

Charity No: 1191863

**REPORT OF THE TRUSTEES AND
UNAUDITED FINANCIAL STATEMENTS
FOR THE PERIOD 12TH JANUARY 2020 TO 31ST OCTOBER 2021
FOR
FIGHTING WITH PRIDE**



**Ainsworths Limited
Charter House
Stansfield Street
Nelson
Lancashire
BB9 9XY**

FIGHTING WITH PRIDE

CONTENTS OF THE FINANCIAL STATEMENTS FOR THE PERIOD 12TH JANUARY 2020 TO 31ST OCTOBER 2021

	<u>Page</u>
Report of the trustees	1 - 6
Independent examiner's report to the trustees of Fighting with Pride	7
Statement of financial activities	8
Balance sheet	9
Notes to the financial statements	10 - 15

FIGHTING WITH PRIDE

REPORT OF THE TRUSTEES FOR THE PERIOD 12TH JANUARY 2020 TO 31ST OCTOBER 2021

The trustees present their report with the financial statements of the charity for the period 1st March 2020 to 31st October 2021. The trustees have adopted the provisions of 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 2019).

LEGAL AND ADMINISTRATIVE DETAILS

Registered charity number

1191863

Registered address

45 Roedean Crescent
Brighton
BN2 5RG

Trustees and key management personnel

The trustees who served during the year were as follows:

C J Welsh (appointed 7 th December 2021)	-	Chair
G P Lyster-Todd (appointed 12 th January 2020)	-	Chair
A K Brown OBE (appointed 25 th August 2020)	-	Vice Chair
A J Russel-Brookes (appointed 13 th April 2021)	-	Governance
A J Butchart-Kelly (appointed 13 th April 2021)	-	Communications
C J Austin-Behan OBE (appointed 14 th April 2020)	-	Treasurer
C Jones MBE (appointed 12 th January 2020, resigned 30 th April 2020)	-	
C Paige (appointed 12 th January 2020, resigned 30 th April 2020)	-	Joint Chair
Dr M J Hill (appointed 20 th October 2020)	-	Secretary
R P Woods (appointed 19 th October 2020)	-	Serving Communities
S Veillard-Thomas (appointed 24 th November 2021)	-	People

Key management personnel

C Jones MBE	-	Joint CEO
C Paige	-	Joint CEO

Patron

Lieutenant General Sir A Gregory KCB CB DL

Independent Examiner

Ian Dugmore ACA
Institute of Chartered Accountants in England and Wales
Ainsworths Limited
Charter House
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Bankers

NatWest Bank PLC
96 Terminus Rd
Brighton
Eastbourne
BN21 3LX

FIGHTING WITH PRIDE

REPORT OF THE TRUSTEES (CONTINUED) FOR THE PERIOD 12TH JANUARY 2020 TO 31ST OCTOBER 2021

STRUCTURE, GOVERNANCE AND MANAGEMENT

Organisational status

Contact was registered as a charitable incorporated organisation (CIO) on 19th October 2020 under the provisions of the Charities Act (Charity number: 1191863).

Structure, governance and management

The Charity is governed by a Board of Trustees with responsibility for the strategic management of the Charity. The board consists of a minimum of 3 trustees and has a maximum number of 12.

Trustees serve a term of 3 years and in the future an annual recruitment process will be enabled. The Charity recognises that the creation of a diverse Board is an important factor in recruiting the professional competence required to administer the Charity successfully while increasing the accountability and public confidence in the overall management of the organization.

Were there is a requirement for new trustees, these would be identified and appointed by the remaining trustees. The chair of trustees is responsible for the induction of any new trustee which involves awareness of a trustee's responsibilities, the governing document, administrative procedures and the history and philosophical approach of the charity. A new trustee would receive copies of the previous year's annual report.

Full meetings of the Board took place on 28th January 2020, 11th February 2020, 3rd March 2020, 15th April 2020, 2nd June 2020, 21st July 2020, 20th August 2020, 22nd September 2020, 20th October 2020, 15th December 2020, 19th January 2021, 16th February 2021, 16th March 2021, 13th April 2021, 11th May 2021, 15th June 2021, 14th September 2021.

Risk management

The trustees have examined the major strategic, business and operational risks which the charity faces and confirm that systems have been established to ensure that regular reports are produced and that necessary steps can be taken to address any issues arising.

