



DEAF RAINBOW UK

Deaf Rainbow UK
Annual Report April 2023 to March 2024

Charity Annual Report Template

1. Charity Information

- **Charity Name:** Deaf Rainbow UK
- **Charity Registration Number:**
- **Financial Year:** April 2023 to March 2024
- **Address:** 35 Albany Road, London, W13 8PQ, UK
- **Website:** www.deafrainbowuk.org.uk

2. Trustees' Names:

Paul Welton
Michelle Goodwin
Tammy Broskom
Arran Masterman
Christopher Coles

- **Governing Document:** Constitution

3. Objectives and Activities

Charitable Purpose:

The group was set up to support the Deaf LGBTIQ+ community through **Informing**, **Representing** and **Supporting**.

Public Benefit Statement:

Deaf Rainbow UK is a charity dedicated to promoting equality and diversity for the public benefit, specifically focusing on Deaf individuals who identify as LGBTIQ+. Their public benefit objectives, as outlined in their governing document, include:
Eliminating Discrimination:

- Working towards the elimination of discrimination against Deaf LGBTIQ+ individuals on various grounds, including race, gender, disability, sexual orientation, or religion.
- Advancing Education and Raising Awareness: Promoting education and increasing awareness about equality and diversity issues affecting the Deaf LGBTIQ+ community.
- Fostering Understanding: Encouraging activities that promote understanding between LGBTIQ+ organizations and the specific needs of Deaf LGBTIQ+ individuals.
- Providing Support and Representation: Representing, informing, and supporting Deaf individuals who are LGBTIQ+, recognizing them as a marginalized group within a minority.



DEAF RAINBOW UK

- Cultivating a Sentiment in Favor of Equality and Diversity: Encouraging a positive attitude towards equality and diversity within society.

Through these initiatives, Deaf Rainbow UK aims to create a more inclusive and supportive environment for Deaf LGBTIQ+ individuals, thereby benefiting the broader public by promoting social cohesion and understanding.

Key Activities:

Achievements and Performance

Summary of Key Achievements:

Deaf Rainbow UK has made significant strides in supporting the Deaf LGBTIQ+ community during 2023 and 2024. Notable achievements include:

1. **Annual General Meeting (AGM) Report 2023:** The organization released its AGM report for 2023, detailing its activities and progress. The report is accessible through their Instagram profile.
2. **Collaboration with UCL's Deafness Cognition and Language Research Centre (DCAL):** Deaf Rainbow UK partnered with DCAL to identify and develop British Sign Language (BSL) signs for over 80 LGBTIQ+ terms. This initiative involved focus groups and aims to enhance communication within the Deaf LGBTIQ+ community.
3. **Advocacy for Inclusive BSL Vocabulary:** The organization has been instrumental in promoting the recognition and inclusion of LGBTIQ+ terminology in BSL, reflecting the diverse identities within the community.
Deaf Rainbow UK's commitment to fostering inclusivity and representation for Deaf LGBTIQ+ individuals.
4. **Workshops and presentation delivery:** This has been successful with delivering presentations about LGBTIQ+ and Deaf community all over UK, as well in local deaf clubs, community centres.
5. **Receiving requests and partnerships:** We regularly receive different requests from local deaf community on themselves coming out, or request support in where we signpost them to appropriate services. Professionals also reach out to us for partnership opportunities, filming work, monitoring.

Challenges Faced and Solutions:

Deaf Rainbow UK has encountered several challenges:

1. **Event Cancellations:** In March 2024, the organization announced the cancellation of the Deafab 2024 event scheduled for June in Brighton. This decision was primarily due to the unavailability of volunteer staff, highlighting challenges in volunteer recruitment and retention.
2. **Volunteer-Driven Operations:** A volunteer-led organization, Deaf Rainbow UK relies heavily on the dedication and availability of its volunteers. This structure can present challenges in maintaining consistent operations and delivering services, especially when volunteer availability fluctuates.
3. **Resource Development:** The organization has been actively involved in developing resources, such as collaborating on LGBTIQ+ topics in British Sign Language (BSL). While these initiatives are beneficial, they require significant time and effort from volunteers, which can be challenging to sustain. Despite these challenges, Deaf Rainbow UK continues to make significant contributions to the Deaf LGBTIQ+ community through its dedication and resourcefulness.



