall Pride's purposes for the public benefit. Trustees have actively ensured that their decisions align with the Charity Commission's guidance on public benefit, particularly when exercising any powers or duties relevant to the guidance. Cornwall Pride's work remains focused on promoting inclusion, equality, and diversity, while addressing challenges faced by the LGBTQ+ community in Cornwall. Through free events, peer-support initiatives, and educational programs, the charity directly benefits the public by creating safer, more inclusive environments and fostering mental well-being.

Additional information (optional)

You may choose to include further statements where relevant about:

	SORP reference	
Policy on grant making	Para 1.38	Policy on Grant Making The trustees have established a clear policy to guide the allocation of grants, ensuring that they align with Cornwall Pride's charitable purposes and provide measurable public benefit. Grants are awarded to initiatives that promote inclusion, mental health support, and community cohesion, particularly for marginalised groups. Applications are assessed for their alignment with our strategic priorities, sustainability, and impact. Monitoring and evaluation processes are in place to review the effectiveness of grant-funded activities.
Policy on social investment including program related investment	Para 1.38	Policy on Social Investment Cornwall Pride does not currently hold any social investments or engage in program-related investments. The trustees review this policy periodically to ensure alignment with the charity's financial strategy and objectives. Should an opportunity for social investment arise that supports our charitable aims, the trustees will develop and implement appropriate guidance in accordance with regulatory and ethical standards.
Contribution made by volunteers	Para 1.38	Contribution Made by Volunteers Volunteers play an integral role in Cornwall Pride's success. They contribute to the planning and delivery of community events, peer support groups, and educational programmes, significantly amplifying the charity's reach and impact. In the financial year 2023–2024, more than 160 volunteers contributed their time and skills, supporting our mission to empower, educate, and unite communities. Their collective effort represents both a financial and social value, enabling us to maximise the benefit delivered within our resource constraints.
Other		Other Relevant Information Cornwall Pride remains committed to fostering an inclusive culture that reflects the diversity of our beneficiaries. We have focused on building partnerships with local organisations and stakeholders to extend our reach and impact. This year, we also launched new digital initiatives to ensure our services are accessible to remote and underserved communities, enhancing our ability to meet the needs of those in isolated or rural areas. The trustees continue to prioritise innovation and

		sustainability in all activities to ensure the charity's long-term viability and relevance.
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Achievements and Performance

	SORP reference	
Summary of the main achievements of the charity, identifying the difference the charity's work has made to the circumstances of its beneficiaries and any wider benefits to society as a whole.	Para 1.20	Summary of Main Achievements Cornwall Pride has had a transformative impact on its beneficiaries and the wider community throughout the 2023–2024 financial year. By fostering inclusion, reducing isolation, and promoting mental health, our work has brought tangible benefits to the lives of LGBTQ+ individuals and their allies across Cornwall and the Isles of Scilly. Key Achievements Community Prides: - Delivered 11 community Pride events across Cornwall, attended by over 45,000 people. - Partnered with 170 local organisations, fostering collaboration and promoting awareness. - Engaged 160 volunteers who contributed their time and skills to ensure the events' success. <i>Impact:</i> These events created safe, celebratory spaces for individuals to express their identities and feel a sense of belonging, while also promoting inclusion and educating the wider community about LGBTQ+ rights and issues. Penguin Soup Peer Support Groups: - Held regular peer support sessions attended by 150 individuals, including almost 40 participants in social groups each week. - Provided a safe environment for mutual support, sharing experiences, and combating loneliness. <i>Impact:</i> These sessions significantly reduced social isolation among LGBTQ+ individuals, enhanced mental health and wellbeing, and provided critical support for those at risk of crisis. Inclusion Training: - Delivered training to 80 individuals to improve understanding of LGBTQ+ inclusion in workplaces and communities. - Hosted a planning event with 70 attendees to support the organisation of future Pride events. <i>Impact:</i> These initiatives built local capacity for inclusion, empowering individuals and organisations to create supportive environments for LGBTQ+ people. Books for Pride Initiative: - Donated over 500 LGBTQ+-themed books to primary schools across Cornwall. <i>Impact:</i> This initiative fostered early education around diversity and inclusion, promoting understanding and reducing prejudice among younger generations. Wider Societal Benefits

		Cornwall Pride's efforts have contributed to reducing stigma, increasing awareness, and promoting social cohesion across Cornwall. By building relationships with local organisations, providing educational resources, and offering peer support, the charity has strengthened community networks and advanced the goal of a Hate-Free Cornwall. These efforts not only benefit LGBTQ+ individuals but also promote a culture of acceptance and understanding that positively impacts the entire community.
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Additional information (optional)

You may choose to include further statements where relevant about:

Achievements against objectives set	Para 1.41	Achievements Against Objectives Set (Para 1.41) During the year, Cornwall Pride set clear objectives to increase outreach, inclusion, and support for LGBTQ+ communities across Cornwall. Our main achievements include: • Community Prides: Delivered 11 pride events across Cornwall, with attendance exceeding 45,000 people. These events promoted community cohesion and visibility for the LGBTQ+ community while educating and empowering attendees. • Peer Support Initiatives: Through our <i>Penguin Soup</i> project, we supported 150 individuals through peer-led groups, with 40–60 individuals engaging weekly, helping to combat isolation and build resilience within the LGBTQ+ community. • Education and Advocacy: Delivered <i>Inclusion Training</i> to 80 individuals, equipping them with skills to foster inclusive environments. Over 500 LGBTQ+-themed books were donated to schools, enhancing representation for young people. These achievements reflect our commitment to tackling isolation, reducing hate crime, and fostering a hate-free Cornwall.
Performance of fundraising activities against objectives set	Para 1.41	Performance of Fundraising Activities Against Objectives Set (Para 1.41) The charity successfully met its fundraising objectives, with a focus on sustainability and community engagement. Key highlights include: • Diversified Income Streams: Secured grants and community contributions to support core projects such as <i>Community Prides</i> and <i>Penguin Soup</i>. • Community Engagement: Increased public involvement through fundraising events tied to our Pride celebrations, ensuring that every event directly supported project delivery. • Impactful Spending: All funds raised were directly channelled into delivering services, ensuring

		transparency and value for our supporters. These efforts allowed us to expand our reach and continue offering free or low-cost services to beneficiaries, aligning with our public benefit objectives.
Investment performance against objectives	Para 1.41	Investment Performance Against Objectives (Para 1.41) As a smaller charity, Cornwall Pride does not hold significant financial investments. Any reserves are held in a low-risk savings account to ensure liquidity for operational needs. This cautious approach reflects our focus on maintaining financial stability while prioritising funds for immediate service delivery.
Other		Other Relevant Information • Volunteer Contributions: Cornwall Pride's success is deeply rooted in the contributions of over 160 volunteers who supported our events and programmes. Their efforts have been instrumental in expanding our reach and ensuring the smooth delivery of services. • Strategic Growth: The year also saw strategic discussions with local and national partners to identify new areas of need, such as youth mental health and rural LGBTQ+ engagement, which will inform our objectives for the coming year.

Financial Review

Review of the charity's financial position at the end of the period	Para 1.21	Review of the Charity's Financial Position at the End of the Period (Para 1.21) At the close of the financial year ending 31 January 2024, Cornwall Pride recorded a total income of £237,977.73 and a total expenditure of £177,301.22, resulting in a net surplus of £60,676.51. The total reserves at year-end amounted to £102,163.62, with £85,662.26 in unrestricted funds and £16,501.36 in restricted funds. This strong financial position reflects the charity's successful efforts to secure funding while maintaining prudent expenditure controls.
Statement explaining the policy for holding reserves stating why they are held	Para 1.22	Statement Explaining the Policy for Holding Reserves and Why They Are Held (Para 1.22) Cornwall Pride's reserves policy aims to ensure financial stability and long-term sustainability. The trustees have set a target of £175,000 for free reserves to provide a buffer against unexpected challenges, support the charity's core activities, and invest in strategic initiatives. Reserves also help to mitigate the risks associated with funding uncertainties, ensuring the charity can continue delivering its mission even in periods of reduced income.
Amount of reserves held	Para 1.22	Amount of Reserves Held (Para 1.22) As of 31 January 2024, Cornwall Pride held £102,163.62 in reserves, comprising £85,662.26 in unrestricted funds and £16,501.36 in restricted funds. This represents a shortfall of £89,337 against the target reserves level, which the charity aims to address through continued income generation and cost management.
Reasons for holding zero reserves	Para 1.22	Reasons for Holding Zero Reserves (Para 1.22) Not applicable, as Cornwall Pride holds reserves.
Details of fund materially in	Para 1.24	Details of Funds Materially in Deficit (Para 1.24)

deficit		There are no funds materially in deficit as of the year-end.
Explanation of any uncertainties about the charity continuing as a going concern	Para 1.23	Explanation of any uncertainties about the charity continuing as a going concern (Para 1.23) Cornwall Pride's strong surplus positions it as a going concern. However, reliance on restricted funding and the absence of reserves introduce potential risks. The trustees are actively working to diversify income streams and establish reserves to mitigate these risks, ensuring the charity's sustainability.

Additional information (optional)

You may choose to include further statements where relevant about:

The charity's principal sources of funds (including any fundraising)	Para 1.47	The Charity's Principal Sources of Funds (Including Any Fundraising) (Para 1.47) Cornwall Pride's principal sources of income include: • Grants and Donations: Secured from local and national organisations that support equality, inclusion, and mental health. • Community Fundraising: Events such as Pride festivals and engagement activities generate funds while raising awareness of the charity's mission. • Corporate Sponsorships: Partnerships with local and national businesses to support events and programmes like "Books for Pride." • Service Fees and Project Funding: Funding for specific projects, such as Penguin Soup, from local authorities or community grants. This diverse funding portfolio allows Cornwall Pride to sustain its operations and expand its reach across Cornwall.
Investment policy and objectives including any social investment policy adopted	Para 1.46	Investment Policy and Objectives (Including Any Social Investment Policy Adopted) (Para 1.46) Cornwall Pride currently does not hold a significant investment portfolio due to its operational focus and financial strategy. The charity's funds are allocated to delivering community initiatives and maintaining operational stability. Any surplus funds are held in interest-bearing accounts to ensure financial efficiency while safeguarding liquidity for future programmes. The Board of Trustees regularly reviews the financial position and would consider adopting an investment policy in the future to align with long-term objectives and ethical considerations.
A description of the principal risks facing the charity	Para 1.46	A description of the principal risks facing the charity (Para 1.46) The principal risks facing Cornwall Pride include: 1. Financial Risks: Dependency on restricted funding, absence of reserves, and rising costs create financial vulnerabilities. The trustees are working to establish unrestricted reserves to buffer against unexpected shortfalls. 2. Operational Risks: As a small charity with significant reach, operational capacity is stretched. Plans to recruit additional staff and invest in volunteer development are underway. 3. Reputational Risks: Operating in a diverse and sometimes challenging socio-political landscape, the charity is mindful of safeguarding its reputation and relationships with stakeholders. Enhanced training for

		staff and volunteers aims to address this. Compliance Risks: Regulatory requirements and safeguarding obligations are met through robust policy implementation, with regular reviews conducted by trustees. Volunteer Recruitment and Retention: As a volunteer-led organisation, maintaining a steady volunteer base is crucial to delivering services and events. Community Needs and Expectations: Growing demand for mental health and inclusion services poses challenges in meeting needs with limited resources. Economic Instability: Rising costs of living and reduced disposable income may impact fundraising efforts and corporate sponsorships. Safeguarding Risks: Working with vulnerable groups necessitates robust safeguarding policies and regular training for staff and volunteers. The charity maintains a risk register, reviewed quarterly by the trustees, to monitor and mitigate these risks effectively.
Other		Other Relevant Information The charity is committed to maintaining transparency and delivering measurable impact across its programmes. Cornwall Pride continuously seeks opportunities to improve its financial sustainability and operational effectiveness, ensuring its mission aligns with community needs and expectations.

