

**REPORT OF THE TRUSTEES AND
UNAUDITED FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31ST DECEMBER 2023
FOR**

**FIGHTING WITH PRIDE
(A CHARITABLE INCORPORATED ORGANISATION)**



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

FIGHTING WITH PRIDE

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FIGHTING WITH PRIDE

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31ST DECEMBER 2023

The trustees present their report with the financial statements of the charity for the year ended 31st December 2023. 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

Fighting With Pride
PO Box 1421
Lincoln
LN5 5YR

Trustees and key management personnel

The trustees who served during the year were as follows:

G P Lyster-Todd
A K Brown OBE
C A Jones MBE
R P Woods (resigned 12 July 2024)
S Veillard-Thomas
S R Seal (appointed 4 July 2023)
E Dunleavy-Harris (appointed 4 July 2023)
K L Holvey-Williams (appointed 4 July 2023)
L I Barr-Jones (appointed 4 July 2023)
R E Price (appointed 4 July 2023)
A J Hartle FRCA FFICM (appointed 4 July 2023)

Appointment of trustees who were appointed after the year end:

E H L Hall (appointed 24th April 2024 as trustee & the Chair of Trustees)

Key management personnel

C Jones MBE	-	Executive Chair (resigned 24 April 2024)
C R Paige	-	CEO

Patron

Lieutenant General Sir A Gregory KCB CB DL

Independent Examiner

Mel Henry FCCA
Ainsworths Limited
Charter House
Stansfield Street
Nelson
Lancashire
BB9 9XY

Bankers

NatWest Bank PLC
96 Terminus Rd
Brighton
Eastbourne
BN21 3LX

FIGHTING WITH PRIDE

REPORT OF THE TRUSTEES (CONTINUED) FOR THE YEAR ENDED 31ST DECEMBER 2023

STRUCTURE, GOVERNANCE AND MANAGEMENT

Organisational status

Fighting With Pride 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 the first annual recruitment round took place early summer 2023. A charity trustee who has served for three consecutive terms may not be reappointed for a fourth consecutive term but may be reappointed after an interval of at least one year. 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 organisation.

Where 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 5th January 2023, 17th May 2023, and 10th October 2023.

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 YEAR ENDED 31ST DECEMBER 2023

Our Mission Statement

FWP will be a beacon for LGBT+ veterans, serving personnel and their families and those removed from the Armed Forces because they were perceived to be LGBT+, 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.

Our 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.
- We will work hard to change the future for LGBT+ veterans. 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 many partner organisations across the UK in many different ways, and we thank each of them for their invaluable support:

NHS England (Founding Partner)

Stonewall (Founding Partner)

SSAFA, The Armed Forces Charity (Founding Partner)

Royal British Legion (Founding Partner)

FIGHTING WITH PRIDE

REPORT OF THE TRUSTEES (CONTINUED) FOR THE YEAR ENDED 31ST DECEMBER 2023

Delivery Partners (Continued)

Other Partners (alphabetical order):

Adferiad Recovery	Office of the Norther Ireland Veterans' Commissioner
Age UK	Office of the Scottish Veterans' Commissioner
Age Scotland	Office of the Welsh Veterans' Commissioner
Anglia Ruskin University	Opening Doors London
Armed Forces Covenant Fund Trust	Phoenix Arts Club
<u>Army Benevolent Fund</u>	Poppy Factory
Army Families Federation	Poppy Scotland
Audio Content Fund	Portsmouth Military Mental Health Alliance
Beyond the Battlefield	Regular Forces Employment Agency (Forces Employment Charity)
Blind Veterans UK	Royal Air Force
Bridge For Heroes	Royal Air Force Association
Broughton House	Royal Air Force Benevolent Fund
British Army	Royal Air Force Families Federation
Cabinet Office for Veterans Affairs	Royal Navy
Care after Combat	Royal Navy Association
Combat Stress	Royal Navy Benevolent Trust
Company of Makers	Royal Navy Families Federation
Confederation of Service Charities	Royal Navy Royal Marines Charity
Covenant Fund Wales	SSAFA Wales
Defence Medical Welfare Services	Scotties Little Soldiers
Defence Relationship Management	Scottish Veterans Fund
Fares4Free	Scottish Veterans Welfare Alliance
Forces Employment Charity	Seafarers UK
Forces in Mind Trust	Small Charities Coalition
Forces Wellbeing Collective	Solent NHS Foundation Trust
Greenwich Hospital	Sporting Force
Help For Heroes	Sussex NHS CCG
HMP Parc	Tesco
Invictus Games Foundation	Tom Harrison House
Kings College London	Unforgotten Forces
Legion Scotland	VC Gallery
LGBT Consortium	Veterans' Mental Health and Wellbeing Service London
LGBT Foundation	Veterans First Point (Lothian, and Lanarkshire)
Ministry of Defence	Veterans Foundation
Mission Motorsport	Veterans Outreach Support
National Council Voluntary Organisations	Veterans Scotland
NHS Op Courage	Walking with the Wounded
NHS Lothian	Woodys Lodge
NHS Wales	Women's Royal Army Corps Association
Northern Ireland Veterans Support Office	Yorkshire and Humberside Prison and Probation Service
Northumbria University	