OBJECTIVES AND ACTIVITIES

Extract of the Charitable Objects

- To relieve need, hardship or distress among LGBT+ veterans serving personnel and families by promoting and supporting rehabilitation, retraining and employment of those who lost careers.
- To petition for restorative justice where pension rights have been damaged and compensation denied and to seek acknowledgment and return of medals and other awards.
- To promote equality, diversity and inclusion and bring together LGBT+ veterans serving personnel and families.
- To bring a wider awareness of the enduring impact of the ban upon physical health and mental wellbeing through public advocacy and research.
- To promote good health and mental wellbeing.
- To work with the Government, charities and all organisations that support veterans to enable a better understanding of the needs of LGBT+ veterans serving personnel and families and the impact of past injustices.
- To engage in community building to enable integration of LGBT+ veterans into the wider military family.

Vision

The United Kingdom will become the best place in the world to be an LGBT+ Veteran. Fighting with Pride (FWP) will support LGBT+ Veterans, serving personnel and their families.

FIGHTING WITH PRIDE

REPORT OF THE TRUSTEES (CONTINUED) FOR THE PERIOD 12TH JANUARY 2020 TO 31ST OCTOBER 2021

Our Mission

FWP will be a beacon for LGBT+ Veterans, serving personnel and their families, supporting them to live their best lives. We will do this by encouraging those who have a duty to uphold the covenant to remember them and help. We will signpost them to organisations that can support their return to the protections of the military family. We will ensure that the challenges faced by LGBT+ Veterans in their service lives and beyond are recognised, respected and understood by those who have a duty to support them.

	Aim	Outcome
-	Policy Development	Reparations enabling recovery achieved for LGBT+ Veterans
-	Capacity Building	Effective support available for every LGBT+ veterans serving personnel and families
-	Direct Support and Community Building	LGBT+ Veterans included and supported, made to feel safe, proud, and confident in stepping forward
-	Commissioning and Supporting Research	Evidence-base captured to shape future support services, inform current support and record pre-ban LGBT+ military history

Activities

Our activities are the things we do day-to-day and which are within our control. They are as follows:

Advice, signposting and outreach

We will directly help and support members of the LGBT+ community who contact us. We will do this by providing advice, and/or by signposting them to other sources of support, as well as delivering outreach to Veterans in England, Scotland, Wales and Northern Ireland.

Seeking remedy

We will seek intrinsic value and non intrinsic remedy for Veterans most affected by the 'gay ban', building on the positive partnerships developed in 2021 with Government agencies who are best placed to help.

Research

We will commission and support research appropriate to the LGBT+ community, and to help ensure our activities and desired outcomes are underpinned by a robust evidence base.

Community building

We will build LGBT+ Veterans communities, enabling befriending, networks of mutual support and opportunities to celebrate the service and achievements of LGBT+ Veterans. We will build a mutually supportive regional network of Veteran groups focussed upon key LGBT+ population centres. The groups will provide befriending opportunities and a mechanism through which opportunities for community get togethers can be offered.

Recording history

We will ensure that the histories of the 'gay ban' are recorded and that awareness is raised among a broad range of audiences of the experiences of LGBT+ Veterans. We will ensure that the achievements of individuals and organisations of the 'ban' era are recognised. We will continue the work begun in 2021 with the Imperial War Museum (IWM) London, to record, archive and present the history of the ban, through the capture of lived-experience, historical documents and media.

FIGHTING WITH PRIDE

REPORT OF THE TRUSTEES (CONTINUED) FOR THE PERIOD 12TH JANUARY 2020 TO 31ST OCTOBER 2021

Activities (continued)

Communication activity

Several of our activities relate to communications as follows:

- Website and social media: We will develop our web and social media presence including development of the quality and content of the website e.g. dedicated specialist resources for social media, web hosting, website development and news media. This will also include use of the Madison Chatbot on our website.
- We will develop opportunities for audio and visual recordings of lived-experience LGBT+ Veteran histories through radio and tv broadcast opportunities.
- We will build a database of individuals who wish to be kept informed of our work. This will enable us to keep them apprised of our policy work with Office for Veterans Affairs for example.