Structure, Governance and Management

Description of charity's trusts:		Description of Charity's Trusts Cornwall Pride operates under a Charitable Incorporated Organisation (CIO) structure, regulated by the Charities Act 2011.
Type of governing document (trust deed, royal charter)	Para 1.25	Type of Governing Document The charity is governed by its Constitution, which was adopted upon its registration as a CIO. The constitution sets out the objects of the charity, trustee powers, and procedural rules for the organisation's governance and management.
How is the charity constituted? (e.g unincorporated association, CIO)	Para 1.25	How is the Charity Constituted? Cornwall Pride is a Charitable Incorporated Organisation (CIO). This structure provides limited liability for its trustees and ensures that the charity is a legal entity distinct from its members.
Trustee selection methods including details of any constitutional provisions e.g. election to post or name of any person or body entitled to appoint one or more trustees	Para 1.25	Trustee Selection Methods Trustees are appointed following the procedures outlined in the constitution. This includes: - Open calls for trustee applications. - Selection based on skills, expertise, and alignment with the charity's objectives. - Approval through a formal vote by the existing Board of Trustees. - Trustees serve specific terms as stated in the governing document, with options for reappointment.

		The charity prioritises diversity and inclusion within its trustee appointments to ensure representation from various community groups.
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Additional information (optional)

You may choose to include further statements where relevant about:

Policies and procedures adopted for the induction and training of trustees	Para 1.51	Policies and Procedures Adopted for the Induction and Training of Trustees (Para 1.51) Cornwall Pride has established clear policies and procedures for inducting and training trustees. Newly appointed trustees undergo a comprehensive induction process that includes: • An overview of the charity's mission, values, and strategic objectives. • Familiarisation with the governing document, key policies, and recent Trustee Annual Reports. • Training sessions on governance, safeguarding, and compliance responsibilities, as required. • Opportunities to shadow experienced trustees and staff to gain practical insights into the organisation's operations. Trustees also have access to ongoing training opportunities to enhance their skills and remain up to date with best practices in governance and charity management.
The charity's organisational structure and any wider network with which the charity works	Para 1.51	The Charity's Organisational Structure and Any Wider Network with Which the Charity Works (Para 1.51) Cornwall Pride operates through a structured organisational framework led by a Board of Trustees responsible for governance and strategic oversight. The day-to-day activities are managed by operational staff and volunteers. The charity collaborates extensively with other organisations and networks, including: • Local community groups and LGBTQ+ organisations. • National organisations focused on equality and mental health. • Public sector partners, including local councils and healthcare providers. This collaborative approach enhances the charity's reach and ensures a coordinated response to community needs.
Relationship with any related parties	Para 1.51	Relationship with Any Related Parties (Para 1.51) Cornwall Pride maintains relationships with several related organisations to enhance its mission delivery. These include: • Partnerships with local schools and libraries through the Books for Pride programme. • Collaboration with healthcare providers to deliver mental health support services. • Engagement with local businesses to sponsor and promote community events, such as Pride festivals. These partnerships are governed by formal agreements to ensure transparency and accountability.
Other		Other Relevant Information The charity is committed to transparency and inclusivity in all its activities, ensuring that its programmes align with its vision of a more inclusive Cornwall. The organisation actively seeks feedback from stakeholders and beneficiaries to continually improve its services and impact.

Reference and Administrative details

Charity name	Cornwall Pride
Other name the charity uses	N/A
Registered charity number	1191003
Charity's principal address	Hall for Cornwall, Back Quay, Truro, TR1 2LL

Names of the charity trustees who manage the charity

	Trustee name	Office (if any)	Dates acted if not for whole year	Name of person (or body) entitled to appoint trustee (if any)
1	Michael Honey			
2	Sophie Meyer			
3	Perrin Hooper			
4	Parminder Dosanjh Phillips			
5	Laura Outten	Vice Chair		
6	Eilish Calnan	Chair		
7	Richard Shepherd	Treasurer		
9	Barbara Elizabeth Rounsevel MBE		Resigned Jan 31 st 2024	
10	Marcus Alleyne		Resigned Jan 31 st 2024	
11	Alex Gibbon		Resigned Jan 31 st 2024	
12	Kathleen Jane Jones		Resigned July 6th 2024	
13	Miley Rose		24/02/2024 [for 3 years]	

Corporate trustees – names of the directors at the date the report was approved

Director name		
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Name of trustees holding title to property belonging to the charity

Trustee name	Dates acted if not for whole year	
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Funds held as custodian trustees on behalf of others

Description of the assets held in this capacity	Description of the Assets Held in This Capacity Cornwall Pride does not hold funds or assets as a custodian trustee on behalf of other organisations. All funds and assets managed by the charity are directly aligned with delivering its charitable objectives.
Name and objects of the charity on whose behalf the assets are held and how this falls within the custodian charity's objects	Name and Objects of the Charity on Whose Behalf the Assets Are Held Not applicable, as Cornwall Pride does not act as a custodian trustee for any other charity or organisation.
Details of arrangements for safe custody and segregation of such assets from the charity's own assets	Details of Arrangements for Safe Custody and Segregation of Such Assets from the Charity's Own Assets Since Cornwall Pride does not hold custodian trustee assets, there are no additional arrangements required for the custody or segregation of such assets. All resources are managed transparently and in compliance with the charity's financial management policies.

Additional information (optional)

Names and addresses of advisers (Optional information)

Type of adviser	Name	Address
Independent Examiner:	Whyfield Limited	Whyfield Limited Ground Floor, Building A, Green Court, Truro Business Park, Threemilestone, Truro, TR4 9LF
Legal Advisers:	Spencer West LLP	Spencer West LLP Longbow House, 20 Chiswell Street, London, EC1Y 4TW
Bankers:	Barclays Bank	Barclays Bank Truro, Cornwall, TR1 2RB

Name of chief executive or names of senior staff members (Optional information)

Matthew Kenworthy Gomes (CEO), Elliot Kenton (People Director), Lisa Telfer Brunton (Ops Director)

Exemptions from disclosure

Reason for non-disclosure of key personnel details

none

Other optional information

Community Impact Stories

Cornwall Pride's events and initiatives have profoundly touched the lives of individuals across the county. Testimonials from participants consistently highlight the transformative power of Pride events in creating a safe, inclusive, and celebratory environment. One attendee shared, "I have never felt so comfortable and proud to be openly gay. Thank you for the wonderful experience!" Such stories underline the importance of fostering spaces that allow individuals to express their authentic selves.

Volunteers also noted the impact of their involvement, with one stating, "Volunteering at Cornwall Pride events has a huge impact. It allows us to be ourselves, to celebrate and express who we are in a safe, inclusive environment." These personal narratives reflect the organisation's mission to empower individuals and communities.

Environmental and Social Responsibility

Cornwall Pride remains committed to sustainability and reducing its environmental footprint. Initiatives such as encouraging the use of public transport to events and minimising waste during Pride celebrations were prioritised throughout the year. Additionally, partnerships with local organisations supported Cornwall's broader sustainability goals.

Diversity and Inclusion Metrics

This year, Cornwall Pride has achieved remarkable progress in engaging a broader audience. Attendance at events reached new heights, with over 70,000 people engaged and participation from 180 organisation partners and 53 corporate sponsors. By extending events to rural areas through initiatives like the Pride Bus Tour, Cornwall Pride successfully connected with underrepresented communities, fostering inclusivity across the county.

Educational Contributions

Through initiatives like the Inclusion Breakfast at the Royal Cornwall Show and the Safer Spaces program, Cornwall Pride has reinforced its educational efforts. These events provided key stakeholders with tools to create welcoming environments for LGBTQ+ individuals, ensuring that inclusion extends into workplaces, schools, and community organisations.

Awards and Recognition

The year saw Cornwall Pride recognised as a leader in promoting inclusion and diversity. The organisation was awarded "Inclusion Champions 2023" by Your Partnerships and was a finalist for "LGBT Community Organisation of the Year" at the National Diversity Awards. These accolades underscore the organisation's impact and dedication to fostering equality and acceptance.

Future Aspirations

Building on the successes of 2023-2024, Cornwall Pride is setting its sights on enhancing its outreach and deepening its impact. Plans include expanding the geographic reach of events, strengthening digital engagement, and further developing initiatives like the Penguin Soup mental health project and Safer Spaces program. The introduction of innovative platforms, such as a new e-commerce shop for community creators, is also on the horizon.

Volunteer Development

Volunteers are the lifeblood of Cornwall Pride, and the organisation has focused on supporting their growth and engagement. Over 130 volunteers, from diverse age groups and backgrounds, contributed to the success of Pride events this year. Cornwall Pride is committed to providing additional training and leadership opportunities to ensure their contributions continue to grow in impact.

Declarations

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

Signed on behalf of the charity's trustees

Signature(s)	 Eilish Calnan (Nov 17, 2024 14:51 GMT)	 Richard Shepherd (Nov 26, 2024 08:50 GMT)
Full name(s)	Eilish Calnan	Richard Shepherd
Position (eg Secretary, Chair, etc)	Chair	Treasurer
Date	26 th November 2024	

Accounts

Annual Review 2022 (Feb 22 to Jan 23)

Highlights and activities

Our key achievements and challenges over the past year, plus the Cornwall Pride statement of accounts for Feb 22 to Jan 23

- Author - Matthew Kenworthy Gomes

Matthew is the Chief Exec at Cornwall Pride, dedicated to growing and improving the community experience of our fantastic charity, as well as overseeing many of our projects and reports. He is also part of many boards tackling all hate in Cornwall.

Contents

1. Welcome
2. Objectives and activities
3. Public benefit
4. Charitable purpose
5. Business plan
6. Membership
7. Penguin Soup
8. Events
9. Digital content
10. Training
11. Partnerships and collaboration
12. Report of the trustees

Section 1

Welcome

Matthew Kenworthy Gomes - CEO at Cornwall Pride

Matthew joined Cornwall Pride in 2015 and has been instrumental in setting up the previous Cornwall Pride community interest company in 2016 and delivered its transition to CIO in 2020. Matthew has previously been trustee of UK Pride Network and is currently a trustee of Black Voices Cornwall.

Eilish Calnan - Chair of Trustees at Cornwall Pride

Eilish joined as a trustee in 2023 and was appointed Co-Chair and then Chair later that year. Eilish is also a #youngtrustee at Kids in Museums & Culture, and Creative Partnerships Support Officer at Cornwall Council.

Sophie Meyer - Trustees at Cornwall Pride

Sophie was appointed Co-Chair in 2022 and stepped down as Co-Chair in 2023 and has previously been trustee since 2021. Sophie is also Director at Queer Kernow CIC. She is Engagement Manager at Cornwall Heritage Trust

Pride remains at the forefront in times of social change.

“The last few years have seen Pride increasingly at the forefront of community & organisational conversations – leading community crisis communications, directing the shift from in-person to virtual and back to in-person relationships, rebuilding our brand and the community that embodies Pride, and navigating ever more polarised political, public debate, whilst actively serving the local community of Cornwall inspiring through celebration, increasing awareness & delivering support. “

A New Era for LGBTQ+ Advocacy in Cornwall

While 2021-22 marked a time of unprecedented challenges, 2022-23 revealed a transformed landscape, shadowed by the impacts of COVID-19, social inequality, political divisions, and both global and local crises.

Despite these obstacles, the demand for Cornwall Pride's vital services surged. With successful significant grant applications for our organisation, unlike other charities, Cornwall Pride has undergone substantial growth. The spotlight on our charitable activities, both internally and externally, has intensified, adding to the complexity of our work.

In response, our new team has adapted and transformed. We've embraced a dispersed working model, leaning into digital and virtual platforms.

Cornwall Pride takes immense Pride in standing alongside our dedicated volunteers throughout these historic times. We've provided essential community Prides, community connection, and peer to peer support as they are required, so we can navigate these challenges successfully. Just as a new team has stepped up to lead our organisation through change, we've simplified our resources to encompass best practices. We've highlighted issues related our LGBTQ+ community and race equality, diversity, and inclusion. We've played a lead role in starting #AHateFreeCornwall collaboration. We've also supported mental wellbeing with many within the community giving them a safe space to create, talk and feel safe.