Achievements Against the Strategic Plan

Fighting With Pride continues to work towards four aims:

Campaign and Policy (*Changing Policy and Practise*). FWP's evidence to the Armed Forces Select Committee on the Armed Forces Bill 2021, instigated the LGBT Veterans Independent Review, chaired by The Rt. Hon Lord Etherton Kt, KC, PC, which reported to Government in July 2023. This review and its report has made the most significant difference imaginable to the future of LGBT+ veterans, serving personnel and their families, as well as to the benefit of the defence charity sector, statutory and non-statutory services and in the consideration of the experiences and support needs of other minority military communities. FWP has identified areas that still need to be progressed and continues to campaign until all the report's recommendations are in place.

Community Building. (*Building Veterans Confidence*). FWP has connected with countless hundreds of LGBT+ veterans through determined outreach to raise awareness, end isolation, build community and provide direct support. We have created opportunities to meet and restore pride in their service and in self, including in online Town Halls, and through in-person events, Funded by the Armed Forces Covenant Fund Trust's Veterans Places, Pathways and People Programme, through regional portfolios, FWP's team of 8 Veterans Community Workers work across the UK at a regional and local level to locate, reach, connect, advise, support and build confidence in LGBT+ veterans and families.

Capacity Building (*Creating Welcoming Support*). FWP's team of Veterans Community Workers also work with a wide variety of organisations and offices at a local, regional and national level to raise awareness of the ban and its impacts, to help them better understand, include, advise and support LGBT+ Veterans, as well as by referring veterans to them to join their activities, events or support services, and receiving referrals from them too. They work with large to small, national, regional and local organisations, including veterans, LGBT+ and older citizen charities, NHS mental health services and trusts, local government offices, corporations, businesses, sports and social clubs, and more.

Research and Archive. (*Evidencing Change and Recording the History*). By being evidence led, FWP enables organisations to deliver interventions that move veterans, serving personnel and families on in their lives, to better health, wellbeing, housing and financial circumstances, and in ensuring their experiences are heard, acknowledged and recorded. Our ground-breaking research paper, *Lost and Found: The LGBT+ Veteran Community and the Impacts of the Gay Ban*, begun in 2021 in partnership with Northumbria University's Northern Hub of Veterans and Military Families Research, was published on 8th June 2023 and has since been inspiring additional research on LGBT+ military service, the ban and its impacts.

At a Board meeting in January, Trustees Patrick Lyster-Todd and Roly Woods were extended for a second term in post. In May 2023, 6 additional trustees joined the Board bringing a wealth of corporate leadership skills and expertise including in healthcare, finance and digital communications (Andrew Hartle, Emma Dunleavy-Harris, Kate Green, Leona Barr-Jones, Rachel Price, Steve Seal).

In January 2023, FWP launched its Pride in Veterans Standard (PiVS) in Scotland, Wales and England, with the launch in Northern Ireland taking place in July. The Pride in Veterans Standard is an initiative to provide online resources and the support of a PiVS Manager, affording organisations the opportunity to raise their awareness of the challenges facing LGBT+ veterans, to build better services and demonstrate their commitment in providing a welcome and inclusive space for LGBT+ veterans, serving personnel and families. PiVS also enables organisations to better support their own LGBT+ staff, volunteers and customers, whether veterans, reservists, serving personnel or civilian. PiVS signposts the LGBT+ military community to inclusive organisations and helps those organisations see others who may have specialist information, skills or experience to support them and provide referral pathways. Within its first 11 months, over 125 organisations had signed to adopt the Standard, including statutory, third-sector and private sector service providers. A full list can be found on the FWP website.