4. Financial Review

Total Income: £1,625.41

Total Expenditure: £11,526.95

Reserves Policy: This policy needs to be developed ready for 2024 to 2025 financial year.

Financial Risk Management: Decline in income pose a risk to the organisation, we are recognizing this risk and making plans to address this in new financial year.

5. Governance and Compliance

Trustee Responsibilities:

The trustees of Deaf Rainbow UK, our responsibilities align with the general legal duties of charity trustees in England and Wales. These duties are designed to ensure that charities operate effectively, lawfully, and in the best interests of their beneficiaries. Key responsibilities include:

1. **Ensure the charity is carrying out its purposes for the public benefit:** trustees must ensure that all activities align with the charity's objectives as stated in its governing document and that these activities benefit the public.
2. **Comply with the charity's governing document and the law:** Trustees are responsible for adhering to the rules set out in the charity's governing document and ensuring compliance with all applicable laws and regulations.
3. **Act in the charity's best interests:** decisions should be made solely to further the charity's purposes, avoiding conflicts of interest and ensuring that personal interests do not influence decisions.
4. **Manage the charity's resources responsibly:** trustees must ensure that the charity's assets are used wisely, safeguarding them and ensuring that funds are not misused.
5. **Act with reasonable care and skill:** trustees should take appropriate care in their role, using their skills and experience to make informed decisions.
6. **Ensure the charity is accountable:** trustees must be able to demonstrate that the charity is compliant with legal and regulatory requirements, including submitting annual reports and financial statements to the Charity Commission or a comprehensive understanding of these duties, the Charity Commission's guidance titled "The essential trustee: what you need to know, what you need to do" is a valuable resource.

6. Plans for the Future

Goals for the Next Year:

Deaf Rainbow UK Goals for 2025

As we move into the next year, Deaf Rainbow UK is committed to strengthening our support for the Deaf LGBTQ+ community by expanding our initiatives and ensuring the long-term sustainability of our organisation. Our key goals for 2025 include:

1. Increasing Social Gatherings – We aim to create more opportunities for our community to connect by organising regular social events across the UK, fostering inclusivity, and providing safe spaces for Deaf LGBTQ+ individuals.
- 2.



DEAF RAINBOW UK

3. Expanding Workshops and Awareness Campaigns – Through educational workshops and awareness campaigns, we will continue to empower our community, promote visibility, and address key issues affecting Deaf LGBTQ+ individuals.
4. Growing Our Team – To enhance our impact, we will actively work towards increasing the number of trustees and volunteers within Deaf Rainbow UK, ensuring a diverse and dedicated team that reflects our community.
5. Developing a Long-Term Strategy – We will establish a comprehensive strategic plan to safeguard the future of Deaf Rainbow UK, ensuring financial sustainability, strong governance, and continued growth.

By focusing on these goals, we aim to build a stronger, more inclusive, and resilient organisation that continues to uplift and support the Deaf LGBTQ+ community.

7. Declaration

This report was approved by the Board of Trustees on 30th January 2025.

Signed:

Tammy Broskom

Position: Chairperson

Date: 31st January 2025

Deaf Rainbow UK
April 2023 - March 2024

	Credit	Debit		
	£	£	£	£
			<u>£ 15,265.87</u>	Open balance from 22/23
Income				
Donation - One Off	£ 546.23			
Donation - Regular	£ 49.18			
Donation - Large	£ -			
Donation - Sponsor	£ -			
Grant - RAD	£ -			
Deafab	£ 530.00			
Income - Invoice	£ 360.00			
DeafSister	£ 140.00			
			£ 1,625.41	
Expenditure				
Core - Accessibility		£ 80.00		
Core - Trustee expenses		£ 66.55		
Core - Tech/Web		£ 332.53		
Core - Bank Charge		£ 180.00		
Core - Other		£ 501.88		
Core - Project		£ -		
Deafab		£ 225.99		
Grant - RAD		£ 10,000.00		
DeafSister		£ 140.00		
			£ 11,526.95	
			<u>-£ 9,901.54</u>	deficit for this year
			<u>£ 5,364.33</u>	Closed balance