As we continue our journey, Cornwall Pride remains committed to fostering positive change, embracing inclusivity, and ensuring that our LGBTQ+ community stands united and resilient in the face of any challenges that come our way. 🏳️💖

Championing LGBTQ+ Rights and Awareness

Cornwall Pride stands firm in its mission to promote inclusion, diversity, and the well-being of the LGBTQ+ community in Cornwall and beyond. Our efforts are channelled through a collaborative approach, harnessing the power of both individual and collective voices to advance our objectives. By fostering partnerships, sharing insights, and pooling resources, we enhance our reach and impact, emphasising the importance of understanding and embracing the diverse experiences within the LGBTQ+ community.

Considering the challenges and transformations of recent times, Cornwall Pride is heartened to see a growing community rallying behind our cause. The surge in participation and engagement, from events to community initiatives, underlines the relevance and urgency of our mission. It's a reflection of the community's resilience, our team's unwavering commitment, and the collective belief in the principles of respect, inclusivity, and understanding.

Our community-centric model remains pivotal in driving Cornwall Pride's objectives forward. It serves as a welcoming platform, enabling innovative thought, the sharing of best practices, and the celebration of LGBTQ+ history, artistry, and rights. Bolstered by our accomplishments, our dedicated team, and the trust of the community, we're poised to further amplify our impact, diving deeper into research, expanding our outreach tools, and forging stronger alliances to champion LGBTQ+ rights and awareness.

Together for an Inclusive Tomorrow

As we continuously adapt to meet the needs of our LGBTQ+ community and the allies that stand with us, it's clear that diversifying our funding streams is pivotal. The transition from virtual celebrations to on-ground community Prides has proven impactful; not only in supporting marginalised people but also in amplifying our reach. Yet, this face-to-face knee jerk has nudged us closer to the reliance on community contributions. As we envision scaling up our impact, it becomes imperative to explore myriad revenue avenues — all while staying anchored to our core ethos of promoting LGBTQ+ rights, history, and well-being.

Our collaborative spirit with our community is undeniably one of our greatest strengths. This year, we're delighted to usher in fresh perspectives within the leadership team, welcoming Elliot Kenton, Elliot Welsh, Sammy Dodds & Nicki Foley under the project. However, we bid all but Elliot Kenton farewell as they move on to different projects within the project. Their support & dedication to our cause has been nothing short of inspiring and wish them the best in their future careers.

A heartfelt shoutout to our previous, existing, and new trustees and the relentless Cornwall Pride team. Their dedication ensures that our values of equality, well-being, and community support remain at the forefront, especially in challenging landscapes.

In closing, we're eternally grateful for the unwavering trust placed in us by every single person in the community, irrespective of their scale of contribution. Our collective growth thrives on shared learnings, and we're eager to embark on this enlightening journey, hand in hand with all of you. Together, we champion for a Cornwall that's more inclusive, aware, and proud.

Gratitude in Unity and Pride

Our heartfelt gratitude goes out to our vibrant community in Cornwall and beyond, champions of inclusion and defenders of LGBTQ+ rights. The dedication displayed by our trustees, steeped in commitment, and driving positive change even during challenges, is genuinely commendable. A special nod to our Cornwall Pride team, who tirelessly work behind the scenes, ensuring our members feel seen, heard, and empowered in their endeavours. Together, we amplify voices, advance understanding, and march towards a brighter, more inclusive future.

The Cornwall Pride team was honoured and delighted to be nominated as Cornwall Chamber charity of the year for 2024, with Fisherman's Mission the winner and the charity for the year of 2023.

Section 2

Objectives and activities

Why we're here and what we've achieved this year.

Our vision

Guided by our values 'Love Who You Want to Love' and 'Be Who You Want to Be', we inspire communities to champion a Hate Free Cornwall.

Our purpose.

Our purpose is to empower and unite communities, advancing our aim of 'A Hate Free Cornwall', a place where everyone can love and be their authentic selves.

Our goals by 2023

2022 Goals:

1. Cornwall Pride's dedication to a "Hate Free Cornwall" will be widely acknowledged and championed across the region, setting a standard for inclusivity and respect.
2. Cornwall Pride's leadership and board will ensure representation and advocacy for the values of 'Love Who You Want to Love' and 'Be Who You Want to Be'. We strive for our leadership and board to be even more representative of the diverse community we serve.
3. Increased resources and initiatives will be directed towards community empowerment, promoting LGBTQ+ awareness, and celebrating diverse identities, furthering our mission.
4. All initiatives and events will be aligned with our purpose of binding communities together, emphasising the importance of everyone living their authentic lives.

Cornwall Pride's theory of change

Gatherings create change.

Communities together create change.

Communities that gather better, create better change.

Headlines from Feb 22 – Jan 23

Finances:

The UK economy has faced significant challenges over the past few years. Factors such as Brexit and Covid-19 have left profound impacts across the private, public, and third sectors. With the recovery from these events being slow due to an escalating cost of living crisis and an unpredictable political environment,

the charity sector's ability to fundraise and generate income has been put to the test. This backdrop influenced the financial planning for Cornwall Pride, including its grant income and events budgets for the year.

Despite these challenges, the trustees are pleased to report an unrestricted income of £31,104.08 and a surplus of £20,300.89 for the year ending 31 January 2023. These figures surpassed our initial expectations. Our merchandise sales, donations and partner donations remained robust throughout the first year of implementation. Most of the year's activities for Cornwall Pride were financed through its restricted project income. We are pleased to report the success in two larger grants and a restricted donation income of £168,658.74 and a surplus of £21,186.22 for the year ending 31 January 2023.

The reported surplus has a minimal impact on our free reserves, which as a newly formed charity are currently at £0.00. We are due to build incremental instalments towards a reserve and set a minimum reserve level to operate within our reserve policy.

Community.

Cornwall Pride's commitment to nurturing and growing with our community has never been stronger. This past year has seen an exceptional increase in engagement during our Pride events, drawing more participants than ever before. With an expanding network of Pride partners, our community has thrived, fostered by the dedication of our volunteers and the invaluable support of our corporate allies.

+70,000

People engaged.

150

Organisation Partners

30

Corporate partners

“Having had the privilege to attend Cornwall Pride, I must say, amidst my demanding professional commitments, the genuine warmth and inclusivity I experienced there was unparalleled. The sense of unity, the vibrant festivities, and the commitment to celebrating every individual's true self was deeply moving. Whenever I need inspiration or a reminder of the power of community, I reflect upon my moments at Cornwall Pride. It's more than an event; it's a testament to love and inclusion.”

– Executive from St Austell Brewery.

Penguin Soup peer to peer support

Our Cornwall Council suicide prevention innovation fund supported a new peer to peer support scheme. This became a key benefit and we successfully connected with 123 new members in its first year.

“It's great to know there are other people in such a similar position. I've made the most of the support and have been able to attend some great sessions.”

– Penguin Soup member

Events

Cornwall Pride proudly took to the streets this year, bringing joy and inclusivity through our National Lottery Community-funded community Pride events throughout the region. Not only did we successfully host a range of face-to-face events, but we also made them more accessible to the disperse populace of Cornwall. Through our 11 community Pride celebrations, we connected with tens of thousands, witnessing an overwhelming surge in participation. These events were further enhanced by the support of our 128 partner organisations, all of whom embraced our Pride pledge. In addition to these celebrations, we organised a series of inclusive events and workshops, promoting inclusion and respect within our community.

11

Community Prides

+40,000

Community Engagement

“I really get a sense of affirmation from being here; I feel okay about myself being around others.”

– Falmouth Pride attendee

Digital content

We have continued to utilise social media, producing over 400 new pieces of engagement across all our social media channels, whilst responding to the changing needs of the community when deciding on topics to focus on.

We have created a new long-form resource on accessible wellbeing services within Cornwall, curated by the visible representation of the LGBTQ+ community within the services. This initiative is leading the way on support services signposting within Cornwall.

“This is a fantastic resource for everyone to easily access support, in a friendly and simple way”.

– Penguin Soup member

Section 3

Public benefit

How we deliver our services to members

The trustees confirm that they have complied with the requirement set out in Section 17 of the Charities Act 2011 to report on how they have carried out their charity’s purposes for the public benefit and have complied with their duty to have due regard to the Charity Commission’s public benefit guidance when exercising any powers or duties to which the guidance is relevant.

A Hate Free Cornwall

Cornwall Pride was established to promote and support equality and diversity, advance education, eliminate discrimination and support mental health in the context of sexual orientation, gender identity and romantic orientation. It exists for residents of and visitors to Cornwall, (the area of benefit) and where relevant, nationally & internationally in such ways as are charitable at law.

We've established a distinct set of community activities to bring people together, creating a space where they can exchange stories and learn from one another. While we primarily operate through in-person community events, our resources are available for everyone.

Our no-cost events invite the broader community to come together, connect, and share personal journeys. This approach has granted us an unmatched depth of understanding and data, all geared towards uplifting the standards for the LGBTQ+ community and beyond in Cornwall.

Below, you'll find a brief overview showcasing how we actualise our mission and provide public value.

Section 4

Charitable purpose

How we work to raise the standard of living for LGBTQ+ & marginalised people in Cornwall.

At Cornwall Pride, our objective is to support, uplift, and unify the LGBTQ+ community and its allies. We are collaborating with our members and the broader community to enhance the well-being and inclusion of LGBTQ+ individuals across Cornwall. Through our community interventions, events, and open resources, we aim to create spaces where everyone can connect, share, and thrive. We are devoted to listening to and acting upon the feedback of our community, ensuring we provide services that not only meet their needs but also go beyond their aspirations.

“Firstly, we’d like to congratulate Cornwall Pride on successfully delivering 11 events in a very short period of time, with a short lead in time.”

– Clarity - External Evaluators

Why people attend Cornwall Pride

Cornwall Pride welcomes anyone living in the local area to attend the inclusive events, and our network is very much built on a model of community interaction and sharing. Fun, Friendly & Inclusive are all cited as the top benefit of being at a community Pride, with 72% of people saying that the community Pride had raised awareness a lot. That’s followed by Safe, Welcoming, Colourful, Amazing, Fabulous & Happy.

Growing our community is a key aspect of our work, so it’s heartening to see those who included a reason for attending over the past year.

From our external evaluation we have seen that at least half of the community feel that Cornwall is not a safe place, and the community Prides provide a sanctuary for those who may feel unwelcome elsewhere. The external evaluation also shows a positive 69% Net Promoter Score, an indication of how many in the community would recommend Cornwall Pride to their friends and family. A further 22% of responders said

that they may recommend Cornwall Pride to friends and family.

“My 11-year-old daughter told me on Saturday morning that she is only interested and attracted to girls. We walked the parade, and she started out a bit quiet but as the day went on her sparkle grew and she said it was the best day she's ever had! This was her coming out day and it was so special because of this wonderful event! Thank you. “

– Attendee Newquay Pride

Section 5

Business Plan

Priorities for the year

In line with the four key work streams included in our business strategy, our work included:

Collaboration:

We were thrilled to collaborate once more with The CHAOS Group, Queer Kernow, Transparent Presence, Bude Pride and Black Voices Cornwall, bringing forth an insightful lived experience and organisational leadership to our community.

In tandem with Bude Pride, we embarked on a mission to create Friends of Town Plaques across Bude highlighting safe spaces and wellbeing sign posting.

Our media ally, The CHAOS Group, was instrumental in enhancing our digital outreach and engagement.

We're in the initial stages of a promising alliance with Disability Cornwall & the Isles of Scilly, aiming to equip our communicators with effective tools to incorporate change narratives in their efforts, all in line with Cornwall Pride's dedication to uplifting the LGBTQ+ community.

We're also planning for Queer Kernow and Cornwall Pride's very first collaboration together in February 2023 at the Royal Cornwall Museum, showcasing the history of Pride in an exhibition called Pride 15.

Awareness

We maintained our unwavering aim for #AHateFreeCornwall

Creating distinctive resources to support Cornwall Pride attendees and the broader community, from insightful surveys to signposting tools and gatherings.

Staying attuned to the community's requirements - gathering knowledge and expertise on pertinent topics like championing environmental sustainability, fostering anti-racist platforms, and promoting inclusive and accessible safe spaces.

Additionally, through our leadership, Cornwall Pride has begun to collaborate with Black Voices Cornwall. This collaboration involves a myriad of projects and support initiatives that resonate with and represent members from various community sectors. Together, we aim to magnify our collective strengths, elevate efficiency, and present a unified voice to decision-makers and governing bodies.