In June 2023, FWP's 2-year research programme, led by our research partner Northumbria University's Northern Hub for Veterans and Military Families Research published its final report, *Lost and Found: The LGBT+ Veterans Community and the Impacts of the Gay Ban*. This hard-hitting report was the first research in the UK to look at the wider impacts of the ban on LGBT+ service personnel of the ban era and the consequences on their lives afterwards. It included the experiences of over 100 LGBT+ veterans and revealed shocking statistics and experiences regarding the numbers suffering the impacts of isolation, being shamed, poor mental health and wellbeing, financial insecurity, loss of housing and difficult employment pathways. The report can be accessed on the Northumbria University website and through the FWP website.

FIGHTING WITH PRIDE

REPORT OF THE TRUSTEES (CONTINUED) FOR THE YEAR ENDED 31ST DECEMBER 2023

Achievements Against the Strategic Plan (Continued)

FWP continued its support to Lord Etherton's LGBT Veterans Independent Review and was instrumental in raising community and public awareness of the Call for Evidence and in encouraging and supporting veterans to provide their testimony. The Review received 1128 testimonies, including from over 660 LGBT+ veterans, as well as 415 non-LGBT+ veterans including senior commanders, administrators and policy makers, military police and law professionals, medical professionals, and 47 from families, support organisations and academics.

FWP attended the launch of the Review's Final Report with 12 LGBT+ ban era veterans, in the Houses of Parliament and Cabinet Office on 19th July 2023, where the PM Rishi Sunak made an apology on behalf of the Nation saying "The ban on LGBT people serving in our military until the year 2000 was an appalling failure of the British state – decades behind the law of this land. As today's report makes clear, in that period many endured the most horrific sexual abuse and violence, homophobic bullying and harassment while bravely serving this country. Today, on behalf of the British state, I apologise, and I hope all those affected will be able to feel part of the proud veteran community that has done so much to keep our country safe."

The Review's Final Report made 49 Recommendations for Reparations, including the apology from the PM on behalf of the Nation. It also recommended measures to restore service identity, pride and connection to the military family, clarification of pension status, return of medals, pardons and disregards of repealed offences, recommendations and suggestions for organisations including the NHS in better understanding and supporting the additional physical and mental health and wellbeing challenges and needs of the community, the same for housing and employment, the recording, archiving and exhibition of historical accounts, provision of a national Armed Forces LGBT Community memorial, and financial reparations for veterans who suffered the impacts and consequences of the ban and its hostile enforcement.

FWP advised MOD on elements of Reparations details and delivery preparation and raised awareness amongst Government ministers and parliamentarians of the missing Financial Reparations Scheme and the unacceptable cap imposed on its yet to be proposed scheme. It quickly became necessary for FWP to step up its campaign which successfully brought the Government's Response to Parliament on 13th December 2023, where it was challenged to be debated, as had been promised in Parliament on 19th July, and a longer campaign endures to challenge proposed restrictions and the unacceptable delay in announcing Financial Reparations.

Publicity that FWP created around Lord Etherton's Report and the 49 Reparations recommendations accepted by Government, was used to help in finding and reaching more isolated and lonely veterans and raising public awareness of the impacts of the ban. Our news campaign outlets included Newsnight, The Today Programme, BBC Breakfast, BBC News, Sky News, GB News Michael Portillo Show, ITV News, ITV Tyne Tees, BFBS, BBC Look North and BBC Politics North. Radio interviews included Radio 4, Five Live, LBC (including Heart and Magic), Times Radio and a wide dispersal of local BBC radio stations. Newspaper reporting included articles in the Mirror, Sunday Mirror, The Times, Telegraph, The i, i-news, and the Big Issue. Reach was in the tens of millions with thanks to many but especially the veterans who participated and our media team (media consultant Philippa Budgen, FWP's Comms Manager Alice Farrow and the BBC LGBT and Identity team of Josh Parry and Lauren Moss).