Values

Our values will be part of our DNA, evident in everything we do. No area of our activities will lose sight of the values that define our organisation. Our core values are clearly articulated and will help us to achieve the changes we seek:

- We will ensure that the needs of those we exist to support is the single most important factor in what we do to enable recovery.
- We will value equally the experiences of all Veterans and Serving Personnel without hierarchy of lived-experience or identity. As our organisation grows, new team members will be welcomed as full shareholders in our achievements in support of LGBT+ veterans serving personnel and families.
- We will work hard to change the future for LGBT+ veterans serving personnel and families. We cannot change the past, but we will be tenacious and do justice to those whom we aim to help so that we can change their futures.
- We will be kind to each other and those whom we support. We understand that sometimes values and behaviours may be founded upon difficult experiences. Our values will always be inclusive and welcoming, and these are values which we will encourage in others.
- We will be selfless and always respectful of the experiences of members of our team who have suffered greatly in their service life and lives beyond. We will always be there for team or community members when we can help.
- We will be courageous when we face challenges and difficult times

Delivery Partners

FWP has been supported in its work by:

Founding Partners:

NHS England

Stonewall

SSAFA, The Armed Forces Charity

Royal British Legion

FIGHTING WITH PRIDE

REPORT OF THE TRUSTEES (CONTINUED) FOR THE PERIOD 12TH JANUARY 2020 TO 31ST OCTOBER 2021

Delivery Partners (continued)

Other Partners (alphabetical order):

Anglia Ruskin University	Poppy Factory
Armed Forces Covenant Fund Trust	Poppy Scotland
Army Families Federation	Portsmouth Military Mental Health Alliance
Adferiad	Regular Forces Employment Agency
Audio Content Fund	Royal Air Force
Blind Veterans UK	Royal Air Force Benevolent Fund
British Army	Royal Air Force Families Federation
Cabinet Office for Veterans Affairs	Royal Navy
Combat Stress	Royal Navy Benevolent Trust
Confederation of Service Charities	Royal Navy Families Federation
Covenant Fund Wales	Royal Navy Royal Marines Charity
Help4Heroes	Small Charities Coalition
Kings College London	Solent NHS Foundation Trust
LGBT Consortium	Sussex NHS CCG
LGBT Foundation	The Legion
Ministry of Defence	Veterans Foundation
National Council Voluntary Organisations	Veterans Outreach Support
NHS Wales	Veterans Scotland
Northumbria University	Walking with the Wounded
Office of the Northern Ireland Veterans Commissioner	Woodys Lodge
Office of the Scottish Veterans Commissioner	Yorkshire and Humberside Prison and Probation Service
Opening Doors London	

Development of FWP

FWP began as an anthology book at the instigation of Craig Jones (editor). The book was published and launched in January 2020 on the occasion of the 20th anniversary of the lifting of the ban. The book told some of the story of 10 individuals affected by 'the ban'. The forward was written by Admiral Lord West of Spithead.

C Jones, G P Lyster-Todd and C Paige engaged in discussions in December 2019 which led to agreement on the charities leadership. Fighting With Pride (FWP) formed a Board on 12th January 2020 and began operation as an unregistered charity, operating initially with the royalty advance from the books publishers.

At its outset the charity envisaged being volunteer led with trustees taking individual responsibility for areas of work (such as liaison with the Armed Forces, finance, fundraising, governance and others). C Jones was the volunteer Chief Executive and C Paige and G P Lyster-Todd shared the role of Joint Chair.

As 2020/21 progressed more trustees were recruited. The details of trustee appointments and positions are set out on page 1 of these financial statements.

In some cases there was a lapse of time before they were registered as Trustees.

In September 2020 it was agreed that Caroline Paige would step down as Joint Chair and join Craig Jones as Joint Chief Executive, this reflected Caroline's and Craig's availability to work full time in their voluntary roles and the growing success of the charity needed greater executive commitment. Caroline and Craig remained as Trustees of the charity.

On 19th October 2020, the Charity was formally registered at the Charities Commissions after meeting the income eligibility criteria.

FIGHTING WITH PRIDE

REPORT OF THE TRUSTEES (CONTINUED) FOR THE PERIOD 12TH JANUARY 2020 TO 31ST OCTOBER 2021

Development of FWP (continued)

FWP developed its proposition quickly and found open doors in Government departments and in the veterans sector. NHS England, SSAFA, RBL, Stonewall and many others were early supporters. The charity then developed its strategy focussing upon its key outcomes:

- Community Support and Casework
- Capacity development for LGBT+ veterans in organisations that can help them.
- Policy work
- Research

FWP sought financial support from a wide range of benevolent organisations and Government departments and those resources helped FWP develop its executive and its governance arrangements.