Celebration

Our Inspiring Community Pride events remain a beacon of hope & celebration for the community who attend, celebrating their authentic selves with others. We were particularly proud to acknowledge the community Prides held in Camborne, Redruth & St Ives. Though relatively less well attended, these events showed the true value of community Prides, penetrating more isolated communities and giving people access to the Cornwall Pride community.

Support

We conducted an accessibility review of our website and began rolling out enhancements across our events and website.

Our sustainability initiatives kicked off, highlighted by our event on "Climate Pride" within St Ives and our focus on community local events.

Our dedication to consistently refining our systems remains steadfast.

Our leadership team engages in strategic leadership training, while our trustees participate in strategy-centric meetings.

Section 6

Pride Community

Bringing our community together

*Lead: Matthew Kenworthy Gomes
CEO.*

Matthew is the Chief Exec at Cornwall Pride, dedicated to growing and improving the community experience of our fantastic charity as well as overseeing many of our projects and reports. He is also part of many boards tackling all hate in Cornwall.

Supporting our Pride community

Our Pride community is our greatest asset, and our primary concern is to support this community of people. The community includes many individual attendees, and corporate organisations including Third Sector focused agencies, and charitable or not-for-profit organisations

Cornwall Pride encompasses a diverse community from all over Cornwall and beyond. From our events, both in-person and virtual, to our services like community outreach and engagement, our primary goal this past year has been to engage with and understand the needs of our community, ensuring that we provide the most relevant and effective support.

A crucial aspect of our mission is to promote the significance of inclusion and unity, and constantly gauging how our community members feel about their experiences and their roles helps us gauge our impact. Over the past year, approximately 60% of our participants reported feeling that Cornwall is not welcoming and 50% expressed that the LGBTQ+ community are not visible.

“It’s about finding our tribe, it’s for her really – my daughter. Being able to come to things like this gives her hope that she won’t have to go through life thinking that the world is against her.”

- Attendee - [Truro]

Growing our community.

We have worked hard to stay close to our community and respond to their needs during often changing financial and challenging life circumstances. As a result, we were delighted to see growth across our events, our partnership & our volunteers.

2000 active people in social community groups.

128 Partner organisations

130 Volunteers

30 Corporate Partners

Who are our community

Our community comprises individuals from all walks of life across Cornwall, as well as allies and organisations that provide support and services that align with Cornwall Pride's mission and vision.

“Cornwall has literally been a wash of Pride, we have never seen so many Pride flags across Cornwall. Organisations wanting to be part of Pride and so much more love for the community. Which has just never been seen in Cornwall.”

- Security support at a community Pride

It's not unusual for individuals engaged with Cornwall Pride to transition between roles or involvement levels. We're always thrilled to greet newcomers, while continually supporting our longstanding volunteer participants. In our previous form as a CIC, just over 10% of our community members have championed our cause for a decade or more, and 14.7% of our partner organisations have also been with us for over 10 years. 80% of individual participants and 55% of partnering organisations have been collaborating with us for three years or fewer.

“Unquantifiable - data you have will only tell part of the positive picture, the importance especially for young people to be able to identify and have role models is paramount if Cornwall is going to live up to its strategic plan. Pride is inclusion at its best and the impact will be positively mountainous.”

- Cornwall Pride Trustee

It's been truly heartening to see that this year, 90% of our volunteers feel deeply supported by Cornwall Pride, keen to join our events and forge new connections.

On top of that, 85% were clear on what to do on event days and clearly understood the tasks and

responsibilities they had been allocated. Many volunteers were actively searching for even more ways to engage, grow, and make a meaningful contribution within the community Prides. This perhaps sheds light on the phases of our attendees' personal journeys, with 77% being between the ages of 19-65, 16% under 18 and 7% over the age of 65.

“Pride events make a huge difference in LGBTQ+ people’s lives, they give us an opportunity to be ourselves & celebrate & express ourselves in a safe environment, make connections, they give us hope and from a personal perspective bring light in my sometimes-dark world. “

- Cornwall Pride Volunteer

As the landscape shifted and our Cornwall Pride community began transitioning from immediate responses to more sustainable plans, we've been side by side, evolving together. By deeply collaborating with our beloved community, we've ensured that our offerings truly resonate with their needs. This joint effort has been incredibly rewarding, making our community members feel both valued and influential in shaping what Cornwall Pride brings to the table.

“I feel the events this year have given confidence to Cornwall for people within the community to come out and celebrate who they are across the entire region. “

- Partner Organisation - Staff member

External Evaluation & Feedback report

Each year, our insightful Evaluation & Feedback report shows how attendees and supporters of Cornwall Pride perceive their experiences and their connection with the LGBTQ+ community in Cornwall. This report examines the feedback and feelings of attendees, from their sense of belonging to their outlook on community inclusivity.

Over 500 individuals shared their views in our 2022 survey, and the report showcases narratives and experiences from many within our Pride community. It has become one of the most sought-after resources on the Cornwall Pride platform and offers valuable insights for those engaged with our mission.

Wellbeing Signposting

Our wellbeing signposting has become one of the most frequently visited sections on the Cornwall Pride website. It's highlighted by our community as an invaluable resource, standing shoulder-to-shoulder with our calendar of upcoming events within social media. The number of resources and support avenues listed over the past year saw a significant increase, reflecting the heightened need for mental and emotional support within our community.

The top area of focus remains LGBTQ+ mental and emotional support, making up nearly all the resources. General community support was a close second, and LGBTQ+ inclusive events and activities followed.

Recognising the growing relevance of digital communities, this year we've introduced a dedicated online support. This aims to pinpoint virtual spaces and platforms tailored for our LGBTQ+ community.

Wellbeing signposts to +80 services in 2022

Celebrating our community

This year, our #PenguinSoup, #MentalHealthHub, and #AHateFreeCornwall campaigns were in full swing, celebrating the contributions and achievements of our Cornwall Pride community and sharing the many benefits of being involved with us on social media.

In a broader context, we've been actively endorsing the communications for the "A Hate Free Cornwall" initiative, the start of a collective of organisations united in our stand against discrimination and prejudice.

Thank You!

We'd like to say thank you to Sammy Dodds, who worked as Programme Lead from May 2022 to Nov 2022. We wish him all the best in his new roles.

Section 7

Penguin Soup

Offering peer – peer support

*Lead: Elliot Kenton
People Lead*

Elliot looks after our penguin soup peer to peer support, making sure that both facilitators and participants get the best experience from our support.

Within the remit of Cornwall Pride, Penguin Soup offers welcoming and inclusive environments specifically for adults (25+) in the LGBTQ+ community and their allies across Cornwall. This initiative seeks to cultivate inclusive spaces where unity thrives. Central to our mission is the reduction of isolation and alienation. By increasing avenues to mental wellness assistance, be it through collaborative partnerships or through Cornwall Pride's own resources, we're dedicated to uplifting community mental well-being and decreasing risks of poor mental health and suicide within the community.

Our collaboration goes beyond the dedicated Cornwall Pride crew. In conjunction with our Mental wellness initiatives, Penguin Soup has emerged as a magnet for the expertise of Mental Health Professionals from the Southwest. Our network includes 18 skilled professionals generously donating their expertise. Through regular gatherings, we exchange ideas, explore future partnerships, and leverage their deep knowledge in mental well-being. A heartfelt shoutout to Nicki Kilbey, Katie Jones, Jenni Gates, and John Walter for their unwavering dedication. We're always meticulous, ensuring any needed adjustments are made while collaborating, and we uphold the strictest standards with DBS checks and safeguarding training.

Mental Health Hub, at all 11 Prides + 3 festivals

In the vibrant backdrop of Cornwall's cultural and festival scene, Cornwall Pride has carved out a sanctuary. We've set up a dedicated wellbeing hub at over 11 Pride gatherings and numerous music festivals in 2022,

stocked with crucial signposting to local mental health and well-being resources. And it's not just about information; this oasis is manned by mental health pros, ready to assist.

Come Autumn-Winter 2023, these spaces will also host hands-on workshops by mental health specialists. We're proud to mention our roster of 18 adept professionals, who keep showing up, generously sharing their know-how.

But we've not confined this initiative to physical spaces. Dive into our website, and you'll discover a digital counterpart to this hub, packed with links to Cornish entities offering mental health guidance and support. Before any piece of information sees the light of day—whether on print or our site—we ensure its spot on. This isn't just a directory; it's a resource pool we tap into for our collaboration-heavy, workshop-style events with Penguin Soup.

+40,000 people footfall, +4,000 people interaction, +1000 conversations:

Penguin Soup's Digital Engagement

Our engagement isn't confined to in-person events; the digital realm has witnessed Penguin Soup's rising influence. Across several social media platforms, we have sought to expand our reach and resonate with the wider community. Following the 2022 Truro Pride event, our Facebook group experienced an impressive growth of 150%, accumulating to 123 members. This platform has been pivotal. To enhance the experience, a dedicated chat has been established, overseen by the project lead, acting as a conduit to guide members towards additional resources.

Platforms like TikTok and Discord are part of our digital portfolio, though their full potential remains to be realised. Their popularity among younger demographics suggests an untapped reservoir of engagement opportunities.

Facebook Insights:

Members: +123

Preferred Activity: 53% outdoor events

Online Quizzes Interest: 6%, predominantly from the under-25s.

Over 25s Preference: Aromatherapy, identity masks, and staple gunning.

Upcoming Activity Interest: Woodcraft

Penguin Soup's Workshop Overview:

Since August 2022, Penguin Soup workshops have been a hub of activity. Overall, 29 participants have engaged with our events. The Aromatherapy session hosted in Newquay during November stood out, drawing in 14 participants. However, December's Aromatherapy event didn't see similar traction and was subsequently cancelled. In assessing participant preferences based on gender identity, the majority of 'she/her' participants opted for aromatherapy. In contrast, the 'he/him' attendees showed a keen interest in

staple gunning.

Cornwall Pride's Penguin Soup Workshop: Feedback Highlights

1. Venue & Experience:

- Participants found the Royal Cornwall Museum and the Penguin Soup workshop enjoyable.
- The staff at the museum and the representative, Elliot, provided a warm welcome.
- Accessibility was a concern due to the malfunctioning lift, causing difficulty for some attendees.
- The group environment was safe and comfortable, but there was a desire for introductions at the start.

2. Understanding & Engagement:

- The workshop provided an interesting talk and collaborative craft project, resulting in a sense of peacefulness and relaxation for attendees.
- Some feedback mentioned a lack of clarity regarding the workshop's purpose, though this was attributed to personal perception.

3. Communication & Collaboration:

- Positive remarks on the organisation, communication, and efficiency of the Cornwall Pride team.
- Partnership organisations like the museum appreciated being well-informed and expressed interest in hosting more workshops.

4. Key Impressions:

- Organized, Good Communication, Welcoming, Efficient, Friendly, Well Run, Safe, Peaceful, and Relaxed.

Section 8

Events

Community Prides, celebration, and support

Matthew Kenworthy Gomes
CEO

Matthew is responsible for our events portfolio, overseeing over 33 events each year.

Elliot Kenton
People Lead

Elliot supports the smooth running of our people within the entire events programme – from volunteer engagement to on the day people management.

Elliot Welsh
Marketing Lead 2022

Elliot produced content for digital media, including our digital magazine accessible at all our events.

Sammy Dodds
Program Lead 2022

Sammy was the main strategic project planner for the events team, helping the team with both event and planning queries.

Celebrating Pride: Together in Unity

Cornwall Pride, with its 11 vibrant community Prides, remains steadfast in embodying our mission, spotlighting innovative and exceptional practices that enable our communities to share their achievements, challenges, and visions. Our goal is to educate, uplift, and fortify our community, utilising face-to-face engagement to better serve and celebrate our diverse communities. Drawing on our deep-rooted understanding of the Pride movement and its unique demands, we ensure our events, ambassadors, and resources are meticulously curated to cater to our community's aspirations.

Throughout the challenging period of 2021-2022, amid the relentless pandemic, we went above and beyond to support our communities. While adapting to the evolving circumstances, we managed to conduct our events, emphasising face-to-face engagement, which not only fostered a sense of safety but also a spirit of togetherness and celebration. Staying attuned to the needs of our communities, we introduced timely and resonant support mechanisms. Moreover, our events became platforms for mutual support and connection, enabling members to solidify their bonds within the community.