FWP also supported and took part in Dragonfly TV Production's BAFTA Best Specialist Factual nominated Documentary 'Forced Out', a documentary revealing the stories of veterans forced from military service because of their sexuality or perceived sexuality, and the campaign that led to the ECHR ruling that the gay ban was illegal, leading to the lifting of the ban in the UK Armed Forces, on 12th January 2000.

In March of 2023, FWP was awarded the Bronze Award in the Armed Forces Covenant Employer Recognition Scheme, and by July had received the Silver Award. Gold is our target and we anticipate reaching this standard within the year ahead. Incredible progress for a small and new charity and demonstrating the value of FWP's work, commitment to the Armed Forces Covenant and values.

Support of LGBT+ veterans, serving personnel and families, grew significantly throughout the year, with surge growth following the big news articles. The surge in numbers connecting with FWP is expected to extend into 2024 following the Reparations application gateway only opening on 13th December and still only slowly becoming known. Meanwhile FWP's

regional Veterans Community Workers (VCWs) have been very busy finding, connecting and supporting veterans across the UK, and some abroad too. Each VCW is currently supporting an average of 37 veterans directly, and many more indirectly, where veterans are referred or supported closely by partner organisations or remain connected for general awareness of community activities, actions, news and information. The VCWs work in collaboration with support services and partner organisations, delivered through the AFCFTs Veterans Places, Pathways and People regional portfolio programmes has raised awareness across military and civilian charities and organisations, including those providing statutory services, throughout the UK. Over 600 veterans have signed to receive FWP's monthly Newsletter, with over 1200 followers on social media, and over 100 attending our monthly online Town Halls. Veterans events connecting them back to the military family included 30 LGBT+ veterans marching in the National Service of Remembrance parade at the Cenotaph and 34 attending the Festival of Remembrance in the Royal Albert Hall, and 28 FWP veterans marching as part of the Defence Community in London Pride. In March 2023, FWP took 34 veterans on a WW1 Battlefield tour to France and Belgium, supported by OVA AFCFT funding. The veterans were able to honour the fallen of that war and of others since, as former service people paying their respects. The impact on veterans who had long been isolated and invisible to the military community, participating in such typical veteran activities has proven significant in building positive mental health and wellbeing outlooks. It was wonderful to see how quickly pride, confidence, trust, and hope developed. They finally got to believe in themselves as veterans, often for the first time ever, and realise they should be proud of their service, having previously been made to feel nothing but shame.

As well as Pride in London, FWP marched with a banner and/or provided a stall to raise awareness at Pride events throughout the country, including Belfast, Birmingham, Brighton, Cardiff, Durham, Glasgow, Leeds, Liverpool, Malvern, Manchester, Newcastle, Newport, Oban, Portsmouth, Swansea, and many others. These opportunities are really important in drawing the attention of LGBT+ veterans who don't, won't or can't connect with military associated events or organisations, to seeing the existence of a lived-experience charity that they can consider reaching out to for help, connection, information or advice. Raising awareness within signatory organisations pledged to uphold the Armed Forces Covenant is also very important, and amongst key conferences, seminars and webinars that the Executive presented at during the year, were the inaugural Armed Forces Day Community Conference held in Falmouth, the Armed Forces Covenant Community Conference in Newcastle, the Hugh James Summer Military Conference, a Scottish Government event in Edinburgh and in workshops at the Wales Cymru Armed Forces Community Conference in Cardiff.

Many of the veterans the FWP team supports have endured traumatic experiences and FWPs Veterans Community Workers receive Mental Health First Aid training and in Suicide Awareness, and the Executive contributed to research workshops on suicide prevention and intervention, through Northumbria University's AFCFT funded 'One is Too Many' programme. Listening to so many terrible lived experiences has an impact on those who support them, so the NHS Op COURAGE Veterans' Mental Health and Wellbeing Service team at London St Pancras NHS agreed to provide mental health awareness training that led to provision of Reflective Practice sessions with clinical psychologists for the benefit of supporting team member welfare too.

Due to the remarkable success made by FWP in its strategic achievements for 2023, the Strategic Plan was reviewed for 2024-2026, to identify and build on the successes and lessons learned, and to shape future needs and goals. The VPPP Programme drew to an official close in December 2023 and 2024 would present new challenges and new opportunities to continue our work. Our 4 Aims remain as being key to this, Community Building, Capacity Building, Campaign and Policy, and Research and Archive.