In April 2021, enabled by core and programme funding from a number of supporter organisations FWP formed an employed executive. In discussion with the Charities Commission and with the support of governance consultancy, Caroline Paige and Craig Jones stepped down as Trustees and the Board approved their employment as part-time Joint Chief Executives (JCEOs). At the same time FWP employed a part-time research worker at Northumbria University and a part-time Community Support Worker.

Achievements Against the Strategic Plan

Community Support and Casework

Outreach has been a keen focus for FWP. It was recognised early in the development of the charity that many LGBT+ veterans are isolated and not connected to veterans organisations. There has also been no previous intervention for LGBT+ veterans that sought to bring them together.

In 2021 FWP was featured in over 400 national and regional media articles, including interviews on all major TV channels and all national newspapers. Our involvement in the National Service of Remembrance alone generated 325 articles. In response we have been contacted by many veterans accelerating the growth of our network to over 250 veterans. They all receive our monthly newsletters and are taking up the growing range of opportunities that FWP is able to offer.

- <https://www.dailymail.co.uk/news/article-10198665/Transgender-officer-says-proud-moment-LGBT-veterans-attend-Remembrance-service.html>
- <https://inews.co.uk/news/long-reads/remembrance-sunday-2021-lgbt-veterans-lay-wreath-cenotaph-service-first-time-1297255>
- <https://metro.co.uk/2021/11/14/this-remembrance-sunday-i-will-also-be-thinking-of-lgbt-veterans-15576473/#metro-comments-container>
- <https://www.mirror.co.uk/news/politics/lgbt-veterans-booted-out-army-25017573>
- <https://radio.bfbs.com/podcasts/fightingwithpride>

FWP has service agreements which enable referral to therapy services offered by Op Courage, WWTW and Combat Stress and many referrals have been made. In September 2021 supported by RNRMC and RAFBF, we were able to hire our first Community Support Worker. The post holder is a former Royal Navy Warrant Officer who has been an incredible addition to the team offering telephone support, signposting and social prescribing and helping develop FWP's work to gather this isolated community of veterans. Many of those FWP has helped, made humbling comments on ITVs *Coast and Country*, following a trip to Snowdonia in September about the change in their lives following contact with FWP:

<https://www.itv.com/walesprogrammes/articles/coast-and-country-series-9-episode-17>

FIGHTING WITH PRIDE

REPORT OF THE TRUSTEES (CONTINUED) FOR THE PERIOD 12TH JANUARY 2020 TO 31ST OCTOBER 2021

Achievements Against the Strategic Plan (continued)

Community Support and Casework (continued)

These testimonials are from our first trip to Snowdonia in July 2021: <https://covenantfund.org.uk/fighting-with-pride-is-awarded-two-grants-from-the-trust/>

FWP has put in place monthly newsletters which are actively engaged with and in 2022 we will build upon the rapidly growing range of opportunities that we are able to offer.

The involvement of FWP in the National Service of Remembrance was of particular importance to the charity and our veterans. It captured substantial media attention, enabled FWP to find many more veterans who we had not otherwise reached. Those who were able to take part enjoyed the event and the subsequent gathering.

In the period of this report FWP has put in place the key building blocks of its support/care pathway and begun work to connect LGBT+ veterans to organisations that can support them. A great deal of work needs to be done to develop this service and ensure it reaches those who need support.

Capacity Development for LGBT+ Veterans

In June 2021, the Executive Committee of Cobseo waived its qualifying period to immediately accept FWP as a member. This was in recognition of the importance of our work to transform inclusion in the Veterans support sector. In December 2021 we provided input to the Cobseo strategic plan for Equality, Diversity and Inclusion and by invitation attended the Cobseo Executive Strategy Day.

In September 2021, FWP contracted the LGBT+ charity Stonewall to support the development of a Pride in Veterans Standard (PiVS) and a membership microsite has been created which will be hosted in a section of FWP's main site. FWP has worked closely with Cobseo to ensure their support of PiVS which will be launched in 2022.