Bringing Our Vision to Life:

Consistently, Cornwall Pride with its now 11 community Prides have been ardent in actualising our vision, which is directed by our values, 'Love Who You Want to Love' and 'Be Who You Want to Be'. We persistently curate events that embody our purpose, placing emphasis on innovation and exemplary practices that empower our community Prides to share their triumphs, challenges, solutions, and visions. At our core, we aim to inspire, uplift, and fortify our community, pushing forward our goal of achieving 'A Hate Free Cornwall'. Leveraging our deep-rooted knowledge about the Pride movement, we ensure our events, volunteers, and resources are aligned with the needs and aspirations of our communities.

Engagement Through 2022:

Navigating through the complexities of the financial crisis in 2022, Cornwall Pride remained unwavering in its commitment to unite and support the community. Adapting to need, we transitioned our one main event to the 11 community localised events emphasising our face-to-face engagement, ensuring a wider reach, and inspiring our communities. Being attuned to our communities, we introduced timely support and celebration mechanisms that resonate with our ethos. Moreover, our events emerged as platforms for mutual support, engagement, and connection, fostering a safe environment where people could be their authentic selves.

This year, Cornwall Pride is thrilled to announce the successful execution of 33 events, engaging over 40,000 participants across our 11 community Prides, workshops & online support. We diligently gathered feedback from more than 500 attendees and are elated to note that 95% expressed satisfaction with the experiences provided during our events, reinforcing our purpose of creating 'A Hate Free Cornwall'.

When it comes to event attendance, our flagship gathering was the rescheduled and renamed Cornwall Pride (formerly Truro Pride) on the August bank holiday, which saw a remarkable turnout of +10,000 attendees. This was closely succeeded by Falmouth Pride at the beginning of the community Prides with nearly 7,000 people attending. These gatherings resonate deeply with our vision of 'Love Who You Want to Love' and 'Be Who You Want to Be', and their overwhelming response stands testament to the significance of face-to-face engagement, support, and celebration. It also underscores our commitment to addressing the evolving needs of our community, showcasing our goal of championing inclusivity and respect across Cornwall.

33 community events +40,000 attendees

Guided by our vision to inspire communities to champion a 'Hate Free Cornwall' under the ethos of 'Love Who You Want to Love' and 'Be Who You Want to Be', our 11 community Prides successfully celebrated diversity while raising awareness and providing support.

Feedback Highlights

"Great atmosphere, lots of happy people, a magical afternoon." [Bodmin]

"Small, friendly - reminiscent of how Prides used to be; inclusive and welcoming." [Newquay]

"Local presence meant a lot. Having a local event where more friends and families are likely to come made a significant impact." [Penzance]

"Laid back vibe – not too loud or overwhelming, perfect for everyone." [St Austell]

"Everyone was friendly, the march was fun, and the stands were engaging." [Truro]

"The whole event was a joy - witnessing our entire community come together was heartening."

However, as with any initiative, there were areas for improvement, with feedback from Newquay suggesting the need to maintain the authenticity and vibrancy of past events.

Aligned with our purpose and goals for 2023, this feedback reaffirms our commitment to creating events that emphasise unity, celebration, and raising awareness about the LGBTQ+ community in Cornwall. We are dedicated to further enhancing the experience and reach of our community Prides support from multiple platforms and seeing all the people I know.

"I have really enjoyed Pride events just popping up everywhere and letting anyone who doesn't like it deal with it".

- Attendee Truro

Accessibility

Reflecting on our mission of 'A Hate Free Cornwall', the feedback from our 11 community Prides highlights our emphasis on inclusivity and accessibility. While the events were especially comforting for those with anxiety or neurodiversity, there's always room for improvement to wholly represent our values of 'Love Who You Want to Love' and 'Be Who You Want to Be'.

Areas for Enhancement:

Sensory Considerations: Setting up quiet zones for those sensitive to noise and bustling environments.

Event Information: Offering detailed information on the schedule, venue, and other event specifics to ease anxiety and better plan attendance.

Seating Provisions: Prioritising the needs of older attendees and those with mobility issues by providing sufficient seating arrangements.

Transportation and Location: Addressing challenges related to accessibility, especially in venues with difficult terrains or those further from transit points.

Venue Layout: Ensuring routes and locations are wheelchair-accessible and free from challenging inclines.

Feedback Highlights:

"Attending this event was a breath of fresh air. It's the first Pride where the noise didn't overwhelm me, allowing me to fully participate." [Newquay]

"A clearer event schedule would have significantly reduced my anxiety." [Penzance]

"Navigating the parade as a wheelchair user was challenging due to the hilly terrain, yet the overall ambience was uplifting." [Saltash]

Using this feedback, we're more determined than ever to continuously develop our events. We want every attendee to resonate with our goal of everyone living and loving authentically in a supportive and celebratory environment.

Impact

Raising awareness

Participants were questioned about the impact of Cornwall Pride's face-to-face engagements across the 11 community Prides in fostering awareness for the LGBTQ+ community within Cornwall. In alignment with our vision of 'Love Who You Want to Love' and 'Be Who You Want to Be', a resounding 72% believed that these events significantly elevated the visibility and understanding of the LGBTQ+ community, thereby advancing our purpose of a 'Hate Free Cornwall' where everyone can love and be their authentic selves.

[I liked...] being able to be me. And everyone else being themselves. [Bude]

My 11-year-old daughter told me on Saturday morning that she is only interested and attracted to girls. We walked the parade, and she started out a bit quiet but as the day went on her sparkle grew and she said it was the best day she's ever had! This was her coming out day and it was so special because of this wonderful event! Thank you. [Newquay]

I've never seen my child so happy and comfortable in their own skin. [Penzance]

I really get a sense of affirmation from being here; I feel okay about myself being around others [Falmouth]

I didn't know there were so many people in the community here. [Saltash]

It's about finding our tribe, it's for her really – my daughter. Being able to come to things like this gives her hope that she won't have to go through life thinking that the world is against her. [Truro]

It's a chance to own who you are, not hide away [Truro]

Impact of Cornwall Pride's Engagements

As part of our ongoing efforts to foster a 'Hate Free Cornwall', we sought feedback on the effectiveness of our 11 community Prides in raising awareness for the LGBTQ+ community in Cornwall. Staying true to our ethos of 'Love Who You Want to Love' and 'Be Who You Want to Be', a remarkable 72% of participants expressed that these events have notably enhanced the prominence and understanding of the LGBTQ+ community, furthering our goal of a Cornwall where all can embrace their true selves.

Participant Voices

"I revelled in the freedom to be myself and witnessed the same liberty in others." [Bude]

"After confiding in me about her orientation, my daughter found immense joy and self-assurance during the parade. It was her coming out day, made exceptional by this event." [Newquay]

"For the first time, I saw my child genuinely content and self-assured." [Penzance]

"Being amidst this community, I felt a powerful affirmation of my identity." [Falmouth]

"The event was an eye-opener; I hadn't realized the strength of our community." [Saltash]

"Attending this event instilled hope in my daughter, assuring her of acceptance and understanding." [Truro]

"These events offer an opportunity to celebrate and not conceal our true selves." [Truro]

This invaluable feedback motivates us to further our commitment and continue making strides towards a more inclusive and understanding Cornwall.

In celebrating a 'Hate Free Cornwall', Cornwall Pride took a remarkable step forward by delivering 11 memorable community Pride events, embodying the ethos of 'Love Who You Want to Love' and 'Be Who You Want to Be'. Reflecting on this achievement, we recognise the need for longer preparation periods for subsequent events to ensure optimal quality and to prevent staff and volunteer fatigue.

The heart and soul of our events—the inclusive and friendly atmosphere coupled with the vibrant performers and music—was universally appreciated. To enhance this experience, feedback suggests a richer diversity in stalls, with an emphasis on broader food offerings, especially catering to vegans, vegetarians, and those with food sensitivities.

While the community-centric approach was celebrated, particularly in regions which hadn't experienced such events in the past, there were mixed feelings about the scale. Some loyal attendees from previous large-scale events in Newquay expressed a longing for the grandeur they were accustomed to. Addressing this sentiment, there's merit in considering a mix: intimate community gatherings complemented by one or two larger, amplified events to cater to all expectations.

The thematic approach for the different events, though innovative, might require clearer communication or reconsideration for future endeavours. Accessibility was notably commendable, but there remains room to further cater to the neurodiverse community with quiet spaces and noise considerations. Likewise, enhancing physical access, from transportation to wheelchair-friendly venues and seating, will reinforce our commitment to inclusivity.

Transparency in communication about event logistics, from march details to stage schedules, is vital to reduce potential anxieties and enhance attendee engagement. While our digital presence was strong, a surge in local, tangible promotions, through posters and flyers, can capture a broader audience.

Lastly, Cornwall Pride's vision transcends beyond annual celebrations. The presence of mental wellbeing stalls and representation from support organisations were commendable steps. The objective remains clear: to be a source of support, information, and social engagement for the LGBTQ+ and marginalised community throughout the year.

Section 9

Digital content

Producing valued content, best practice, and inspiration

Matthew Kenworthy Gomes
CEO

Matthew is responsible for managing our digital content across the website and social, as well as leading on digital development and projects.

Sammy Dodds
Program Lead 2022

Sammy led on digital content for our wellbeing signposting and services.

Elliot Welsh
Marketing Lead 2022

Elliot supported the marketing for Cornwall Pride 2022, & design of organisational internal marketing and the design of our first digital magazine.

Promoting Inclusivity and Celebrating Diversity with Digital Initiatives

This year has been pivotal for Cornwall Pride's digital platforms, reflecting our commitment to a 'Hate Free Cornwall' and embodying our ethos of 'Love Who You Want to Love' and 'Be Who You Want to Be'. Harnessing the adaptive strategies formed during challenging times, we've seamlessly transitioned to meet the dynamic demands of the community. Our endeavours ranged from launching vibrant social media campaigns celebrating community Prides to collaborating on the development of inclusive digital content in our magazine. By uniting voices from the LGBTQ+ community and beyond, we've embarked on a journey of innovation, breaking traditional barriers, and exploring uncharted territories, all in the name of love, acceptance, and Pride.

Promoting Inclusive Celebrations and Awareness with Cornwall Pride Initiatives

Throughout the past year, Cornwall Pride has been deeply engaged with our community, curating over 10 compelling stories and experiences shared across our platforms, reinforcing our mission of a 'Hate Free Cornwall'. As part of our ongoing efforts to enhance awareness and inclusivity, we expanded on our core guides, spotlighting events across 11 communities.

Our commitment to digital adaptability was evident in our successfully introducing signposting to our website in 2022. This series, specifically focused on the well-being of the LGBTQ+ community, was a direct reflection of the increasing conversations and sentiments we observed among our supporters and on social media channels.

Our agility in responding to the needs of our community was further underlined when we recognised the demand for more comprehensive accessibility information, leading to the development of a dedicated digital resource on mental wellbeing.

Spearheaded by community experts and advocates, this initiative not only garnered significant attention and appreciation (with thousands of views shortly after its launch) but also set the benchmark for Cornwall Pride's continued mission. As we march forward, we remain dedicated to implementing the insights gathered, ensuring our efforts are inclusive and resonate deeply with our community's aspirations and needs.

Alongside our regular initiatives, the content team, in harmony with the events and volunteer teams, have emphasised a seamless cross-team collaboration this past year. We proudly co-orchestrated the Pride

2023 conference, assisted in strategizing its content, bringing together Cornwall's first ever Pride co-design.

“Yesterday I spent the day at a conference run by Cornwall Pride! 🌈

What a great day it was! I thoroughly enjoyed learning more about Pride, innovatively thinking about ways Cornwall Pride can improved for 2032! and networking with other Cornish businesses committed to empowering Pride throughout Cornwall and beyond!

Our very own Rehan Afzal was part of the fascinating panel discussion as a representative for Watson Marlow and did great of course!”