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

Comparative reporting figures are provided from YE 30th October 2022. The Charity was formed in the previous financial period.

The trustees are pleased with the results of the initial reporting period. For the period ended 31st December 2023 the total income was £676,841 and total expenditure was £664,486.

FIGHTING WITH PRIDE

REPORT OF THE TRUSTEES (CONTINUED) FOR THE YEAR ENDED 31ST DECEMBER 2023

Total funds carried forward at 31st December 2023 were £318,587, of which £207,500 were restricted and £111,087 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.

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:

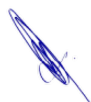
- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable accounting standards have been followed, subject to any departures disclosed 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 23 October 2024 and signed on behalf of the board of trustees by:



.....
E Hall
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 year ended 31st December 2023.

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.

Mel Henry FCCA
Institute of Chartered Accountants in England and Wales
Ainsworths Limited
Charter House
Stansfield Street
Nelson
Lancashire
BB9 9XY

Date: 23rd October 2024

FIGHTING WITH PRIDE**STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31ST DECEMBER 2023**

	Notes	Unrestricted funds £	Restricted funds £	31.12.23 Total funds £	31.10.22 Total funds £
INCOME FROM					
Donations and legacies	3	41,150	-	41,150	14,744
Charitable activities					
Veteran welfare	5	133,586	502,105	635,691	517,124
Investment income	4	-	-	-	-
Total		<u>174,736</u>	<u>502,105</u>	<u>676,841</u>	<u>531,868</u>
EXPENDITURE ON					
Charitable activities					
Veteran welfare	6	174,745	489,741	664,486	380,298
NET INCOME		<u>(9)</u>	<u>12,364</u>	<u>12,355</u>	<u>151,570</u>
RECONCILIATION OF FUNDS					
Total funds brought forward		111,096	195,136	306,232	154,662
TOTAL FUNDS CARRIED FORWARD	17	<u>111,087</u>	<u>207,500</u>	<u>318,587</u>	<u>306,232</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 DECEMBER 2023

	Notes	Unrestricted funds £	Restricted funds £	31.12.23 Total funds £	31.10.22 Total funds £
FIXED ASSETS					
Tangible assets	14	2,292	-	2,292	2,477
CURRENT ASSETS					
Debtors	15	598	-	598	1,253
Cash at bank and in hand		112,369	207,500	319,869	304,318
CREDITORS					
Amounts falling due within one year	16	(4,172)	-	(4,172)	(1,816)
NET CURRENT ASSETS		<u>111,087</u>	<u>207,500</u>	<u>318,587</u>	<u>303,755</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		111,087	207,500	318,587	306,232
NET ASSETS		<u>111,087</u>	<u>207,500</u>	<u>318,587</u>	<u>306,232</u>
FUNDS	17				
Unrestricted funds				111,087	111,096
Restricted funds				207,500	195,136
TOTAL FUNDS				<u>318,587</u>	<u>306,232</u>

These financial statements were approved by the Board of Trustees and authorised for issue on 23rd October 2024 and were signed on its behalf by:



.....
E Hall
Chair

The notes form part of these financial statements

FIGHTING WITH PRIDE

CASH FLOW STATEMENT FOR THE YEAR ENDED 31ST DECEMBER 2023

	Notes	31.12.23 £	31.10.22 £
Cash flows from charitable activities			
Cash generated from activities	1	<u>16,526</u>	<u>150,065</u>
Net cash from charitable activities		<u>16,526</u>	<u>150,065</u>
 Cash flows from investing activities			
Purchase of tangible fixed assets		(975)	(2,775)
Interest received		<u>-</u>	<u>-</u>
Net cash from investing activities		<u>(975)</u>	<u>(2,775)</u>
 Increase/(decrease) in cash and cash equivalents		<u>15,551</u>	<u>147,290</u>
 Cash and cash equivalents at beginning of year	2	<u>304,318</u>	<u>157,028</u>
Cash and cash equivalents at end of year	2	<u><u>319,869</u></u>	<u><u>304,318</u></u>

