

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.

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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

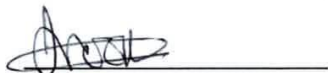
Independent Examiners' Statement

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):

EMMAAT.

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: ELC 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):

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

Charity No 1191003

Receipts and Payments Accounts

31-Jan-23

Cornwall Pride
Administrative Details

Charity name	Cornwall Pride
Charity registration number	Charity No 1191003
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Independent Examiner	Whyfield Limited Ground Floor, Building A Green Court Truro Business Park Threemilestone TR4 9LF

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Charity No 1191003

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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
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Cornwall Pride
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Cornwall Pride
Charity No 1191003
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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