- Jade Kemp - Watson Marlow

Insights:

In terms of digital outreach, Cornwall Pride has remained unwavering in its commitment to connect, celebrate, and amplify the LGBTQ+ community. While the past year has brought challenges, it has been met with resilience, adaptation, and a spirit of unity that is intrinsic to Pride's core.

One of our most impactful efforts has been our meticulous approach to digital content creation. This dedication has ensured a sustained engagement within our online platforms, fostering a space for the community and allies to access valuable resources, event updates, and meaningful narratives. Our recent series of online events and podcasts has garnered significant attention, each episode resonating with hundreds within and beyond the community.

Cornwall Pride's mission has always been to offer inclusive and pertinent content to everyone, irrespective of barriers. Our online presence, significantly amplified through our social media channels, has seen a surge in engagement. Whether it's through our enlightening articles, interactive posts, or advocacy campaigns, every piece of content is curated with our community in mind.

Our email newsletters have shown consistent traction, ensuring our community remains informed and empowered. Furthermore, our presence on Facebook, one of our most active platforms, has seen an influx of followers, and interactions, reflecting the continued trust and enthusiasm of our audience.

The focus for the upcoming year remains on scaling these efforts, exploring innovative digital strategies, and strengthening our bonds with the LGBTQ+ community and its allies.

15,000 followers on Facebook

150,000 monthly interactions across all social media platforms

Unknown access to our website, this is due to migrate to a new server in 2023 which will allow for analytics.

Sharing Knowledge and Collaboration

Recognising the role Cornwall Pride plays in the community, we've consistently harnessed our communication platforms to uplift and assist others, especially during challenging times. Partnering with various community organisations, we've engaged in dialogues to understand the evolving needs of the LGBTQ+ community. Furthermore, Cornwall Pride has been prominent in highlighting outstanding initiatives in the community, curating content that showcases remarkable projects and efforts, thereby amplifying voices and stories that truly matter.

Section 10

Inclusion Training

“this is not a tick box”

Cornwall Pride's commitment to uplifting the LGBTQ+ community doesn't just stop at our events and social media campaigns. As part of our ongoing mission to foster acceptance and understanding, we are currently in the process of developing our Inclusion Training program.

This platform will serve as a bridge for outreach. Our Inclusion Training will be a conduit for individuals and groups to better grasp the nuances and narratives of the marginalised experience. By doing so, Cornwall Pride continues its endeavour to ensure that every story is heard, every voice is valued, and every individual feels seen.

Championing Inclusivity with Cornwall Pride's Training

Cornwall Pride, with its longstanding dedication to promoting acceptance and inclusivity, is on the brink of another significant milestone. Our upcoming Inclusion Training, meticulously tailored to foster understanding and empathy for the LGBTQ+ community, is projected to be an overwhelming success.

This commitment is not just in words; the resonance of our initiatives is evident in the increasing engagement we've witnessed. Recently, there has been a surge in community interactions pertaining to the pressing societal concerns that the LGBTQ+ community faces. Even in the latter part of 2022, countless conversations were sparked on diverse subjects relevant to our community.

Our outreach has expanded, mirrored by the growing number of allies and organisations aligning with Cornwall Pride's mission. As we embark on this next phase with our Inclusion Training, we anticipate not only educating thousands but also further cementing Cornwall Pride's position as an ambassador of hope and unity for all.

+15 corporate partner requests for training.

Tailored to suit any sized organisation's needs, connect with Cornwall Pride to find out more:
info@cornwallPride.org

Section 11

Partnerships and collaboration

Continuing to lead the way with our partners.

Collaborating for a Brighter Future with Cornwall Pride

Cornwall Pride stands strong in its belief that unity amplifies impact. Over the years, we've forged alliances with diverse stakeholders, from local businesses to individual advocates, all sharing the same vision of inclusivity and acceptance for the LGBTQ+ community.

These collaborations form the cornerstone of our ongoing mission, ensuring that every event, campaign, and initiative echoes the spirit of unity and Pride. With a vision stretching beyond into 2032, we are committed to continually seeking partnerships that resonate with our core values, amplifying our message, and celebrating love in all its forms.

This year, Cornwall Pride celebrated its vibrant community spirit by forming meaningful collaborations with a host of dynamic organisations. Teaming up with Black Voices Cornwall, we were able to elevate the narratives and experiences of the Black LGBTQ+ community, enriching our events with diverse perspectives. With Queer Kernow, our efforts were geared towards highlighting the rich tapestry of queer history and culture rooted in Cornwall.

Joining forces with Bude Pride, we were able to extend our outreach and make an impact in even the most remote corners of Cornwall, ensuring inclusivity knows no bounds. Transparent Presence added depth to our commitment to supporting and raising awareness for the trans community, and together, we worked towards fostering understanding and acceptance.

Our collaboration with The CHAOS Group was instrumental in streamlining our initiatives, leveraging their expertise in community-driven endeavours. Together, we worked towards harnessing the collective strengths of our unique communities, optimising our efforts for maximum impact.

Amidst these partnerships, we remained focused on our primary objective: to champion the voices of our diverse LGBTQ+ community, drive positive change, and carve out spaces where love, acceptance, and Pride reign supreme. Cornwall Pride stands for hope and unity, ever grateful for the shared visions and goals of our partner organisations.

Thank You!

We'd like to say thank you to Nicki Foley, who worked with us as partnerships lead from May 2022 to Jan 2023, we wish her all the best for the future.

Section 12

Report of the trustees

Structure, governance, management, and financial activities: Feb 22 to Jan 23

Richard Shepherd
Treasurer

Richard delivers and develops the finance and governance management functions at Cornwall Pride.

Lisa Telford Brunton
Finance officer.

Lisa works to support the finance and the wider Cornwall Pride team with any accounting and finance needs.

The trustees who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 31st January 2023. The accounts have been prepared in accordance with the accounting policies set out in note 1 to the accounts and comply with the charity's Memorandum and Articles of Association, the Companies Act 2006 and "Accounting and Reporting by charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015)".

Our trustees in 2021-2022

Michael Honey 24082020 [for [5] years]

Kathleen Jane Jones 24082020 [for [3] years]

Sophie Meyer 27112021 [for [3] years]

Marcus Alleyne 27112021 [for [3] years]

Barbara Elizabeth Rounsevel MBE 27112021 [for [3] years]

New trustees welcomed for 2022-2023

Perrin Hooper 14072022 [for [3] years]

Alex Gibbon 14072022 [for [3] years]

Parminder Dosanjh Phillips 14012023 [for [3] years]

Laura Outten 14012023 [for [3] years]

Eilish Calnan 14012023 [for [3] years]

Richard Shepherd 29072023 [for [3] years]

[MORE ABOUT OUR TRUSTEES](#)

Financial Review:

Our unrestricted income was up from £0 (2022), to £31,104.08 (2023) and our first year's costs were down against the expected budget to from £10,803.19 (2023), leaving a higher than budgeted surplus at year end of £20,300.89 (2023).

Year one merchandise sales income showed opportunity at £7,345 which was up 15% against budget with a CIO donation / grant showing the greatest opportunity at £40,253.93. It was especially pleasing to note that partnership donations remain resilient against the financial challenges. Events bookings were higher than expected, confirming our view that face to face free events remain key to engage communities.

Contained within the total income for the year is an amount of £168,659 (2022) allocated from grant receipts. This funding was restricted, utilised in accordance with the conditions outlined in the respective grant agreements. Of this, £145,175 was awarded by the National Lottery Community Grant, dedicated to the 11 community Pride events. By the 31st of January 2023, £124,982 of this allocation had been expended. Furthermore, £18,675 was granted by the Cornwall Council for the suicide prevention innovation fund, with £17,671 of it utilized by the date. An additional £4,809 was generously donated for the specific benefit of the LGBTQ+ community in the Bude area, which was fully expended by the 31st of January 2023.

The year saw a better than budgeted result. Although the Charity saw actual income significantly increased, our cost savings against budgeted cashflow was up.

Reserves policy.

The charitable incorporated organisation reviewed its reserves policy during the year, to reflect its new cost structure in the wake of the pandemic and in line with the revisions in the risk register. A new operating policy requires that we build a minimum level of £175,000 in unrestricted reserves. This level takes account of the risks and variability of our sources of income, current and future staff contracts and employment costs, funding requirements of planned investments and business development plans and some allowance to enable quick response to mitigate unforeseen operational threats.

The total net assets of the charitable incorporated organisation were £41,487.11 at 31st Jan 23 with £20,300.89 of unrestricted funds and £21,186.22 of restricted funds. The reserves policy of the charity is therefore not met.

Going concern.

At the start of the year the trustees approved a stretching budget, acknowledging that we had sufficient grants to deliver on community projects, and the rising costs of living spurred on by hikes in energy prices and inflation. The 2022-23 budget will include a review of salaries which form 70% of the charity's total expenditure. A living wage pay rise is in review in line with ACEVO's salaries and remuneration survey of charities of similar size to Cornwall Pride in the UK.

Reflecting on the past year, Cornwall Pride's commitment to the community was unwavering, especially in challenging times. Recognising the changing landscape, we reviewed our event strategies, moving back to predominantly a face-to-face domain. We also delved into new events, partnerships, and diversified content. Armed with these insights and an invigorated approach towards our mission, we are well-prepared to navigate any challenges 2022-23 might present. Given our strong position at the close of this period, Cornwall Pride continues to thrive and remains a beacon of hope for the community.

Structure, governance, and management

Governance

The charity is controlled by its governing document CIO - FOUNDATION Registered 24 Aug 2020 as the: Constitution of Cornwall Pride Charitable Incorporated Organisation

The governing document was reviewed in the year to ensure it remains fit for purpose, in line with changing regulations and to ensure our key objects are being met. Changes to our governing document and approved at our AGM in Nov 2022.

The charity is currently in the process of updating its Constitution of Cornwall Pride Charitable Incorporated Organisation at the AGM 2023 which will be held on 25th November and where we will look to include a salaried secretary within the constitution of the CIO foundation.

Changes to our trustee board

The following changes have been made to our trustee board:

Christina Margaret Alecha Doviak Co-Chair 24082020 [for [3] years] Resigned.

Andrea Caroline Kenton Co-Chair 27112021 [for [3] years] Resigned.

Kathleen Jane Jones 2082023 [for [3] years]

Eilish Calnan 14012023 [for [3] years] Chair

Parminder Dosanjh Phillips 14012023 [for [3] years]

Kathleen Jane Jones 24082023 [for [3] years]

Laura Outten 14012023 [for [3] years]

Richard Shepherd 29072023 [for [3] years]

Decision making

The charity is run by the board of trustees, which sets and monitors strategy and policy. The board receives quarterly reports of all the activities of the charity.

Induction and training of new trustees

Upon their appointment, new trustees of Cornwall Pride are provided with a comprehensive induction package. This kit amalgamates essential insights from the Charity Commission, tailored specifically for our organisation's unique context. Included but not limited to, drawing information from the various Charity Commission publications signposted through the Commission's guide "the Essential Trustee".

The induction materials include:

- Cornwall Pride Charitable Incorporated Organisation's Constitution
- A governance manual detailing operational guidelines and best practices
- The most recent financial statements and management accounts
- The organisation's current strategy and yearly business plan, inclusive of the financial forecast

These resources encompass:

- Duties and responsibilities of trustees, the CEO, and the senior management team
- Core operational guidelines outlined in the charity's constitution
- Cornwall Pride's future aspirations, its mission, vision, and core values
- A robust trustee training regimen, offering a mix of self-paced learning, external sessions, and collaborative peer engagements, ensuring ongoing development and elevated performance.

Newly appointed trustees are also motivated to actively engage and immerse themselves within Cornwall Pride, acquainting themselves with the broader context of our operations.

Looking ahead, Cornwall Pride has an updated handbook slated for a 2023 release. This handbook aims to collate all vital documents into a singular, easy-to-reference package for our trustees, senior management team, and volunteers, enhancing clarity and promoting transparency throughout the organisation.

Key management remuneration

Cornwall Pride's governance is spearheaded by its board of trustees in collaboration with the senior management team, collectively representing the charity's key managerial personnel. They shoulder the responsibility of daily oversight, direction, and operation of the charity. It's noteworthy that our trustees volunteer their expertise without any remuneration. As for senior staff compensation, none exceeded £60,000 within the year. If any salary were to cross this threshold, it would be subject to an annual review, typically aligning with average earnings. To ensure fair compensation practices, Cornwall Pride benchmarks against remuneration standards in peer charities of comparable size and scope.