The notes form part of these financial statements

FIGHTING WITH PRIDE

CASH FLOW STATEMENT FOR THE YEAR ENDED 31ST DECEMBER 2023

1. RECONCILIATION OF DEFICIT TO CASH GENERATED FROM ACTIVITIES

	31.12.23	31.10.22
	£	£
Surplus for the year	12,355	151,570
Depreciation charges	1,160	298
Finance income	-	-
	<u>13,515</u>	<u>151,868</u>
(Increase)/decrease in trade and other debtors	655	(1,253)
Increase/(decrease) in trade and other creditors	2,356	(550)
	<u>16,526</u>	<u>150,065</u>
Cash generated from charitable activities	<u><u>16,526</u></u>	<u><u>150,065</u></u>

2. CASH AND CASH EQUIVALENTS

The amounts disclosed on the Cash Flow Statement in respect of cash and cash equivalents are in respect of these Balance Sheet amounts:

Year ended 31st December 2023

	31.12.23	31.10.22
	£	£
Cash and cash equivalents	<u>319,869</u>	<u>304,318</u>

Period ended 31st October 2022

	31.10.22	31.10.21
	£	£
Cash and cash equivalents	<u>304,318</u>	<u>157,028</u>

The notes form part of these financial statements

FIGHTING WITH PRIDE

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31ST DECEMBER 2023

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 within the trustees report.

2. ACCOUNTING POLICIES

Tangible fixed assets and depreciation

Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life or, if held under a finance lease, over the lease term, whichever is the shorter.

Computer Equipment - 33% Straight Line

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.

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 YEAR ENDED 31ST DECEMBER 2023

3. DONATIONS AND LEGACIES

	31.12.23	31.10.22
	£	£
Donations	<u>41,150</u>	<u>14,744</u>

4. INVESTMENT INCOME

	31.12.23	31.10.22
	£	£
Interest receivable	<u>-</u>	<u>-</u>

5. INCOME FROM CHARITABLE ACTIVITIES

		31.12.23	31.10.22
		£	£
Grant income	Veteran welfare	633,021	517,084
Other income	Veteran welfare	2,670	-
Book sales	Veteran welfare	-	40
		<u>635,691</u>	<u>517,124</u>

6. CHARITABLE ACTIVITIES COSTS

	Direct costs (see note 7)	Support costs (see note 8)	31.12.23 Totals	31.10.22 Total
	£	£	£	£
Veteran welfare	<u>474,585</u>	<u>189,901</u>	<u>664,486</u>	<u>380,298</u>

FIGHTING WITH PRIDE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31ST DECEMBER 2023

7. DIRECT COSTS OF CHARITABLE ACTIVITIES

	31.12.23	31.10.22
	£	£
Wages	319,379	131,243
Social security	26,139	10,083
Pensions	6,711	2,509
Consultancy fees	-	5,332
Project costs	30,238	16,098
Book publishing costs	65	300
Media relations	11,094	4,685
Website development costs	1,462	1,388
Donations awarded	6,738	8,014
Travelling costs	72,759	28,694
	<u>474,585</u>	<u>208,346</u>

8. SUPPORT COSTS

	31.12.23	31.10.22
	£	£
Wages	126,788	105,306
Social security	12,068	9,247
Pensions	3,082	2,642
Bank charges	418	-
Insurance	2,295	1,823
Postage and stationery	873	928
Computer costs	6,902	11,962
Sundry expenses	808	5,858
Facility costs	5,272	-
Equipment hire	158	-
Telephone	874	46
Training	866	2,262
Legal and professional fees	25,397	28,853
Depreciation	1,160	298
Accountancy fees	2,940	2,727
	<u>189,901</u>	<u>171,952</u>

FIGHTING WITH PRIDE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31ST DECEMBER 2023

9. NET INCOME/(EXPENDITURE)

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

	31.12.23	31.10.22
	£	£
Independent examination fee	550	500
Accountancy, bookkeeping and payroll fees paid to independent examiner	<u>1,970</u>	<u>130</u>

10. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the period ended 31st October 2022 or for the period ended 31st December 2023.

Trustees' expenses

There were no trustees' expenses paid for the period ended 31st October 2022. Board meetings were held online. Trustees' expenses paid for the period ended 31st December 2023 are included in travelling costs (Section 7). They amounted to £2471.42 for the period, this included travel and, where necessary, accommodation expenses for attending Board Meetings or in official support of a FWP event.