Through PiVS, FWP aims to encourage a range of simple measures which will ensure that LGBT+ veterans see the warm welcome that they will receive in a wide range of veterans charities and organisations. These include use of the PiVS kite mark on their website, use of images of LGBT+ families and veterans, training for support staff, correct use of pronouns, fact sheets and support with outreach work.

In 2021 Caroline Paige and Craig Jones have hosted over 50 LGBT+ veterans learning events, attended by thousands of people (in some cases single events had audiences of thousands). These events have helped raise awareness of welfare issues in LGBT+ veteran communities about which little was hitherto known.

With the assistance of the Veterans Foundation, FWP was able to get in house support with fundraising. The potholder joined FWP in July 2021, just in time to support our applications to the Veterans Places Pathways and People programme. FWP was successful in 9 of the 10 portfolio bids raising enough funding to hire hybrid Community Workers/Pride in Veterans Standard Account Managers to cover the whole of the UK. This funding for programme work will enable a pace of roll out of the standard which will magnify its impact and will put in place accessible support workers in the 4 nations of the UK. This could not have been achieved without the support of Veterans Foundation and the Armed Forces Covenant Fund Trust.

In 2021 FWP has made strong progress in making the business case for all organisations that support veterans to 'raise their game'. Cobseo, the major charities and many other veterans support organisations have invigorated their equality, diversity and inclusion endeavours as a result of FWP's thought leadership.

Policy Work

In June 2021, JCEOs Caroline Paige and Craig Jones attended and gave evidence to the Select Committee on the Armed Forces Bill about the hardships faced by LGBT+ veterans. They were strongly supported by all parties and amendments were tabled to the Bill in Consequence.

FIGHTING WITH PRIDE

REPORT OF THE TRUSTEES (CONTINUED) FOR THE PERIOD 12TH JANUARY 2020 TO 31ST OCTOBER 2021

Achievements Against the Strategic Plan (continued)

Policy Work (continued)

Throughout 2021 the JCEOs have met with Min DPV and they attended monthly meetings with the Director of the Cabinet Office for Veterans Affairs. In June 2021 the JCEOs met and had the opportunity to brief the Prime Minister and the Chancellor. FWP's well made case for restorative justice has won widespread support.

In November 2021, the FWP JCEOs were briefed on the now imminent announcement of an Independent Review of what happened to LGBT+ Veterans. The review will make recommendations to Parliament later in 2022 concerning reparations. FWP has had the opportunity to make recommendations regarding the Chair and will represent LGBT+ veterans at every stage of discussions. Throughout 2022 FWP will connect Veterans to the Independent Review helping ensure that their voices are heard and that the Chair hears of their lived experiences of the ban. The Veterans Foundations support to the roles of the JCEOs has helped enable this opportunity for ground-breaking change.

On 4th January 2022 the Government announced an extension of the range of offences relating to homosexuality which will be eligible for disregard or pardon, this follows a year long campaign by FWP.

In the period of this report FWP has taken a lost cause to the heart of Government and there is a real hope of recognition and recompense for LGBT+ veterans.

Research

With the support of NHS England and the Armed Forces Covenant Fund, in 2020 FWP established a research programme with Northumbria University. The programme aims to establish the impact of the ban upon LGBT+ veterans and it will carefully consider their life experiences and the resulting impact upon their health and wellbeing. The principal aim is to shape existing services and develop new services which can enable better health.

FWP employs a part-time research worker at Northumbria University (NU) and Caroline Paige and Craig Jones are visiting Scholars at the NU, where they published their first research paper in September 2021, which considered the lack of research in this important area of veterans health.

The research group will complete data collection for the qualitative phase in January 2022. This will be followed by a quantitative research phase in Q2 2022. It is intended that the research will provide evidence and analysis for the Governments Independent Review of LGBT+ Veterans.

The Impact of COVID-19

The COVID-19 pandemic served as a strategic shock for all charities and it has had a strong impact upon our veterans communities, particularly for those who are lonely and isolated. Many of our veterans have told us that being involved with FWP has brought them connection to a new family and helped them identify as veterans for the first time.

The pandemic had a balanced impact upon the development of FWP. It brought the efficiency of modern methods of meeting and enabled the JCEOs to meet a large number of senior leaders in a wide range of organisations, online in a short period of time. This has a strong impact upon our development and enabled a concentration of effort in our work to bring the impact of the ban to a wider consciousness. We were also able to host weekly online lectures, presentations, briefs and awareness events which reached thousands of people. Community awareness of the importance of the work of the charity has benefitted our fundraising and enable an accelerated pace of development.