Developments 2022- 2023

Cornwall Pride will persistently enhance its internal mechanisms and provide exceptional content to our community. By collaborating with our partner organisations, we aim to accelerate and amplify our positive impact.

Reference and administrative details.

Register Company number.

CE023678

Registered Charity number

1191003

Registered office

Cornwall Pride
Hall for Cornwall
Back Quay
Truro
TR1 2LL

Trustees

Eilish Calnan
Richard Shepherd
Michael Honey
Kathleen Jane Jones
Perrin Hooper
Alex Gibbon
Parminder Dosanjh Phillips
Laura Outten
Sophie Meyer
Marcus Alleyne
Barbara Elizabeth Rounsevel MBE

Senior Manager:

Title: Chief Executive Officer

Name: Matthew Kenworthy Gomes

Independent examiner, bankers, and legal advisers**Independent examiner**

Whyfield Limited
Ground Floor, Building A, Green Court, Truro Business Park, Threemilestone, Truro, TR4 9LF

Bankers

Barclays Bank
Truro, Cornwall, TR1 2RB

Legal Advisers

Spencer West LLP
Longbow House, 20 Chiswell Street, London, EC1Y 4TW

Independent examiner's report:

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 30 April 2022.

The members have not required the charity to obtain an audit of its financial statements for the year ended 31 January 2023 in accordance with Section 476 of the Companies Act 2006.

The trustees acknowledge their responsibilities for

(a) ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and

(b) preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial year and of its surplus or deficit for each financial year in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the charitable incorporated organisation.

The financial statements were approved by the Board of Trustees and authorised for issue on 28th October 2023 and were signed on its behalf by: Eilish Calnan (Chair) – Trustee & Richard Shephard (Treasurer) – Trustee.

Cornwall Pride
Charity No 1191003
Receipts and Payments Accounts
31-Jan-23

**Cornwall Pride
Administrative Details****Charity name**

Cornwall Pride

Charity registration number

Charity No 1191003

Trustees

Andrea Caroline Kenton
Eilish Calnan
Parminder Dosanjh Phillips
Laura Outten
Mx Alex Gibbon
Mx Perrin Hooper
Marcus Alleyene
Sophie Meyer
Barbara Elizabeth Rounsevel MBE
Michael Honey
Kathleen Jane Jones

Independent Examiner

Whyfield Limited
Ground Floor, Building A
Green Court
Truro Business Park
Threemilestone
TR4 9LF

Cornwall Pride
Charity No 1191003

Independent Examiner's Report

I report to the trustees on my examination of the accounts of the above charity ("the Trust") for the year ended 31/01/2023.

Responsibilities and basis of report

As the charity trustees of the Trust, 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 the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act

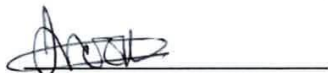
Independent Examiners' Statement

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:

1. accounting records were not kept in accordance with section 130 of the Act or
2. the accounts do not accord with the accounting records

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in order to enable a proper understanding of the accounts to be reached.

Signed:



Date:

30/11/23.

Name:

JESSICA CROOM

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

EMAAAT.

Address:

Whyfield Limited
Ground Floor, Building A Green Court
Truro Business Park
Threemilestone
Truro
Cornwall
TR4 9LF

Cornwall Pride
Charity No 1191003
Receipts and payments accounts

Section A: Receipts and payments	Unrestricted funds	Restricted funds	Total Funds	Last year
<i>A1: Receipts</i>				
Sales	7,153.14	-	7,153.14	-
Charitable and Political Donations	16,770.19	23,483.74	40,253.93	-
Incoming Donations	4,151.39	-	4,151.39	-
Grant	-	145,175.00	145,175.00	-
Other Revenue	3,029.36	-	3,029.36	-
Sub Total	31,104.08	168,658.74	199,762.82	-
Total Receipts	31,104.08	168,658.74	199,762.82	-
<i>A3: Payments</i>				
Direct Expenses	3,073.24	6,987.71	10,060.95	-
Advertising and Marketing	3,371.96	4,858.97	8,230.93	-
Events	-	83,021.38	83,021.38	-
Volunteer Costs	180.18	774.61	954.79	-
Membership Fees and Subscriptions	-	176.40	176.40	-
Staff Training	-	3,899.61	3,899.61	-
Salaries	-	42,855.82	42,855.82	-
Legal and Professional Fees	-	2,000.00	2,000.00	-
Bude Pride	-	2,898.02	2,898.02	-
General Expenses	4,168.27	-	4,168.27	-
Bank Fees	9.54	-	9.54	-
Sub Total	10,803.19	147,472.52	158,275.71	-
Total Payments	10,803.19	147,472.52	158,275.71	-
Net of receipts/(payments)	20,300.89	21,186.22	41,487.11	-
A5 Transfers between funds	-	-	-	-
A6 Cash funds last year end	-	-	-	-
Cash Funds this year end	20,300.89	21,186.22	41,487.11	-

Cornwall Pride
Charity No 1191003
Statment of Assets & Liabilites

	Unrestricted funds	Restricted funds
B1: Cash funds		
Cornwall Pride Barclays Business Account	37,313	-
Paypal Account	5	-
BBX Account	1,930	-
Total cash funds	39,248	-
B2: Other monetary assets		
Accounts Receivable	200	-
	Fund to which asset belongs	Cost (optional)
B4: Assets retained for the charity's own use		
CIC Assets	2,470	-
	-	-
	Fund to which liability relates	Amount due (optional)
B5: Liabilities		
Accounts Payable	430	-
	-	-
	-	-

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

Signature 1: R Shepherd Nov 29, 2023
 Print name: RICHARD SHEPHERD

Signature 2: EL Nov 29, 2023
 Print name: EILISH CALNAN

Notes to the financial statements:

1. STATUTORY INFORMATION

Cornwall Pride is a charitable incorporated organisation in England and Wales. In the event of the charity being wound up, the liability in respect of the trustees' guarantee is limited to £1 per trustee of the charity. The address of the registered office is given in the Trustees' Report on page X of these financial statements. The nature of the charity's operations and principal activities are the promotion of efficiency and effectiveness of charities, not for profit organisations and voluntary organisations, for the benefit of the public throughout the UK, by the provision of resources to optimise their communications.

2. ACCOUNTING POLICIES

Basis of preparing the financial statements

The charity constitutes a public benefit entity as defined by FRS 102. The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland issued in October 2019, the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102), the Charities Act 2011, the Companies Act 2006 and UK Generally Accepted Accounting Practice.

Going concern

At the time of approving the accounts, the trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Further details are included in the Trustees' Report. The trustees continue to adopt the going concern basis of accounting in preparing the accounts.

Income

All income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds; it is probable that the income will be received, and the amount can be measured reliably.

Donations

Donated facilities are included at the value to the charity where this can be quantified, and a third party is bearing the cost. No amounts are included in the financial statements for services donated by volunteers. For donations to be recognised the charity will have been notified of the amounts and the settlement date in writing. If there are conditions attached to the donation and this requires a level of performance before entitlement can be obtained, then the income is deferred until those conditions are fully met or the fulfilment of those conditions is within the control of the charity, and it is probable they will be fulfilled.

Trading activities

Income from trading activities includes income earned from sponsorship of events. Income is received in exchange for supplying services to raise funds and is recognised when entitlement has occurred.

Grants including government grants

Income from grants are recognised at fair value when the charity has entitlement after any performance related conditions have been met, it is probable that the income will be received, and the amount can be measured reliably. If entitlement is not met, then these amounts are deferred.

Event income

Event income is recognised at the point that the event takes place.

Expenditure

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, 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 accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to headings, they have been allocated to activities on a basis consistent with the use of resources.

Fund-raising costs are those incurred in seeking voluntary contributions and do not include the costs of disseminating information in support of the charitable activities.

Governance costs

Included in governance costs are the costs associated with the governance arrangements of the charity. Costs include independent examination, legal advice for trustees and costs associated with constitutional and statutory requirements.

Allocation and apportionment of costs

Support and governance costs are recharged to charitable activities based on estimated usage, dependent on the type of expenditure.

Tangible fixed assets

Depreciation is provided at the following annual rates to write off each asset over its estimated useful life.

Computer equipment – 25% on reducing balance

Website – 25% on reducing balance.

Tangible fixed assets are initially measured at cost and subsequently measured at cost less accumulated depreciation.

Taxation

The charity is exempt from corporation tax on its charitable activities.

Fund accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees. Restricted funds can only be used for restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for restricted purposes. Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

Debtors and creditors receivable/ payable within one year

Debtors and creditors with no stated interest rate and receivable or payable within one year are recorded at transaction price. Any losses arising from impairment are recognised in expenditure.

3. DONATIONS AND LEGACIES

	This Year	Last Year
Charitable and Political Donations	40,253.93	
Incoming Donations	4,151.39	

4. OTHER TRADING ACTIVITIES

	This Year	Last Year
Other Revenues	3,029.36	

5. INVESTMENT INCOME

None

6. INCOME FROM CHARITABLE ACTIVITIES

		This Year	Last Year
Grants	Events	145175.00	0
Sales	Events	7153.14	0

7. OTHER INCOME

		This Year	Last Year
Local Government Grant	Suicide Prevention	£18,675.00	0

In 2022, other income included Local Government grant income relating to the Suicide Prevention Job retention Scheme amounting to £18,675.003. There were no unfulfilled conditions and other contingencies attached to the grants.

8. CHARITABLE ACTIVITIES COSTS

	Unrestricted funds	restricted funds	Total Funds	Last year
Direct Expenses	3,073.24	6,987.71	10,060.95	
Advertising and Marketing	3,371.96	4,858.97	8,230.93	
Events		83,021.38	83,021.38	
Volunteer Costs	180.18	774.61	954.79	
Membership Fees and Subscriptions		176.4	176.4	
Staff Training		3,899.61	3,899.61	
Salaries		42,855.82	42,855.82	
Legal and Professional Fees		2,000.00	2,000.00	
Bude Pride		2,898.02	2,898.02	
General Expenses	4,168.27		4,168.27	
Bank Fees	9.54		9.54	
Sub Total	10,803.19	147,472.52	158,275.71	

9. SUPPORT COSTS

	Management	Finance	Social & Marketing	Expenses	Totals
Events	£8,333.20	£12,263.73	£12,263.73	£6,222.57	£39,083.24
Project development	£12,263.73			£483.63	£12,747.36
Peer to Peer	£13,615.60			3401.39	£17,016.99
Organisational Development	£8,333.20			4774.22	£13,107.42
TOTAL	£34,212.53	£12,263.73	£12,263.73	£10,107.59	£68,847.59

10. TRUSTEES' REMUNERATION AND BENEFITS

There were two trustees' remuneration with no other benefits for the year ended 31st January 2023.

£800 – Perrin Hooper for their performance / hosting services at community Prides in which they performed.

£450 – Marcus Alleyne for their Rock Choir performance service at community Prides which they performed.

£1250 Total

Trustees Expenses

During the year, £125 of expenses were reimbursed to one trustee for travel and subsistence.

11. STAFF COSTS

The average monthly number of employees during the year was as follows:

Staff 2022 – 5 however hours equivalent to, 2 FT, Not including the sessional event workers

	This Year	Last Year
Salaries	£42,855.82	£0
Total	£42,855.82	0

The number of employees whose employee benefits (excluding employer pension costs) exceeded £60,000 was: 0

12. TANGIBLE FIXED ASSETS

	This Year	Last Year
CIC Assets	2,470	0

13. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

None

14. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

Deferred income refers to advance payments received by the charity for products or services that are to be delivered or performed in the future.

Also included in deferred income are amounts £0 which relate to events that had not taken place before the year-end.

15. MOVEMENT IN FUNDS

Total Receipts	31,104.08	168,658.74	199,762.82
Total Payments	10,803.19	147,472.52	158,275.71
Net of receipts/(payments)	20,300.89	21,186.22	41,487.11
A5 Transfers between funds			
A6 Cash funds last year end			
Cash Funds this year end	20,300.89	21,186.22	41,487.11

17. RELATED PARTY DISCLOSURES

There were no related party transactions for the year ended 31st Jan 2023.