11. STAFF COSTS

	31.12.23	31.10.22
	£	£
Wages and salaries	446,167	236,549
Social security costs	38,207	19,330
Other pensions costs	9,793	5,151
	<u>494,167</u>	<u>261,030</u>

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

	31.12.23	31.10.22
Veteran welfare	10	5
Management and Administration	2	2
	<u>12</u>	<u>7</u>

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

FIGHTING WITH PRIDE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31ST DECEMBER 2023

12. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Notes	Unrestricted funds £	Restricted funds £	31.10.22 Total funds £	Period 12.01.20 to 31.10.21 Total funds £
INCOME FROM					
Donations and legacies	3	14,744	-	14,744	2,019
Charitable activities					
Veteran welfare	5	94,440	422,684	517,124	268,004
Investment income	4	-	-	-	2
Total		109,184	422,684	531,868	270,025
Expenditure on:					
Charitable activities					
Veteran welfare	6	-	380,298	380,298	115,363
NET INCOME		109,184	42,386	151,570	154,662
RECONCILIATION OF FUNDS					
Total funds brought forward		1,912	152,750	154,662	-
TOTAL FUNDS CARRIED FORWARD	15	111,096	195,136	306,232	154,662

FIGHTING WITH PRIDE**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31ST DECEMBER 2023****13. TANGIBLE FIXED ASSETS**

	Computer equipment £
Cost	
At 1 st November 2022	2,775
Additions	975
As at 31 st December 2023	<u>3,750</u>
Depreciation	
At 1 st November 2022	298
Charge for the year	1,160
At 31 st December 2023	<u>1,458</u>
Net book value	
At 31 st December 2023	<u>2,292</u>
At 31 st October 2022	<u>2,477</u>

14. DEBTORS

	31.12.23 £	31.10.22 £
Prepayments	598	1,253
	<u>598</u>	<u>1,253</u>

15. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	31.12.23 £	31.10.22 £
Social security and other taxes	-	-
Other creditors	4,172	1,816
	<u>4,172</u>	<u>1,816</u>

FIGHTING WITH PRIDE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) **FOR THE YEAR ENDED 31ST DECEMBER 2023**

16. MOVEMENT IN FUNDS

	At 01.11.22	Net movements in funds	At 31.12.23
	£	£	£
Unrestricted			
General fund	<u>111,096</u>	<u>(9)</u>	<u>111,087</u>
Restricted funds			
Community Surge Funding	-	1,000	1,000
Force For Change	-	8,000	8,000
Funding for Travel Expenses for Veterans	-	6,000	6,000
FWP Research Programme	24,250	(24,250)	-
Journey Home Project	54,195	(54,195)	-
Pride in Veterans Standard	-	20,000	20,000
Research Project	-	4,000	4,000
Royal Air Forces Association	2,000	(2,000)	-
Tackling Loneliness	19,721	(19,721)	-
Veterans Financial Advice Service	-	-	-
Veterans People, Places and Pathways	94,970	73,530	168,500
	<u>195,136</u>	<u>12,364</u>	<u>207,500</u>
TOTAL FUNDS	<u><u>306,232</u></u>	<u><u>12,355</u></u>	<u><u>318,587</u></u>

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

	Incoming resources	Resources expended	Movement in funds
	£	£	£
Unrestricted			
General fund	<u>174,736</u>	<u>174,745</u>	<u>(9)</u>
Restricted funds			
Community Surge Funding	17,500	16,500	1,000
Force For Change	11,696	3,696	8,000
Funding for Travel Expenses for Veterans	7,500	1,500	6,000
FWP Research Programme		24,250	(24,250)
Journey Home Project	26,250	80,445	(54,195)
Pride in Veterans Standard	37,661	17,661	20,000
Research Project	32,000	28,000	4,000
Royal Air Forces Association	-	2,000	(2,000)
Tackling Loneliness	-	19,721	(19,721)
Veterans Financial Advice Service	5,856	5,856	-
Veterans People, Places and Pathways	363,642	290,112	73,530
	<u>502,105</u>	<u>489,741</u>	<u>12,364</u>
	<u><u>676,841</u></u>	<u><u>664,486</u></u>	<u><u>12,355</u></u>

FIGHTING WITH PRIDE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31ST DECEMBER 2023

17. MOVEMENT IN FUNDS (CONTINUED)

18. RELATED PARTY DISCLOSURES

There were no related party transactions for the year ended 31st December 2023 or the period ended 31st October 2022.