FIGHTING WITH PRIDE

REPORT OF THE TRUSTEES (CONTINUED) FOR THE PERIOD 12TH JANUARY 2020 TO 31ST OCTOBER 2021

Fundraising

FWPs is a new charity and a great deal of our work remains unfunded. Nevertheless, the importance of our work has been widely recognised and supported by benevolent charities and strategic partners. The support of the Armed Forces Covenant Fund Trust has been of particular importance and they have funded our activity breaks, elements of our research programme and of our core costs. The Veterans Foundation have also offered support to FWP's core costs which has been extremely helpful.

In partnership with the Royal Air Force Benevolent Fund and the Royal Navy Royal Marines the Charity has supported the hire of FWP's first Community Support Worker. That role has made a huge difference to the community the charity serves.

NHS England support to FWP's research programme came early in the development of the charity and enabled us to get the programme going. As a result the charity will be well placed to influence the independent review within the lifetime of the review.

Veterans Scotland provided early support to enable Community Work in Scotland. The hire of a staff member was delayed while FWP awaited the outcome of an application for further resource from the Covenant Funds Veterans Places Pathways and People Programme.

In August 2021 the Covenant Fund announced its Veterans Places Pathways and People Programme. This was recognised as a unique opportunity for FWP and the JCEOs prioritised work to enable 10 applications against a tight deadline. In December 2021 FWP was informed that the charity had been successful in 9 of the applications. This funding will transform the pace of development of the charity and enable community and capacity building throughout the UK. A great deal remains unfunded however the Veteran People Places and Pathways Programme puts FWP in place 2 years of funding for the charities core needs and will enable development.

Public benefit

In setting out the charity's objectives and planning of activities the trustees have given careful consideration to the Charity Commission's general guidance and section 17(5) of the Charities Act 2011. The trustees are confident that the charity offers services of real and practical use to the local population and therefore complies with the responsibility placed on all charities under the Charities Act 2011 to demonstrate a public benefit.

FINANCIAL REVIEW

There are no comparative reporting figures as the Charity was formed in this financial period.

The trustees are pleased with the results of the initial reporting period. For the period ended 31st October 2021 the total income was £270,025 and total expenditure was £115,363.

Total funds carried forward at 31st October 2021 were £154,662, of which £152,750 were restricted and £1,912 were unrestricted.

The restricted income relates to the amount of project funding received in advance but not yet delivered.

Reserve policy

The trustees recognise that the level of unrestricted funds are low and that they aim to grow the amount of unrestricted funds in the future to a level which enables the charity to cover its overheads for a period of 6 months.

FIGHTING WITH PRIDE

REPORT OF THE TRUSTEES (CONTINUED) FOR THE PERIOD 12TH JANUARY 2020 TO 31ST OCTOBER 2021

STATEMENT OF TRUSTEES' RESPONSIBILITIES

The trustees are responsible for preparing the Trustees' Annual Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

The law applicable to charities in England and Wales requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources of the charity for that period. In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable accounting standards have been followed, subject to any departures disclosed and explained in the financial statements; and
- prepare the accounts on a going concern basis unless it is inappropriate to presume that the charity will continue in business.

The trustees are responsible for maintaining proper accounting records which disclose with reasonable accuracy at any time the financial position of the charity and to enable them to ensure that the accounts comply with the Charities Act 2011: the Charity (Accounts and Reports) Regulations 2008 and the provisions of the trust deed. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Charity requirements

This report has been prepared in accordance with requirements set down by the Charities SORP (FRS 102).

The report of the trustees was approved by order of the Board of Trustees on 12th January 2022 and signed on behalf of the board of trustees by:

Caroline Welsh

C J Welsh

Chair

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF FIGHTING WITH PRIDE

Independent examiner's report to the trustees of Fighting with Pride

I report to the trustees on my examination of the accounts of Fighting With Pride (the Charity) for the period ended 12th January 2020 to 31st October 2021.

Responsibilities and basis of report

As the charity trustees of the Charity 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 Charity's accounts carried out under section 145 of the Act and in carrying out my examination I have followed all applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

Independent examiner's statement

Since your charity's gross income exceeded £250,000 your examiner must be a member of a listed body. I can confirm that I am qualified to undertake the examination because I am a registered member of the Institute of Chartered Accountants in England and Wales, which is one of the listed bodies.