Cornwall Pride

Charity No 1191003

Receipts and Payments Accounts

31-Jan-23

Cornwall Pride
Administrative Details

Charity name	Cornwall Pride
Charity registration number	Charity No 1191003
Trustees	Andrea Caroline Kenton Eilish Calnan Parminder Dosanjh Phillips Laura Outten Mx Alex Gibbon Mx Perrin Hooper Marcus Alleyene Sophie Meyer Barbara Elizabeth Rounsevel MBE Michael Honey Kathleen Jane Jones
Independent Examiner	Whyfield Limited Ground Floor, Building A Green Court Truro Business Park Threemilestone TR4 9LF

Cornwall Pride
Charity No 1191003

Independent Examiner's Report

I report to the trustees on my examination of the accounts of the above charity ("the Trust") for the year ended 31/01/2023.

Responsibilities and basis of report

As the charity trustees of the Trust, 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 the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act

Independent Examiners' Statement

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:

1. accounting records were not kept in accordance with section 130 of the Act or
2. the accounts do not accord with the accounting records

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in order to enable a proper understanding of the accounts to be reached.

Signed:



Date:

30/11/23.

Name:

JESSICA CLOOK

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

EMFAT.

Address:

Whyfield Limited
Ground Floor, Building A Green Court
Truro Business Park
Threemilestone
Truro
Cornwall
TR4 9LF

Cornwall Pride
Charity No 1191003
Receipts and payments accounts

Section A: Receipts and payments	Unrestricted funds	Restricted funds	Total Funds	Last year
<i>A1: Receipts</i>				
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Sub Total	31,104.08	168,658.74	199,762.82	-
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Direct Expenses	3,073.24	6,987.71	10,060.95	-
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Cash Funds this year end	20,300.89	21,186.22	41,487.11	-

Cornwall Pride
Charity No 1191003
Statment of Assets & Liabilites

	Unrestricted funds	Restricted funds
B1: Cash funds		
Cornwall Pride Barclays Business Account	37,313	-
Paypal Account	5	-
BBX Account	1,930	
Total cash funds	<u>39,248</u>	<u>-</u>

B2: Other monetary assets		
Accounts Receivable	200	-

	Fund to which asset belongs	Cost (optional)
B4: Assets retained for the charity's own use		
CIC Assets	2,470	-
	-	-

	Fund to which liability relates	Amount due (optional)
B5: Liabilities		
Accounts Payable	430	-
	-	-
	-	-

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

Signature 1: R. Shepherd Nov 29, 2023

Print name: RICHARD SHEPHERD

Signature 2: esk Nov 29, 2023

Print name: EILISH CALNAN

Cornwall Pride

Charity No 1191003

Receipts and Payments Accounts

31-Jan-23

Cornwall Pride
Administrative Details

Charity name	Cornwall Pride
Charity registration number	Charity No 1191003
Trustees	Andrea Caroline Kenton Eilish Calnan Parminder Dosanjh Phillips Laura Outten Mx Alex Gibbon Mx Perrin Hooper Marcus Alleyene Sophie Meyer Barbara Elizabeth Rounsevel MBE Michael Honey Kathleen Jane Jones
Independent Examiner	Whyfield Limited Ground Floor, Building A Green Court Truro Business Park Threemilestone TR4 9LF

Cornwall Pride
Charity No 1191003

Independent Examiner's Report

I report to the trustees on my examination of the accounts of the above charity ("the Trust") for the year ended 31/01/2023.

Responsibilities and basis of report

As the charity trustees of the Trust, 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 the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act

Independent Examiners' Statement

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:

1. accounting records were not kept in accordance with section 130 of the Act or
2. the accounts do not accord with the accounting records

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in order to enable a proper understanding of the accounts to be reached.

Signed:



Date:

30/11/23.

Name:

JESSICA CLOOK

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

EMAAAT.

Address:

Whyfield Limited
Ground Floor, Building A Green Court
Truro Business Park
Threemilestone
Truro
Cornwall
TR4 9LF

Cornwall Pride
Charity No 1191003
Receipts and payments accounts

Section A: Receipts and payments	Unrestricted funds	Restricted funds	Total Funds	Last year
<i>A1: Receipts</i>				
Sales	7,153.14	-	7,153.14	-
Charitable and Political Donations	16,770.19	23,483.74	40,253.93	-
Incoming Donations	4,151.39	-	4,151.39	-
Grant	-	145,175.00	145,175.00	-
Other Revenue	3,029.36	-	3,029.36	-
Sub Total	31,104.08	168,658.74	199,762.82	-
Total Receipts	31,104.08	168,658.74	199,762.82	-
<i>A3: Payments</i>				
Direct Expenses	3,073.24	6,987.71	10,060.95	-
Advertising and Marketing	3,371.96	4,858.97	8,230.93	-
Events	-	83,021.38	83,021.38	-
Volunteer Costs	180.18	774.61	954.79	-
Membership Fees and Subscriptions	-	176.40	176.40	-
Staff Training	-	3,899.61	3,899.61	-
Salaries	-	42,855.82	42,855.82	-
Legal and Professional Fees	-	2,000.00	2,000.00	-
Bude Pride	-	2,898.02	2,898.02	-
General Expenses	4,168.27	-	4,168.27	-
Bank Fees	9.54	-	9.54	-
Sub Total	10,803.19	147,472.52	158,275.71	-
Total Payments	10,803.19	147,472.52	158,275.71	-
Net of receipts/(payments)	20,300.89	21,186.22	41,487.11	-
A5 Transfers between funds	-	-	-	-
A6 Cash funds last year end	-	-	-	-
Cash Funds this year end	20,300.89	21,186.22	41,487.11	-

Cornwall Pride
Charity No 1191003
Statment of Assets & Liabilites

	Unrestricted funds	Restricted funds
B1: Cash funds		
Cornwall Pride Barclays Business Account	37,313	-
Paypal Account	5	-
BBX Account	1,930	
Total cash funds	<u>39,248</u>	<u>-</u>

B2: Other monetary assets		
Accounts Receivable	200	-

	Fund to which asset belongs	Cost (optional)
B4: Assets retained for the charity's own use		
CIC Assets	2,470	-
	-	-

	Fund to which liability relates	Amount due (optional)
B5: Liabilities		
Accounts Payable	430	-
	-	-
	-	-

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

Signature 1: R. Shepherd Nov 29, 2023

Print name: RICHARD SHEPHERD

Signature 2: esk Nov 29, 2023

Print name: EILISH CALNAN

CORNWALL PRIDE

England & Wales - Charity number 1191003

Accounts

ANNUAL REPORT

Year Ending 31st August 2021
Registered Charity Number 1191003

Principal Address

Tall Trees, Tolcanre Rd, Newquay, TR7 2NQ

Trustees

Michael Honey	Chair
Christina Doviak	Vice Chair
Kathleen Jones	

Governance

The organisation is an incorporated foundation with a members who are its trustees. The trustees are responsible for the planning and running of the charity. With an appointed CEO and their management team delivering the day to day running of Cornwall Pride.

The charity has 3 trustees and 1 CEO

The charity is also part of the following networks:

- LGBT Consortium
- UK Pride Organisers Network (UKPON)
- European Pride Organisers Association (EPOA)
- InterPride
- National Council of Voluntary Organisations (NCVO)

Objectives of the Charity

- 1) To promote and support equality and diversity; advance education, elimination of discrimination and support mental health. On the grounds of sexual orientation, gender identity and romantic orientation. For residents of and visitors to Cornwall, (the area of benefit) and where relevant nationally & internationally in such ways as are charitable at law, by:
 - a) raising the awareness of the public with regard to all aspects of discrimination in society and issues and difficulties affecting the lives of LGBTQ+ people;
 - b) promoting human rights (as set out in the European convention of human rights and subsequent legislation, case determinations, conventions and declarations) by raising awareness of human rights issues, promoting public support for human rights, obtaining redress for the victims of human rights abuse, and contributing to the sound administration of human rights law;

- c) advancing education of the public to eliminate all aspects of discrimination and disadvantage suffered by reasons of being LGBTQ+, including but not limited to signposting to other organisations, services or producing materials;
 - d) cultivating a sentiment in favour of diversity, tolerance, inclusivity and equality in particular through celebrating the diversity of the LGBTQ+ community;
 - e) creating opportunities that celebrate and support the LGBTQ+ identity and community that are welcoming to all;
 - f) supporting the mental health of the LGBTQ+ community;
 - g) raising awareness of LGBTQ+ local, national and international history;
 - h) producing publications, lectures, media, public advocacy and other means of communication;
 - i) running LGBTQ+ events, including but not limited to promoting and staging an annual LGBTQ+ festival;
 - j) to showcase the creative and artistic talents of LGBTQ+ people
 - k) associating with voluntary organisations, governmental, public and private bodies to develop and maximise the effectiveness of voluntary organisations run by and for LGBTQ+ people;
 - l) making grants and/or donations to other charitable and voluntary organisations with the object of developing an environment in favour of LGBTQ+ equality by providing information, advice and support; and
- 2) such other objects as are charitable under the laws of England and Wales as the trustees shall at their absolute discretion determine.

Strategy for 2021

At the start of the year the organisation set out a strategy following the aspirations of the previous trustee board.

Cornwall Pride CIO 2021 –

All actions and projects were halted by Cornwall Pride CIO, in the instance that a new bank account to hold funds and deliver projects could not be set up in the current banking restrictions within the UK amid the pandemic.

Chair's Summary

Though the CIO could not function because of no banking, in the past year had seen significant developments at Cornwall Pride CIC. Matthew Kenworthy Gomes volunteer has been instrumental in the development of the CIC. With strategic focus, MKG has worked to improve the public visibility of Cornwall Pride, to develop strategic partnerships with organisations that hold content, to develop standards and ensure greater focus on engagement.

Between MKG and the volunteers of Cornwall Pride they have stood in the face of overwhelming challenges because of the pandemic, to continue the work of Cornwall Pride to support the LGBTQ+ community here in Cornwall, to raise awareness and signpost to dedicated support for the community.

I would like to take this time to thank each and every single person who has supported Cornwall Pride over the last two years, attended the events and joined with us in to stand in solidarity with all marginalised groups and as a celebration of the LGBTQ+ community.

I want to take time to thank our volunteers some of which are here, for giving so much of their free time to put on the events and support throughout the year and working towards the future of Cornwall Pride.

Next year it will be 50 years of Pride in the UK, where in London Pride goes not only where protesting for their rights they stood in solidarity with the Welsh miners who were striking. 50 years later we have come a long way, but we must remember how we support together in solidarity with all marginalised people. Pride is about the community working together to shine a light on societies challenges including our LGBTQ+ community.

Here's to 2022, UK Pride 50 and Cornwall Pride 15 as a functioning Cornwall Pride CIO. I am incredibly excited on what the future holds.

Michael Honey, Chair, Board of Trustees Cornwall Pride

Annual Accounts and Treasurers Report

No accounts are prepared on a receipts and payments basis and since our gross income has exceeded £0 an independent examination of the charity accounts will be required a fee around £220 will be charged to complete the dormant accounts with our accountants.

Reserves Policy

Reserves are that part of a charity's unrestricted funds that is freely available to spend on any of the charity's purposes. Cornwall Pride CIO maintains free unrestricted reserves:

Income / Receipts Summary

Our Gross income was £0

Fundraising

Fundraising income was £0

Grants

Grants obtained: £0

Sponsorship & Advertising

Sponsorship obtained £0

Stall fees, Catering, Fairground Fees & Bar

Fees obtained £0

Cornwall Pride Bus Tour

Funding obtained £0

Collections, donation and Gift Aid

Collections Obtained £0

Expenditure / Payments Summary

Our Gross expenditure was £0

Performers and Hospitality

£0.

Stage Production

£0

Structures, Fencing and Toilets

£0

Equipment Purchase

£0

Accessibility

£0

Insurance

£0

Security & Medical

£0

Volunteer Management

£0.

Administration

£0

Cost of Fundraising

£0

Change Record

Date of Change:	Changed By:	Comments:
27/11/2021		Policy approved by the Trustees