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

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

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

Ian Dugmore ACA
Institute of Chartered Accountants in England and Wales
Ainsworths Limited
Charter House
Stansfield Street
Nelson
Lancashire
BB9 9XY

Date: 12th January 2022

FIGHTING WITH PRIDE

STATEMENT OF FINANCIAL ACTIVITIES FOR THE PERIOD 12TH JANUARY 2020 TO 31ST OCTOBER 2021

	Notes	Unrestricted funds £	Restricted funds £	Period 12.01.20 to 31.10.21 Total funds £
INCOME FROM				
Donations and legacies	2	2,019	-	2,019
Charitable activities				
Veteran welfare	5	84	267,920	268,004
Investment income	4	2	-	2
Total		<u>2,105</u>	<u>267,920</u>	<u>270,025</u>
 Expenditure on:				
Charitable activities				
Veteran welfare	6	193	115,170	115,363
 NET INCOME		<u>1,912</u>	<u>152,750</u>	<u>154,662</u>
 RECONCILIATION OF FUNDS				
Total funds brought forward		-	-	-
 TOTAL FUNDS CARRIED FORWARD	13	<u>1,912</u>	<u>152,750</u>	<u>154,662</u>

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

All income and expenditure relate to continuing operations.

The notes form part of these financial statements

FIGHTING WITH PRIDE

BALANCE SHEET AS AT 31ST OCTOBER 2021

	Notes	Unrestricted funds £	Restricted funds £	31.10.21 Total funds £
CURRENT ASSETS				
Cash at bank and in hand		1,912	155,116	157,028
CREDITORS				
Amounts falling due within one year	12	-	(2,366)	(2,366)
NET CURRENT ASSETS		<u>1,912</u>	<u>152,750</u>	<u>154,662</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		1,912	152,750	154,662
NET ASSETS		<u>1,912</u>	<u>152,750</u>	<u>154,662</u>
FUNDS	13			
Unrestricted funds				1,912
Restricted funds				152,750
TOTAL FUNDS				<u>154,662</u>

These financial statements were approved by the Board of Trustees and authorised for issue on 12th January 2022 and were signed on its behalf by:

Caroline Welsh

C J Welsh
Chair

The notes form part of these financial statements

FIGHTING WITH PRIDE

NOTES TO THE FINANCIAL STATEMENTS FOR THE PERIOD 12TH JANUARY 2020 TO 31ST OCTOBER 2021

1. STATUTORY INFORMATION

Fighting with Pride is a Charitable Incorporated Organisation (CIO) registered with the Charity Commission in England & Wales. The charity's registered number and registered office address can be found on the Company Information page.

2. ACCOUNTING POLICIES

Basis of preparing the financial statements

The financial statements of the charity, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) '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 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Charities Act 2011. The financial statements have been prepared under the historical cost convention.

Fighting with Pride meets the definition of a public benefit entity under FRS 102.

Income

All incoming resources are included on the Statement of Financial Activities when the charity is legally entitled to the income and the amount can be quantified with reasonable accuracy.

Grants receivable, donations and income from charitable activities are accounted for when due. Income is deferred when it is received in advance of the period to which it relates.

Investment income is recognised on a receivable basis.

Expenditure

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required, and the amount of the obligation can be measured reliably. Expenditure is classified under charitable activities and their associated supports.

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 particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

Debtors

Short term debtors are measured at transaction price, less any impairment.

Creditors

Short term creditors are measured at transaction price.

FIGHTING WITH PRIDE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE PERIOD 12TH JANUARY 2020 TO 31ST OCTOBER 2021

3. DONATIONS AND LEGACIES

	Period 12.01.20 to 31.10.21 £
Donations	<u>1,769</u>

4. INVESTMENT INCOME

	Period 12.01.20 to 31.10.21 £
Interest receivable	<u>2</u>

5. INCOME FROM CHARITABLE ACTIVITIES

	Period 12.01.20 to 31.10.21 £
Grant income	267,920
Book sales	84
	<u>268,004</u>

Grants received, included in the above, are as follows:

	Period 12.01.20 to 31.10.21 £
Cabinet Office	50,000
National Health Service	39,500
Royal Air Forces Association	10,000
Solent NHS Trust	2,500
The Armed Forces Covenant Fund Trust	115,750
The Royal Navy and Royal Marines Charity	9,195
The Veterans' Foundation	20,000
Veterans Online	2,500
Veterans Scotland	7,500
Wrexham County Borough Council	1,000
Yorkshire and Humberside Prison and Probation Service	9,975
	<u>267,920</u>

FIGHTING WITH PRIDE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE PERIOD 12TH JANUARY 2020 TO 31ST OCTOBER 2021

6. CHARITABLE ACTIVITIES COSTS

	Direct costs (see note 7) £	Support costs (see note 8) £	Totals £
Veteran welfare	<u>76,677</u>	<u>38,686</u>	<u>115,363</u>

7. DIRECT COSTS OF CHARITABLE ACTIVITIES

	Period 12.01.20 to 31.10.21 £
Wages	8,816
Social security	-
Pensions	-
Consultancy fees	7,866
Project costs	19,693
Book publishing costs	2,108
Media relations	14,600
Website development costs	18,153
Donations awarded	300
Travelling costs	5,141
	<u>76,677</u>

8. SUPPORT COSTS

	Period 12.01.20 to 31.10.21 £
Wages	29,395
Social security	-
Pensions	220
Insurance	291
Postage and stationery	353
Computer costs	2,098
Sundries	708
Training	914
Legal and professional fees	4,077
Accountancy fees	630
	<u>38,686</u>

FIGHTING WITH PRIDE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE PERIOD 12TH JANUARY 2020 TO 31ST OCTOBER 2021

9. NET INCOME/(EXPENDITURE)

Net income/(expenditure) is stated after charging/(crediting):

	Period 12.01.20 to 31.10.21 £
Independent examination fee	500
Accountancy, bookkeeping and payroll fees paid to independent examiner	<u>130</u>

10. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the period ended 31st October 2021.

Trustees' expenses

There were no trustees' expenses paid for the period ended 31st October 2021.

11. STAFF COSTS

	Period 12.01.20 to 31.10.21 £
Wages and salaries	38,211
Social security costs	-
Other pensions costs	220
	<u>38,431</u>

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

	31.10.21
Veteran welfare	1
Management and Administration	<u>1</u>
	<u>2</u>

No employees received emoluments in excess of £60,000.

Total employee benefits paid to the charity's key management personnel for the period ended 31st October 2021 was £29,615.

12. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	31.10.21 £
Social security and other taxes	1,779
Other creditors	587
	<u>2,366</u>

FIGHTING WITH PRIDE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE PERIOD 12TH JANUARY 2020 TO 31ST OCTOBER 2021

13. MOVEMENT IN FUNDS

	At 01.03.20	Net movements in funds	At 31.10.21
	£	£	£
Unrestricted			
General fund	-	1,912	1,912
Restricted funds			
COVID-19 Core Costs Support	-	45,000	45,000
FWP Core Costs Support	-	14,250	14,250
FWP Research Programme	-	15,000	15,000
Journey Home Project	-	6,000	6,000
Regional Capacity Building Sussex	-	8,000	8,000
Royal Air Forces Association	-	8,000	8,000
Support Worker Capacity Building	-	7,000	7,000
Tackling Loneliness	-	49,500	49,500
	-	152,750	152,750

TOTAL FUNDS

-	154,662	154,662
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Net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted			
General fund	2,105	193	1,912
Restricted funds			
COVID-19 Core Costs Support	47,500	2,500	45,000
FWP Core Costs Support	20,000	5,750	14,250
FWP Research Programme	39,500	24,500	15,000
FWP Start up	2,500	2,500	-
Journey Home Project	7,500	1,500	6,000
Rapid Capacity Building	50,000	50,000	-
Regional Capacity Building Sussex	9,975	1,975	8,000
Royal Air Forces Association	10,000	2,000	8,000
Snowdonia 2 Photography	1,000	1,000	-
Support Worker Capacity Building	9,195	2,195	7,000
Tackling Loneliness	68,250	18,750	49,500
Veterans Online	2,500	2,500	-
	267,920	115,170	152,750
	270,025	115,363	154,662

FIGHTING WITH PRIDE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE PERIOD 12TH JANUARY 2020 TO 31ST OCTOBER 2021

14. RELATED PARTY DISCLOSURES

There were no related party transactions for the period ended 31st October 2021